



DELTA TAU DELTA

Recruitment Education



Recruitment Education and Training

Recruitment
2018 - 2019

To Whom It May Concern:

Our Chapter, Epsilon Iota B, holds recruitment in the highest regard. We recognize that without excellence in recruitment, we cannot achieve excellence as a chapter. To build a greater chapter, it is of the utmost importance to utilize all available resources to educate and train our members in the best of recruitment practices. This involves a holistic process, beginning with the creation of a vision, continuing on to the incorporations of the Obligations of a Delt and the Foundation Values, and finishing with active training on recruitment practices. Using the resources on deltroad.org in confluence with external facilitators who have achieved excellence in the past, we can become recruiters with a wholesome understanding of the process.

FAAR Criteria

0 Level:

- ❖ The chapter does not submit documentation of recruitment training.

200 Level

- ❖ The chapter hosts one recruitment training session for chapter members.
- ❖ The chapter must submit an agenda of the training session and an attendance sheet.

400 Level

- ❖ The chapter hosts a recruitment training session during each academic term.
- ❖ The chapter must submit a dated agenda from each term and an attendance sheet for each training session.

600 Level

- ❖ In addition to the 400 level requirement, the chapter utilizes at least one of the three recruitment workshops provided on DeltRoad.org for at least 90% of members prior to the beginning of the term in which first year students can be recruited.
- ❖ The chapter should include attendance sheets verifying the chapter's attendance.
- ❖ The chapter should also submit a debriefing of the workshop, which should include an evaluation of the workshop, any goals established during the workshop and an analysis of the activities included in the workshop.

800 Level

- ❖ In addition to the 600 level requirement, the chapter utilizes all three recruitment workshops provided on DeltRoad.org for at least 90% of members at each workshop.
- ❖ The chapter should include attendance sheets verifying the chapter's attendance at each workshop.
- ❖ The chapter should also submit a debriefing of each workshop, which should include an evaluation of each workshop, any goals established during each workshop and an analysis of the activities included in each workshop.

1000 Level



-
- ❖ In addition to the 800 level requirement, the chapter utilizes all the recruitment workshops provided on DeltRoad.org for chapter members with least two of these workshops are facilitated by an external resource.
 - ❖ The chapter should include attendance sheets verifying the chapter's attendance and a brief biography for the external facilitators.
 - ❖ The chapter should also submit a debriefing of each workshop, which should include an evaluation of each workshop, any goals established during each workshop and an analysis of the activities included in each workshop.
-

Recruitment Committee

Chairman:

Caleb Forrest, *Director of Recruitment*

Members:

Chase Bogedin, *Assistant Director of Recruitment*

Adam Migliore

Shawn Penning

Shane Combs



Programming

November 29th, 2018

Title: Recruitment Programming Course Three: The Process

Presenter: Vince Russo, *Chapter Leadership Consultant*

Attendance: 37/42 Members

Road Pillar: Recruitment Education

Road Tier: 2 (Critical Thinking)

Obligation Orientation: Recruitment

FAAR: 1000 level for having an outside speaker from Nationals and participating in exercises to help strengthen our chapter's recruitment practices.

Agenda:

- **2 mins - Introductions**
- **10 mins - Overview of Chapter's Current Recruitment Model**
- **15 mins - 5 Step Recruitment Model**
 1. Meet Him - Find new ways to meet potential new members
 2. Make Him Your Friend - Build your relationship with him before bringing up the fraternity
 3. Introduce Him to Your Friends - Introduce him to the brothers, but do not be overwhelming or bring up the fraternity
 4. Introduce Him to the Fraternity - Invite him to chapter events, be they rush official recruitment events or a regular chapter activity/event
 5. Bid Him - Address any questions or concerns he has about the fraternity, and outline all expectations of membership, if he expresses an interest in joining extend him in a bid
- **10 mins - Regroup for Processing Questions:**
 - According to the video clip, what makes the Alabama program successful?
 - How can we relate the themes from this clip to fraternity recruitment?
 - What elements of a process-oriented approach have you noticed thus far in your recruitment training?
 - How can everyone play a role in successful recruitment?
- **5 mins - Recruitment Activities**
 - Identify small group activities or events we could do and invite a potential new member to join
- **10 mins - Regroup for Processing Questions:**
 - What was challenging about this activity?
 - What surprised you about developing this list?
 - Are these activities that you feel comfortable inviting prospective members to?
 - Would these activities be difficult to put on? Are they costly?
 - Put yourself in a potential new member's shoes, would you have preferred to attend one of these activities versus a large recruitment event?
- **5 mins - Talking With a Potential New Member; Five F's**
 - 1. Family-Do you have any siblings?
 - 2. Friends-What do you typically do for fun with your friends?
 - 3. Favorites-What is your favorite _____?
 - 4. From- Where are you from?



-
- 5. Fun-What do you like to do for fun?
 - **5 mins - Conversation Skills Activity**
 - Have the group break up into pairs to practice conversation skills, one will act as themselves and the other will act as the PNM, after closing conversation the members in the pair switch roles
 - **5 mins - Regroup for Processing Questions:**
 - What aspects of the steps or the five F's were easy to use? What was challenging?
 - What did your partner do that you felt was effective?
 - Why is it important to practice conversations?
 - **10 mins - Closing the Deal**
 - How do we approach and close with a PNM before delivering a bid?
 - **5 mins - Regroup for Processing Questions:**
 - What aspects of this approach did you like? What did you dislike?
 - What did your partner do that you felt was effective?
 - Why is it important to practice giving a bid to a potential new member?
 - What implications does the style and message delivered during the bid offering have for the individual? For the chapter?
 - How does this impact our first conversation and the vision for the future?
 - **Closing Remarks**

Brief Description: Vince Russo presented to our chapter about the enhanced recruitment committee process. Based on our current recruitment operations, he was able to analyze where we needed improvement.

Goal Setting: Implement four different parts of the recruitment committee where members can be involved depending on their area of expertise/comfort.

Activity Review: The activities presented in this Recruitment Programming Course provided the chapter with a better understanding of the processes of meeting and recruiting a man to join Delta Tau Delta. They also provided the members with quick and easy tips and practice for conversation, many members expressed the ease of having a conversation after utilizing what was learned in the course.

Evaluation: After Vince's presentation and activities it became much easier to plan for the upcoming recruitment term. By utilizing the activities and lessons learned in this Course our chapter created recruitment teams and assigned members roles in the teams, as well as planned out all of our formal recruitment events with plenty of time before the recruitment term began.

June 3rd, 2019

Title: Recruitment Programming Course One: Creating a Vision

Presenter: Caleb Forrest, Director of Recruitment, and Nathan Ply, Chapter Advisor

Attendance: 40/42

Road Pillar: Recruitment Education

Road Tier: 2 (Critical Thinking)

Obligation Orientation: Recruitment

FAAR: 1000 level for participating in critical thinking activities centered around our vision for the future of our chapter and how recruitment can help us achieve that vision.

Agenda:

- **2 mins - Introduction**
- **5 mins - "Why do we recruit?"**



-
- **10 mins - Instruct participants to answer the following questions:**
 - Imagine, what does your chapter look like in five years?
 - What accomplishments have the men achieved?
 - How are they perceived by your campus community?
 - How are they perceived by the International Fraternity?
 - How many men are in the chapter?
 - What role did you play to get them there?
 - Will it still be around when your children go to college?
 - **10 mins - Regroup for Processing Questions:**
 - Do you believe we have the potential to fulfill this vision?
 - Is it possible to achieve this in five years? Why or why not?
 - What will it take to achieve this?
 - How can recruitment influence this vision?
 - **10 mins - Instruct participants to break into groups of 5-6 and develop a vision statement for our chapter**
 - **5 mins - Share the groups' vision statements with the rest of the chapter**
 - **5 mins - Regroup for Processing Questions:**
 - Do you believe we have the potential to fulfill this vision?
 - Is it possible to achieve this in five years? Why or why not?
 - What will it take to achieve this?
 - How can recruitment influence this vision?
 - **10 mins - Break into pairs and discuss the following questions**
 - How did you hear about Delts?
 - Who introduced you to the Fraternity?
 - What stood out to you about the group?
 - When did you know you wanted to join?
 - What ultimately caused you to join the Fraternity?
 - **10 mins - Regroup for Processing Questions:**
 - Do you see any common themes amongst your answers?
 - What does this tell us about our chapter? What does it tell us about our recruitment?
 - Was it events or relationships that recruited you?
 - Did the chapter deliver on promises they made during the recruitment process? If no, how does that impact our
 - membership? How does that impact future recruitment?
 - How can we use our vision in recruitment?
 - **5 mins - Closing**
 - Ask 3-5 members to share something new that they learned about recruitment

Brief Description: Caleb Forrest presented to the chapter about the importance of having a vision for the chapter and how we can use recruitment to achieve this vision.

Goal Setting: Review the visions and mission statements set forward by the chapter at the beginning of the fall school term, which acts as our recruitment term, and again discuss how we plan to apply these visions and vision statements to our recruitment in the fall term.

Activity Review: The activities presented in this Recruitment Programming Course encouraged the brotherhood to critically think about what they want our chapter to be and exemplify in the future. By critically thinking we were able to get a better idea of changes that we should start



making now as to set an example for future classes, so that in the future we can see our vision becoming a success.

Evaluation: My presentation offered a deeper insight to what the brothers want the legacy of our chapter to be. By having the discussions and participating in the activities presented in this Course the chapter was able to come to a consensus on the changes we would like to see in our chapter, as well as discuss things we can start to do now to ensure those changes take place.

September 21th, 2019

Title: Recruitment Programming Course Two: Obligations and Values

Presenter: Renato Jesse Familara, *Recruitment Advisor* and Nathan Ply, *Chapter Advisor*

Attendance: 12/39

Road Pillar: Recruitment Education

Road Tier: 2 (Critical Thinking)

Obligation Orientation: Recruitment

FAAR: 1000 level for having an alumni speaker and participating in critical thinking activities about or obligations and their application during recruitment.

Agenda:

- **2 mins - Introduction**
- **2 mins - "What are the 5 Obligations of a Delt?"**
- **2 mins - Split the full group into 5 smaller groups and give each group a notepad to write on**
- **15 mins - Assign each group an Obligation and have answer these four questions on the page:**
 - Why is this an obligation of Delta Tau Delta?
 - What indicators can we look for in potential new members to know they will fulfill this obligation?
 - What should a potential new member know about this obligation before joining?
 - What is one measurable standard for this obligation?
- **10 mins - Regroup for Processing Questions:**
 - Are these obligations currently upheld by the members of the chapter? Why or why not?
 - Can we expect to recruit men who uphold these obligations if the current membership doesn't?
 - How many standards should a prospective member meet to be considered for membership?
 - Are there any standards that shouldn't be required to membership? Why?
 - Are there times when a man should be offered a bid to join with the expectation that they will work to meet the standard?
 - Should the new member program be used as an opportunity to decide if a man meets the obligations? Why or why not?
 - What would the chapter be like if we follow these standards?
- **15 mins - Split into 6 smaller groups and assign each group a Value**
 - Discussion of how the events of our chapter should/can reflect our values
- **10 mins - Regroup for Processing Questions:**
 - What should we do with all of the information we have compiled about demonstrating our values during recruitment?



-
- What are some examples of ways you can include this information in conversations?
 - How should this information impact the way we organize recruitment?
 - Was this information communicated to you when you went through recruitment?
 - How does this information help us achieve our vision?
 - **4 mins - Closing**
 - What new information did you learn from this?
 - Details for next workshop

Brief Description: Renato Jesse Familara presented to our Chapter about the Five Obligations of membership and how we can use them in our recruitment process. We then identified where our recruitment was lacking the utilization of our Obligations.

Goal Setting: Better represent our obligations throughout our recruitment process, increase the focus on our formal recruitment events being “values based”.

Activity Review: The activities presented in this Recruitment Programming Course provided the brotherhood with a deeper understanding of the application of our Obligations and Values to Recruitment. As well it offered the brothers with ample time to reflect on how well we are upholding those values currently.

Evaluation: Utilizing what we learned in Renato’s Presentation and Activities we were able to better define the criteria by which we discuss Potential New Members and hand out bids. As well as figure out how we can better exemplify our Obligations as Delts and utilize them in the recruitment process.

Fraternally,
Caleb Forrest
Director of Recruitment
Epsilon Iota B