RUSH

The Right Way...
This Rush Manual was designed as a resource for the Rush Chair, the Rush Committee, and the individual members of a chapter. This manual consists of the following parts:

**Part I** is directed toward the responsibilities of the Rush Chair and the Rush Committee for the details of conducting a successful recruitment program.

**Part II** contains information of use to all members of the chapter as they participate in the chapter’s recruitment efforts.

**Part III** contains several specific role playing activities to use with the entire chapter or groups of members.

**Part IV** provides the Rush Committee with samples of materials available from the Theta Tau Central Office, additional resources for recruitment materials and ideas, and suggestions for materials a chapter could develop for rush and recruitment.

This rush manual is a combination of information from individuals, Theta Tau chapters, The Theta Tau Central Office, Alumni, the National Inter-fraternity Conference, and MIFCA. Credit has been given where due and when the author or source was known. Special thanks to Justin G. Wiseman, ΞΒ ’95, for his leadership in creating this manual.

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ΘΤΤ ΘETA TAU
BROTHERHOOD FOR A LIFETIME!
PART I

SO YOU’RE ON THE RECRUITMENT TEAM
MESSAGE TO THE RECRUITMENT TEAM.

Brothers,

Fraternity is fellowship. Fraternity is making friends. This is a natural process that can be done seven days a week 365 days a year when fraternity members are willing to actively meet individuals on campus.

You must help to create situations in which fraternity members will be able to meet quality individuals and begin making these friendships. The recruitment committee is the single most important committee in the chapter. When planning your recruitment activities, keep in mind that you’re more than a glorified social chairman. The recruitment committee has a responsibility to organize the chapter’s rush program, calendar of events, train the brothers to rush, and plan constructive & effective events.

Recruitment planning can never start too soon, but starting too late can be disastrous. An attempt should be made to include as many new brothers as possible on the recruitment team. Newer brothers are usually more closely associated with other underclassmen that may be interested in the fraternity and should be encouraging these individuals to attend rush functions.

New member recruitment or rush is nothing more than perpetuating our fraternity through the selection of only QUALITY individuals to join our brotherhood. Don’t forget to use the resources available to you, the Central Office, Regional Directors, Alumni, and past recruitment chairs from your chapter.

THETA TAU’S RECRUITMENT MISSION STATEMENT.

The mission of your recruitment efforts should be to attract quality individuals and develop them with lifelong bonds of trust, friendship, and unity providing a social, fraternal, professional, and academic atmosphere through which the individual as well as the National Fraternity and chapters will excel.
 FRIENDSHIP - THE KEY TO SUCCESSFUL RECRUITMENT

Is your chapter at a cross roads? Is it business as usual, or is it time to jump start the recruitment process? Passive rush efforts must be transformed into active, direct practices. Friendship, the principle benefit of joining a Greek organization, has not gone out of style and is still very much in demand on every campus.

Interest in friendship-based groups will always exist among students. Fraternity members need to take their product, their friendship directly to the potential buyer, the non-affiliated student. When face-to-face dialogue takes place on campuses between a nonaffiliated student and a fraternity member, a planned encounter created a relationship between the two people. Continued dialogue developed the relationship into a friendship. A friend jumps at the chance to join a brotherhood!

The recruitment strategy, therefore, is based on friendship. Since rush is nothing more than making friends, chapters which embrace the friendship approach during rush will attract a larger pool of students. The American Freshman, a national annual study by the Higher Education Research Institute at UCLA, continues to indicate that a primary concern among students is fitting in and making friends. Fraternities can meet this need to belong when our message is friendship.

(Borrowed from NIC)
In analyzing the pool of prospectives on campus, three types emerge. First the 
**ALWAYS JOIN** group. These individuals will join fraternities with very little effort. 
These individuals are legacies, friends of current members, or acquaintances of 
alumni, and have been positively influenced on the benefits of Greek affiliation. 
This pool, however, has dramatically decreased over the past 30 years.

The Second type is the **NEVER JOIN** group. Individuals in this category 
philosophically do not agree with Social Greek 
organizations or have no interest in campus 
involvement. No matter what effort is made, these 
individuals will not join. Even these individuals, 
however, may consider joining our professional 
engineering fraternity if they see it as distinctive from 
social fraternities on campus.

The third type is **MAYBE JOIN** group and is the largest 
group, potentially 30-60% of the student population. Included in this group are 
first generation college students, students of color, sophomores, and transfers. 
These individuals do not have the complete information on the Greek experience, 
nor do they have positive acquaintances in the chapter.

When fraternity members develop individual personal relationships with these 
individuals, fraternity is no longer an abstract concept but an organized 
opportunity with a name and a face. In general, these individuals will not actively 
seek Greek membership, but many are ideal candidates for membership. The IFC 
and chapter rush efforts must be personal, one-on-one, and active. These 
prospectives must meet current fraternity members to gain a favorable impression 
of Greek life; a publication or video will not cut it.

Public relations is always important, but personalized recruitment goes beyond 
public relations. A publication or a video will raise awareness about fraternities, 
but fraternity members, themselves, engaging in everyday dialogue with these 
“maybe joiners” will create friendships which in turn will produce new members. 
**People join people...and a good fraternity, too.**

(Borrowed from the NIC)
**SUMMER IS THE KEY TO RECRUITMENT**

Now that the Fall rush is over and pledging is under way, the chapter needs to focus on rushing individuals for the spring pledge class and summer rush. The chapter should choose wisely when selecting the rush chairman. The rush & pledging chairmen are very critical to the future of the chapter. The rush chairman should serve for a one year term starting in October through the conclusion of the next Fall rush period. A six month term of office is acceptable. Keep in mind that the majority of this time must be spent planning and organizing. The rush chair can NOT be appointed one week prior to rush and be expected to produce results.

**POOL OF NAMES**

Plain and simple, you have a better chance of finding quality prospectives by considering more individuals. The chapter must exhaust every resource it has to find those worthy of the high ideals of the fraternity. There are a million “nice guys” out there, but the key is finding “nice guys” with credentials and achievement above and beyond the crowd. “There’s no traffic jam on the extra mile!” The chapter must set standards and stick to them. Members of successful chapters put personal pride aside and recruit those better than themselves--they realize that improvement means that what was good enough for the chapter when they joined may not be good enough now.

Chapters can get names from many people and places. Here are a few to start with:

- Friends of chapter members
- Classmates of chapter members
- Neighbors of chapter members
- Intramural competitions
- Recommendations from alumni
- High school guidance counselors and/or faculty
- Recommendations from friends
- List of incoming students from school
- List of those interested in fraternities from Greek Affairs Office
- Recommendations from parents
The list will continue to grow and change; it is the responsibility of the recruitment chairs and the recruitment teams to thoroughly consider each candidate for membership and honestly analyze their strengths and weaknesses. A rating should be given in order to prioritize the list to best utilize chapter resources. A privilege and important duty of fraternity membership is selecting the most qualified new members. Since “the brothers make the fraternity” and the annual membership turnover can change a fraternity almost overnight, focused attention must be given to recruitment and high standards.

Summer recruitment gives a chapter a better opportunity to truly get to know its prospective members—more than any other form of recruitment. The chapter may have anywhere from one to six months (or more) to get to know the individual. The chapter will most likely have contact with individuals on campus, at home (hopefully with their parents), and in more “natural” environments than at traditionally brief and contrived “rush parties” where rush is the key word, and no chapter wants to hurry through selection.

Build a solid and wide ranging pool of names and the summer recruitment process will offer a suitable format for member selection.

**Responsibility and Trust**

Recruitment chairs are given an enormous amount of responsibility in a summer recruitment system...responsibility, not just duties. Under traditional “rush” systems, the role of the chair is really reduced to party planner, and in some cases, they may get to “slate” candidates for membership. Although credit is given to the chair in most cases, the responsibility factor is low, which also accounts for the randomness of results and the quality of rush chairs in traditional systems. Chapters using summer recruitment find results more consistent, and they consistently find better results.

Winston Churchill said, “the price of greatness is responsibility.” With summer recruitment, the recruitment chairs are not only given the responsibility for the logistics of events but for the results of the entire program. The chairs are responsible for the decision of who is given a bid. Of course, these decisions are not made “in a bubble,” but in order to share & assign responsibility, the chairs must first be given the responsibility.
Summer recruitment chapters do not experience “all-night hash session” where each candidate for membership is viewed and reviewed, usually in a meeting resembling the “department of Redundancy Department.” Rather, responsibility to review the credentials of potential members is given to recruitment teams (who usually choose their own captain) that are divided by the chairs with consideration to hometowns, majors, class, and skill.

For example a team of seven may be given the responsibility of screening 12 candidates. The team determines “A,” “B,” and “C” candidates, with “A” candidates recommended to receive bids. The captains then take this list to a captains’ meeting with the chairs. Each captain lists the team’s findings, highlighting recommended new members. The chairs then digest this information and construct a master list with recommended bids. This list is circulated to the members. The point here is simple: an individual member under a traditional “rush” system is personally responsible for meeting every potential member (this number could range from 50 to 500) and he must know enough about each to make an informed decision when voting (not realistic), and with the team concept, each brother has a much better chance to know the five to 25 potential members, and with their team make a recommendation on membership. Each team simply does its job, assuming that their brothers will also take selection seriously. The chairs then coordinate the lists and work them into a quality new member meeting where the standards are set.

Responsibility is given to all members. Those choosing not to participate in the team concept should forfeit their “voice” in the process. New members should be included on teams and in the entire rush process. The new members do have a say in who is extended an offer to join our fraternity.

Chapters need to have trust to implement summer recruitment. This is not to say they should throw caution (and the chairs) to the wind, hoping they come back with a class of human beings. But this is saying that each brother in the chapter needs to do their job. It is also saying that chapters resurrecting archaic, marathon “hash sessions” have a problem—they are wasting a lot of time. Some individuals may even find perverted power in denying bids. Pretty soon this chapter has poor attendance at these supposedly “vital” hash sessions, and those who attend leave tired and disgruntled. This is a far cry from a chapter with
recruitment teams, organization, and shared responsibility—they are much more efficient.

In most cases, when bids should be denied, it is a unanimous decision and pretty obvious. Set standards before recruitment with the chapter. (Keep in mind that an individual who is asked to rush still needs a unanimous secret vote prior to pledging and once again prior to initiation into membership.)

**Budgeting and Organization**

There are simple tools here: 1.) A recruitment budget, 2.) A thoroughly planned recruitment schedule, planned well in advance, and 3.) An up-to-date chapter address and phone list as well as a continuously maintained list of prospective members.

The budget can be big or small, but it must be detailed. Anticipate all costs—phone calls, publications, letters, postage, food, name tags, etc. The treasurer must work closely with the rush committee in planning and reconciling the budget. If the chairs get out of hand, they must be brought into check quickly, especially with many late spring and summer expenses—this is a time when most chapters have little or no income. “Summer Dues” are not recommended. Build the recruitment budget out of the current chapter budget.

Scheduling is not something to shrug off. Make your schedule early, giving time for input from the chapter and especially the chapter officers who must work it into the overall schedule. Then stick to it. Chapter members, alumni, and prospective members given enough warning, can make plans to be where you need them...and on time! Inevitably, some people may not be able to make it, but that’s the reality of planning for a group. Logistics (i.e., location, entertainment) need advance work.

Maintain addresses, phone numbers, and email like your chapter’s life depends on it—it just might. Certainly the health and vitality of your recruitment events depend on the manpower available, and you have to know how to get them there. It sounds ridiculously obvious, but many chapters fail due to poor attendance, and they can not figure it out. The solution is simple—addresses, phone numbers, and email. Use them! Make no assumptions.
Alumni & Parents

Do they chose new members for you? No. Can they help? Yes, more than imaginable! Alumni help with the budget—setting it, staying on it, and maybe adding to it with things like scholarships for outstanding freshman for the recruitment chairs who meet their goals. They have been through recruitment before, in Theta Tau and in their business experience. Their experience is an aid not a hindrance as some chapters may feel. Yes, they will keep you on your budget and ask tough questions about recruiting standards, but what could happen if they did not? Recruitment chairs may be assigned an alumni “mentor,” an alumnus experienced in summer recruitment and budgeting, to guide their efforts.

Alumni can, and will if you ask them, plan and even host events for the chapter. Remember, be very clear about expectations and schedules with alumni, because they deal differently with these; they have families and jobs, and usually run things very efficiently. So do not expect something on a week’s notice and be clear about the time and money. Also, they can help with recommendations of prospective members. Do you have to recruit everyone recommended? No, However, you should give the prospect an alumnus suggests special and early consideration, and you should in no way avoid alumni recommendations or “legacies.” Theta Tau has been fortunate that 2 of its Past Grand Regents have been the sons of Theta Taus. How unfortunate it would have been for our Fraternity if these leaders in Theta Tau had been overlooked for membership. Alumni understand recruiting. They do not understand being ignored, and they are worthy of at least a “thank you.” Use alumni help.

Parents will help, too...the parents of chapter members and the parents of recruits. Most people’s parents know someone who could be a candidate for membership. Some parents help with events, and all of your parents are interested in the success of your organization. In fact, almost all parents of chapter members come in contact with some of your fraternity brothers. Recruitment comes into play with each contact with parents.

Parents of potential members are everywhere, whether a young person they know will be on your campus or another campus, you can win big with your intentional
or unintentional contact. You meet with, or are seen by, parents in the mall, at the ball park, driving down the road with your fraternity bumper sticker, at the beach with your letters on, and thousands of other places you should consider. Planned visits with the family of a potential member can bring uncountable benefits, personally and to the chapter. Who knows, you may end up working for one of these people. Dress sharply, speak well. Do not be a parent’s nightmare “frat-rat,” “crazy college kid,” whatever. Be especially polished in your discussion of the fraternity and your chapter. Parents will see through excuses and they do not like a run around. They may play a big part in their young person’s decision to join a fraternity. Try talking with the parents of current members for practice—you will be amazed. It is a different “sale” than it is for an 18 year old freshman. Again, “thank you” notes and follow up are important with parents. Consider having a member’s parents or an alumnus call the parents of new members.

Promotional Material

Things like videos and brochures are nice, but they do not influence the bottom line recruitment. The chapter should have written material to supplement their efforts, but do not go overboard. Be distinctive and clean, but 3-D pictures of the chapter are a bit much. Be careful to accurately portray chapter life and values. (Remember, with summer recruitment, the promotional materials are almost always seen by parents.) Emphasize chapter and individual balance: leader/scholar/athlete/gentleman. Keep those crazy party pictures for your personal scrap book, and make sure pictures selected do not have cups, bottles, cans & glasses in every picture. Most chapters just have pictures from social events, so be organized and get some pictures of the many other aspects of being a fraternity member. You are promoting your fraternity, not a cruise ship. Use written materials judiciously; make the message clear and consistent. Do not mix and match symbols and colors; get a good theme and go with it. Business cards, flyers, professionally designed brochures, letters, telegrams, and posters are all possibilities for a recruitment campaign. Get advice, but remember that the fraternity with the “coolest” poster has no guaranty of a quality new member class. Video is nice and holograms would be better, but it all comes back to each and every member of the chapter doing his share and being a brother.
A YEAR IN THE LIFE OF THE Rush Committee

The following calendar details what a chapter needs for a successful year round well planned & organized rush program. Rush is a 365 day a year commitment, this calendar takes that into account, but focuses on an official Fall and Spring rush week. This program is designed for a semester based chapter, you may need to modify it to fit your needs.

October -

- Select the **spring** recruitment chairman and establish the rush committee.
- Evaluate the strengths and weaknesses of the fall rush.
- Speak to the brothers and the pledges for their opinions.
- Obtain names of prospectives from the current fall pledge class.
- Use fall social and professional events as early spring rush events.
- Follow up with prospectives that did not pledge from the fall rush.

November -

- Select the desired events for the spring rush.
- Solicit input from the actives and pledges.
- Develop a list of early prospectives and consider a pre-bid to those who did not pledge from the fall rush, friends of members and individuals who attended fraternity events during the fall.
- Consider events based on geographic location.
- Set up professional & social events.
- Contact school for mailing labels.
- See if you can help at the school’s spring orientation (for new or transfer students).
- Establish tentative calendar to present to the Chapter officers for approval.

December -

- Present the rush calendar to the chapter officers and finalize calendar.
- Present the rush final program to the chapter.
- Contact the “pre-bids.”
- Set up rush teams for the spring.
- Start recruiting motivated individuals to head up recruitment teams.
• Make sure the “pre-bids” are going to be contacted during the winter break.
• Begin making the arrangements for the events (i.e. talk in class, reservations, confirm mixers, etc.)
• Work with the pledge class on rush techniques & the importance of rush.
• Assign individuals from the list of actives to contact prospectives over the break so that these individuals do not lose interest.

January -

• Set up a rush lock-in (See Fraternity Lock-In Guide) for the chapter prior to starting spring rush.
• Work with the rush teams.
• Use the new members to your benefit; have them bring as many people to rush events as they can.
• Distribute flyers and other rush material; remember that nothing will replace personal contact between a brother and a prospective.
• Make sure the events run smoothly and remember that the entire chapter must rush, not just the rush committee.
• The recruitment teams will meet following the event and review the prospective members they have been assigned; they will “prioritize” the prospectives list.
• Follow up with the engineering department and the admissions office to volunteer for recruitment and orientation for new students for fall.

February -

• Assess the spring rush and evaluate what did and did not work.
• Follow up with the engineering department and the admissions office to volunteer for recruitment and orientation for new students for the fall.
• Survey all new members about the good and the bad of their recruitment experiences, with this fraternity and others on campus.
• New members can also provide many of the names in the pool of the next top prospects. In fact, they should also be given the responsibility of planning a recruitment event (an event, not the whole program) for the entire chapter -- this is the fastest way to learn about recruitment: experience.
March-

- Solicit input for spring, summer, and fall rush events.
- Plan regional events with actives in the area and alumni.
- Circulate proposed summer event dates.
- Plan spring rush events to gain interest for possible summer or fall pledging.
- Start thinking about a recruitment clinic for the fall; it should be held for the chapter the week preceding the events to brush up on the skills and to review the plans and target the top prospective members.

April-

- This list of prospective members is prioritized again, allowing the chairs to focus their attention on the top prospects and the summer schedule.
- The summer schedule and budget should be reviewed with the chapter officers.
- Distribute the summer schedule & early fall schedule to the entire chapter.
- The logistics for the summer are cemented including schedule of regional events.
- The summer address list (chapter members and recruits) is compiled and the state/area/country is broken up into manageable regions under direction of the rush captains.

May-

- As school ends, coordinate recruiting visits and events with team captains to reach the top prospective members first.
- Depending on school regulations, or lack thereof, new members should be taken as early as possible.
- Commitments to join or to participate in recruitment events on campus in the fall may be all that is allowed, but they must be taken and taken seriously.
- Once committed, they should be included in chapter communications.
- Following up with all prospects members is the key from here on out, especially when competing with other fraternities.
- Volunteer to help engineering school or university with summer campus tours for incoming freshman or transfer students.
- Volunteer to help with fall orientation.
June-

- Regional events are taking place (i.e., a barbecue at the home of an alumnus or attending a professional baseball game) and commitments are being made.
- Captains are coordinating events and ensuring team members are attending events, meeting potential members, and giving their feedback on them.

- Commitments should amount to at least half the rush goal by the end of the month to stay ahead of the competition.
- All fall recruitment activities should be in the planning stages by now.
- Meet with those referred to Theta Tau by alumni (their children, friends, or neighbors).

July-

- The chapter’s goal for commitments from quality individuals should be met in July.
- Continue focusing on the fall recruitment activities.
- Start working on presentations to freshman classes in the fall.
- Follow-up is the key. Usually, top prospects are being contacted by the competition and will make a later decision, sometimes waiting until the end of the summer -- this is where persistence and patience pay off for the chapter.
- Bolster the team effort with strategic phone calls, visits, and newsletters within the chapter. Remember to include those who have accepted bids/made commitments, and remember to keep all newsletters in good taste.
- Fall recruitment events should be finalized and publicized to chapter members by the end of the month.

August-

- Depending on when school starts, recruitment will pick up again.
- Depending on when “rush” starts, the chairs and captains will recall the teams to evaluate the summer efforts, plan the details of Fall events, and brush up on skills.
- Communications within the chapter will make or break the chapters drive to turn goals, intentions, and efforts into the reality of a 100% quality new member class.
The ball cannot be dropped and assumptions cannot be made about those who were “supposed to join” or at least “go through our rush.”

The executive committee can aid the recruitment efforts by distributing the chapter’s calendar of events early in the month, so members can plan around work, etc., to participate in recruitment.

September-

- Set up a rush lock-in for the chapter prior to starting rush.
- Use the new members to your benefit, have them bring as many people to rush events as they can.
- Distribute flyers and other rush material, remember that there is no replacement for personal contact between brother and prospective.
- Make sure the events run smoothly and remember that the entire chapter must rush, not just the rush committee.
- The recruitment teams will meet following the event and review the prospective members they have been assigned; they will also prioritize this list of prospects.
- Follow up with the engineering department and the admissions office to volunteer for recruitment and orientation for new students.
- Formal induction takes place (depending on when school starts and school regulations, this may take place in August).
- All new members (pledges) are surveyed about the good and the bad of their recruitment experiences, with this fraternity and others on campus.
- New members can also provide many of the names in the pool of the next top prospects. In fact, they should also be given the responsibility of planning a recruitment event for the entire chapter -- this is the fastest way to learn about recruitment: experience.
- A total evaluation of the program and budget reconciliation should be completed by the rush chairs before the October elections and appropriate thank-you’s should be given before leaving office; job well done.

This is a general schedule. Obviously, each campus will vary with different versions of recruitment regulations and events planned by the school’s Greek Affairs office, but when it comes to the schedule for any chapter’s summer recruitment efforts, there are absolutes:

1. You can not start too early.
2. Recruitment is never over.
3. All details must be communicated to the members & potential members as early as possible.
4. Follow up.
What is a normal week for the Rush Committee Chairperson?

- Hold weekly committee meetings.
- Follow up on the progress of the committee members.
- Keep focus on year round recruitment.
- Appoint/replace committee members as required.
- Attend chapter officers’ meeting.

Exercise the three principles of sound management:

1. **Plan** - The rush chairperson must effectively use the committee for planning as outlined above.
2. **Execute the plan** - The rush chairperson has the responsibility to see that the plans of the committee are executed properly by committee — these individuals have “know how.” To do this effectively, it is necessary to have periodic review with each committee member.
3. **Control the results** - The rush chairperson must see that the results are achieved. This requires systematic follow up to make sure jobs get done. *Do not be afraid to remove individuals who are not getting results.*
RUSH
THE RIGHT WAY

ΘT
THETA TAU
SIMPLY THE BEST!
PART II

RUSH: THE ART OF MAKING FRIENDS
TALKING TO THE Rushee ABOUT Fraternities

Our rush activities allow us the chance to get to know individuals. Because we think of rush as making friends, it is important to be a true friend of the rushee by helping them discover whether or not fraternity life will enhance their personal development and fulfill life-long needs. This involves three steps:

We are interested in what is best for this person, not in just chalking up another pledge for our chapter. We are sincerely trying to show the rushee how fraternity life will be a benefit.

Although we believe fraternity life has something to offer everyone, we also recognize that some individuals would be better off not joining. Finding out together whether fraternity life is right or not is the basis for a friendship. This is why we say RUSH IS MAKING FRIENDS. We care, and are helping to make the right decision, even if that means not to join the fraternity.

If you take the time to follow this procedure, one-on-one with your friend, the rushee, you won’t be disappointed. Either you have gained a new friend, or you have gained a new friend AND a new brother. You cannot lose.

Each member of the chapter should make an effort to make one good friend, one he wants to see pledged above all the rest. He should see to it that this same friend meets all the brothers.

1. Find out what the rushee hopes to gain from college and from life by asking questions and listening.
2. For each of the rushee's expectations and goals, offer specific examples of fraternity life that will contribute to their individual growth and fulfillment in these areas. (What a fraternity has to offer should be dealt with thoroughly in the Rush Workshop beforehand.)
3. Ask the rushee if your thoughts need clarification or expansion, and also if they are realistic. After feedback, continue your conversation in the same manner.
NAME ONE PERSON...

Ask chapter members to name the one person who influenced them to join your chapter. Think back to that moment.

Processing Questions:

- How did he approach you? What did he say?
- How did he show interest in you? What did he say?
- What “closed” the sale?
- Remind the chapter that rush is simply making friends!
- How can we make rush a more personalized process?
TALK WITH RUSHEES ABOUT - - -

• The rushee’s background
• The rushee’s view on fraternities
• His interests and activities
• The rushee’s friends
• The rushee’s future plans
• Current events
• Upcoming college activities
• Upcoming house functions
• Fraternities:
  • their advantages
  • selling points
  • why you pledged
  • what you’ve gained
  • what he’s looking for
• Things of common interest
• How fraternities encourage scholarship
• How fraternities provide leadership training
• How fraternities serve the campus and the community
• How fraternities provide experience in group dynamics
  and working with people
• How fraternities provide avenues for individual expression
• What the obligations of membership are
SELLING POINTS OF THE FRATERNITY SYSTEM

I. Scholastically

1. Built-in tutoring system
2. Advice on courses, professors
3. Faculty adviser
4. Test files
5. Speakers
6. Incentives and awards
7. Supervised study sessions
8. Good atmosphere for study
9. Scholarships available

II. Personality Development - one's characteristics & experiences constantly developing.

1. Living together with individuals whose fellowship one enjoys
2. Melting pot of backgrounds, personalities, experiences
3. Enriches college experience by filling a gap in lives of students that college can't
4. Enjoying counsel of older members; those that have experienced similar problems personally, academically and otherwise
5. Experiencing problems with one's contemporaries
6. Opportunity to meet and work with many outside Fraternity
   a. alumni - businesspersons, professionals, etc.
   b. college personnel
   c. other fraternity members
   d. sorority contacts
   e. other college students
7. Home-away-from-home
8. Lifelong friendships formed and tightened through a bond of brotherhood
9. Contacts - alumni
10. Something in common with all fraternity brothers
11. Fraternity guides and helps stimulate extra-curricular interests
12. Opportunity to identify with a group, develop spirit, pride
13. Quick group identity (particularly good for students at big schools)
14. High moral atmosphere
III. Developing Organization and Leadership Abilities

1. Opportunity to serve in leadership capacity learning to work with people and situations in handling problems
2. Excellent opportunity to gain organizational experience
3. Learn parliamentary procedure
4. Improve speaking ability
5. On-the-job experience (financial - a chapter is big business)
6. A fraternity is democracy (parliamentary government) in action
7. Start of a lifelong process of associating and working with those of like interests
8. Since we are working for good, we work toward an ideal ever striving
9. Establishes competitive spirit which is valuable in later life as a stimulus to succeed
10. Learning to accept responsibility
11. Opportunity to put classroom theory into practice

IV. Social Development

1. Learn social graces
2. Develop social confidence, poise
3. Benefit from fraternity social functions, parties, socials, teas, receptions - well-planned social calendars
4. Learn how to get along with people
5. As a melting pot, it eliminates snobbery
6. In our community and philanthropic works, we are ever concerned with helping those less fortunate
7. A fraternity teaches its members that they have, as responsible brothers, a responsibility which is larger than themselves and that they must realize their potential
OVERCOMING OBJECTIONS

Item 1

Objection: "I don't think I can afford the fraternity."

“Yes, I can understand your concern for the cost, I had the same problem. If I can show you that the cost really isn't that great, would you consider pledging?” (This is easy to me, because a fraternity is a co-op, and you can prove it's less expensive to be in a fraternity than it is to be independent simply by listing all the things you get for the money and the intangibles obtained.)

The best way to answer this is with facts. Before making a visit prepare an explanation of the comparison between the costs of apartment living, dorm living, and fraternity living. Be sure to include a social expense in the cost of apartment and dorm living. This is included in most chapter house bills and is an extra expense for others. In most cases, the rushee will be surprised to find that the chapter costs no more than the alternatives.

Item 2

Objection: “I am afraid the fraternity will hurt my grades."

"I can understand that; I had the same thought when I pledged my freshman year. If I can show you how we will help you improve and get good grades by pledging, would you consider pledging?” (Explain your scholarship programs, GPA statistics, etc. Show the rushee exactly how much time it takes, and that being a fraternity member does not take away from your study time. Did you know that being in a national fraternity adds about 50% to your chances of graduating?

Again, the simple facts are the best answer. Statistically, a greater percentage of entering freshmen who join a fraternity graduate from college than do non-fraternity members. Also, the all-fraternity grade point average is higher than the all-student's average in the vast majority of colleges. Many Theta Tau Chapters are ranked among the highest gpa’s among Greek organizations despite the rigors of an engineering education.
It is good to cite specific scholarship programs that the Central Office offers and that your chapter engages in. Speaker's programs, study hours, chapter libraries, and test files fall into this category.

Item 3

Objection: "My parents don’t want me to pledge a fraternity."

"That is easy to understand--at first my parents felt the same way. But, if your parents agree, then would you consider pledging?" (Many parents have no idea what a fraternity is and for this reason may object. You must talk to the parents and make them aware of all of the benefits of joining a fraternity--scholarship, friendship, leadership, etc. A personal visit is best in the home or chapter house. In many cases, a phone call will do the job.)

If the parents are present at this visit, you have taken the first step to meeting their objections. Ask them what their specific objections are, and answer them honestly. If they are not present, offer to meet with them at their convenience or by phone. Again, answer the objections honestly.

Item 4

Objection: "But, I am interested in leadership, and your house isn’t one of the very political houses on campus."

"I can understand how you think that, but if I show you how you will have a better chance to develop your leadership potential in our house, will you consider pledging?" (He will have more of an opportunity to be an officer in this chapter than in a chapter with a hundred members. Work the individual in as a leader who can really benefit from working from this group.)

Item 5

Objection: "I heard that you have the worst fraternity on campus."

"I realize that we are not the #1 fraternity on campus, but if I show you how we are going to become #1 with your help, will you consider pledging?" (Show
the individual the goals that have been set. Offer a challenge, let the rushee be a part of the team!)

Turn this into a challenge! Offer the individual the chance to be one of the members who will make the chapter strong again. Tell the rushee that they have a chance to have a great influence felt on the chapter. If the individual has a strong drive and is highly motivated this will benefit not only the individual but the chapter.

Item 6

**Objection: "But, I like living in the dorm."**

"At first, I felt the same way. If I can show you the benefits of living in a house, would you consider pledging?" (Answer this by asking questions you know will get a negative response. Are you able to pick the people you live with in the dorm? Do the guys in the dorm get you dates with good-looking sorority girls? Do the guys in the dorm help you with your studies?)

Brotherhood is the key concept here. Show the individual how it is nice to have people who care for you around when you need them. Invite the rushee to your house. It is probably much more attractive than the dorm. Tell the rushee about the chance for individuality in the room he chooses. In addition to that, discuss the advantages of having all the friends from the dorms along with all the new friends from the fraternity. The brothers you meet in the Fraternity are friends you will have for life; with very few exceptions, that will not be the case with ones whom you meet in the dorm.
DIALOGUE WITH A RUSH GUEST

The following are suggestions for topics of conversation:

1. Where do you work?
2. Where do you live?
3. What do you do in your spare time?
4. Why did you decide to come to school here?
5. How did you become interested in fraternities?
6. Are any of your relatives Greek?
7. What are you looking for in a fraternity?
8. What do you think of rush?
9. Current Events
10. Sports
11. Common Friends (High School/College)
12. Music
13. Books
14. TV
15. Movies
16. Courses
17. Academic Work
18. Hobbies and Activities you have in common
19. The city where the school is located
20. Your experience as a rushee
21. Chapter distinctions and honors

If you ask a rush guest questions that can be answered with a yes or no, don’t expect the rushee to expand on it. Open ended questions are much more likely to stimulate discussion.
Do’s of Rush

1. DO Always use a firm handshake, concentrate on the rushee’s name & look them in the eye.
2. DO Be enthusiastic at all times (it’s contagious!).
3. DO Refer to those rushing the chapter as guests of __________________________
4. DO Speak truthfully and be as frank as possible in all conversations.
5. DO Treat all guests equally.
6. DO Ask any of local alumni to attend rush functions.
7. DO Encourage every rushee to pledge regardless of the fraternity chosen. If you openly rush the Greek system, rushees will be impressed and you will get your share of pledges.
8. DO Point out the accomplishments of other brothers whenever you get a chance.
9. DO Recognize a rushee on campus by their first name - it’s very impressive!
10. DO Make sure the house is always clean and neat. Even if you don’t live in a mansion, take pride in what you have and keep it clean and neat.
11. DO Always use a positive approach. Say "I’ll see you tomorrow," not "I hope to see you."
12. DO Make sure rushees meet other rushees in whom you are interested.
13. DO Encourage the rushee to give names of other rushees that may be interested in pledging.
14. DO Always respect the individual’s wish to keep previous engagements and visit other fraternities.
15. DO Each member of the chapter should be responsible for getting one other individual to pledge.
16. DO Have your rushees over for all kinds of activities; TV, football, lunch, as well as traditional rush activities.

Rushing is simply a process of making new friends. Treat all your rushees as new found friends.
17. DO  If your house is not full, invite promising rushees to spend a week in the house to find out what it is like, free of charge. After a week, you will most likely have a pledge.

18. DO  Always try to be neat and well-groomed.

19. DO  Be a good listener - don’t hog the conversation.

20. DO  Rush whole dorm floors - individuals pledge where their friends pledge.

21. DO  Introduce rushees to brothers with similar interests and hobbies.

22. DO  Rushing is simply a process of making new friends. Treat all your rushees as new found friends.

23. DO  Not forget one-on-one rush, ask a rushee to go somewhere with You. He may be intimidated by large group gatherings and need more of a "low key" rush effort to persuade the individual.

24. DO  Create a relaxed atmosphere where the rushee will feel like one of the group. Be polite, but don’t overdo the "guest" routine.

25. DO  Focus on rush; hard work pays off. If your chapter can work together like a team, your rush will be successful.

26. DO  Learn the art of a friendly smile and firm handshake.

27. DO  Dress and act responsibly in the presence of all rushees.

28. DO  Make sure the house is clean and neat, especially the bathrooms, bedrooms, and kitchen.

29. DO  Know enough about your fraternity to answer all questions.

30. DO  Be on time for all rush functions.

31. DO  Wear your badge.

32. DO  Introduce rushees to each other.

33. DO  Help a prospective member become oriented on campus.

34. DO  Relate the opportunities and involvement offered by your fraternity.

35. DO  Be positive about your chapter and yourself.

36. DO  Use rushee’s name on campus and at the house.

37. DO  Make an effort to sell the individual on the values of the system first and the fraternity second if he’s undecided about joining a fraternity.
**Don’ts of Rush**

1. **DO NOT talk only about yourself.** Listen to the guest and talk about their interests. Satisfy the individuals ego needs.

2. **DO NOT criticize any other fraternity or any individual.** It is much more impressive to say good things about your fellow Greeks.

3. **DO NOT leave a rushee alone for any reason.** There is nothing more uncomfortable than being alone among strangers. If you leave, introduce the rushee to another brother.

4. **DO NOT refer to an individual who is rushing the chapter as a “rushee”.** They are guests of the chapter.

5. **DO NOT try to be artificial to attract new members.** Be yourself and as natural as possible.

6. **DO NOT lie to a rushee about your fraternity status (scholarship, IM’s, finances, etc.)** Your respect and credibility will go right down the tubes.

7. **DO NOT criticize brothers in your chapter for their weaknesses.** Speak instead of their accomplishments and attributes.

8. **DO NOT attempt to convince an individual to pledge if they can't afford it.** The problems created for the Chapter are not worth it. However, Theta Tau membership is more affordable than most, and costs can be borne by most students.

9. **DO NOT congregate with other groups of brothers.** You have plenty of time after the party, and you don't want a rushee to feel that no one is interested.

10. **DO NOT act bored no matter how tired you are.** This not only affects guests, but also other brothers as well. Maintain your enthusiasm.

11. **DO NOT present a sloppy appearance.** Dress appropriately for the occasion and ask everyone else to do the same.

12. **DO NOT criticize a rushee in the presence of another rushee.** You may be criticizing one of their friends.
13. **DO NOT apologize for your weak points.** Discuss further plans for reinforcement & areas where you are particularly strong.

14. **DO NOT give up if a rushee wants to wait to pledge.** A continued effort and personal interest shown will win the individual later.

15. **DO NOT show individuals around the house unless they ask to see it.** Ask if they would like to see the house...give the individual the choice.

16. **DO NOT release the hand shake until you are sure of the rushee’s name.** Listen to their name while looking at the name tag...concentrate.

17. **DO NOT forget transfers and upperclassmen.** Even though they may not live in the house as long - their experience and maturity are invaluable.

18. **DO NOT stay with someone you are not interested in.** Introduce the rushee to someone else and then move on.

19. **DO NOT rush to the refreshment line.** Talk for a while, then proceed to refreshments. Satisfy guests first, brothers and yourself second.

20. **DO NOT congregate with other groups of brothers or pledges.** Rushees may get the impression that no one is interested in them.

21. **DO NOT talk about sterile subjects...hometowns, majors. etc.** Listen to what the guest has to say & discuss their interests.
PART III

ROLE PLAY - PRACTICE MAKES PERFECT
PUT YOURSELF IN YOUR RUSHING SHOES:

THE GOLDEN RUSH

Time Limit: 1 hr.

Facilitating guidelines:

1. Divide the chapter into two teams of equal number. For fun you can do this by towns or by classes.

2. Obtain three judges who are knowledgeable in membership recruitment (e.g. previous rush chairperson, Alumni Association chairperson, University Greek Advisor, Greek Council Officers).

3. Give roles to each team and give them a couple of minutes to discuss and plan.

4. Each role play situation has a “rushee” and a “member” part. Copy and separate the two roles. Give Team 1 one role and Team 2 the other. Each team has two minutes to select players and discuss strategy.

5. Team members perform the situation.

6. Each judge scores the performance from 1-10.

7. Continue to the next role playing situation, only this time switch the “rushee” and “member” roles to the other team.

8. Round Two is same, continue through all of the situations.

9. Each participant gets only one chance to perform, until all have had a chance to participate.

(Suggested roles to use in role-playing appear on following pages.)

(Borrowed from Phi Sigma Kappa Fraternity)
Roles:

A. An individual is interested in your fraternity. He is also quite concerned about the financial obligation. He is on scholarship with the university, working part-time, very academically oriented. Is it feasible for this individual to become a member of your chapter?

Need:

1 Rushee
2 Fraternity members

Rushee

You have stopped by the Theta Tau rush table that is set up on campus to ask a few questions about the fraternity. You are very concerned about the time commitment and the academic policies of the chapter.

You are a freshman engineering student. You are on scholarship; in fact, this is the only reason you can afford to attend this school. You are working part time and are very interested in your grades. You want to join a fraternity, but are very worried that you don’t have the time. You cannot afford to lose your scholarship.

Members

You are sitting at the chapter’s rush table that is set up on campus. An individual approaches the table. From appearance, you guess he is a freshman or sophomore. Sell the fraternity; obtain a commitment to attend the rush party tomorrow night.

Is it feasible for this individual to become a member of your chapter?
B. A prospective enters one of your rush functions; he is interested in academics. He is a sharp guy - great personality, well rounded, and has a 3.8 GPA. This individual is worried that his grades will drop due to involvement with the fraternity. How will you handle this situation, knowing that your fraternity is socially oriented? What do you say to convince this individual to pledge?

Need:

1 Rushee
1 Member

Rushee

You have received an invitation to the Theta Tau Rush Party. You have a 3.8 overall GPA and are worried that if you pledge your grades will take a nose dive as a result of your affiliation with the fraternity. You have a relative that was in Theta Tau at another school. Though you have heard the great stories about fraternity life, you are leaning away from joining because the members of the fraternity have not convinced you that the chapter is concerned about academics. They are only interested in the social side of things. The only thing they have shown you related to academics is an old, out of date, test file.

Member

You are very impressed with this rushee. He has a 3.8 GPA. Their GPA will be a big boost to your chapter’s low GPA. Your chapter is on the verge of academic probation. The only academic policy you have is using the old test file and hope that you can pass the exam.

How will you handle this situation, knowing that your fraternity is socially oriented? What do you say to convince this individual to pledge?
C. An individual enters the rush party; it is obvious he is bored to death. You know this person would be happier elsewhere. In fact, he is being very rude to you. He thinks he’d be happier in another fraternity and comes out and tells you this. His roommate came to the party and is a great guy and truly interested in pledging Theta Tau. You must remember that you’ve got to be nice to this “snob” - for if you’re rude, he might convince his great roommate not to pledge. How do you handle the situation?

Need:

2 rushees
1 Member

Rushee #1

You have already made your mind up to join this fraternity. The brothers you have met have been great, the social program is jam packed with fun events, and the academic program will help you with your classes. You and your roommate attend a rush function. You have already been told by the members you will be asked to join. You want the fraternity members to meet your friend so the two of you can pledge together.

Rushee #2

You have been persuaded to attend a rush function with your roommate. You have already looked into other fraternities on campus and think you might join the Pikes. Your best friend is really interested in Theta Tau, but you could care less. You think they are a bunch of nerds. You are not having a great time; you are tired and bored and would rather be any where else. You are really annoyed by the members of Theta Tau bothering you. You are trying to convince your friend to hit the road and head to the Pike rush party; maybe the two of you can rush the Pikes together.

Member

Two friends have attended the Theta Tau rush party. One of the prospectives is very interested in Theta Tau, in fact you have already extended an informal bid, and he has accepted. He has brought a friend who he wants the members to meet. This friend is a big jerk, but you cannot say this. He is bored to death. You know he would be happier elsewhere. In fact, he is being very rude to you. He thinks he’d be happier in another fraternity and comes out and tells you this. You must remember that you’ve got to be nice to this “snob” - for if you’re rude, this individual might convince his great roommate not to pledge. How do you handle the situation?
D. A rushee confides in you that he’s interested in pledging your fraternity. Yet, he’s also considering seriously looking at another fraternity. It’s a toss up between yours and the other fraternity. How do you convince the prospective to pledge yours without being negative about another fraternity?

Need:

1 Rushee
1 Member

Rushee

You have looked into the Greek life on campus and have narrowed it down to two fraternities. You are interested in the Pikes and Theta Tau. Rush is almost over and you know that both of these fraternities are interested in you. You may actually be leaning to the Pikes since they are a social fraternity. You have stopped by the Theta Tau rush table to get some information on the membership costs and requirements.

Member

You know that this is the make it or break it time; this prospective has told you he is interested in the Pikes. You need to sell this individual on Theta Tau. You know he has been to a couple events and that the Brothers are interested. How do you convince this individual to pledge Theta Tau without being negative about the Pikes?
E. An excellent prospect approaches you - and confides in you that his parents do not approve of joining a fraternity. The parents think all a fraternity does is party. You are asked for advice on how to talk to the parents. You don’t want to lose the prospective. What do you do? How do you handle the situation?

Need:

1 Rushee
1 Member

**Rushee**

You have decided to pledge Theta Tau. Unfortunately, when you tried to talk to your mother about your decision, she flips out and tells you over her dead body will you join a fraternity. She thinks Theta Tau is just like animal house. All the drinking, wild parties, sex, drugs, the poor grades, and the hazing. You know this is not the case & have tried to convince your mother of this, but no luck. You really want to pledge, but you must consider your mother’s wishes. You have decided to seek some advice from one of the members you have gotten to know rather well.

**Member**

A prospective approaches you for advice. This individual is very interested in pledging. The brothers have extended a bid, but it has not been accepted. The problem is that the rushee’s mother thinks the fraternity is like animal house and has put her foot down and said NO to pledging. You are asked for advice on how to talk to the parents. You don’t want to lose this individual. What do you do? How do you handle the situation?
F. You are interested in LoOn Money, and he is very interested in Theta Tau. But he is totally convinced that he does not have enough money to afford the fraternity. You and another member have two minutes.

Need:

1 Rushee
2 Member

Rushee

You are very interested in Theta Tau, however, you are on financial aid and are only working a part time job. You feel you can not afford the expenses of joining a fraternity and are thinking about not pledging.

Member

You are interested in LoOn Money, and he is excited about Theta Tau. But he is totally convinced that he does not have the money to afford the Fraternity. How do you handle the situation and convince this individual that he can afford to pledge?
G. A big rush party has just bombed. You are talking to one of the sharpest rushees coming through.

Need:

1 Rushee
1 Member

Rushee

You were invited to two other rush parties tonight, but went to the Theta Tau rush party. You were convinced by the members that this party is the best one of the year. You are leaning toward Theta Tau, but you have not made up your mind. This rush party was among the worst parties you had ever attended. Aside from the members there was hardly anyone else there, even the members were leaving for other parties. The cute women that they bragged about for days were nowhere to be found. The members that remained completely ignored you. You are now reconsidering your decision to join Theta Tau.

Member

You are Rush Chairman and are trying to salvage what you can from this rush party. This was to be your big rush function, and it flopped. Several members have already bailed and you are left to salvage what you can. You are speaking to one of the sharpest rushees. What do you do to ensure that he does not seek another fraternity?
H. A rushee has just been introduced to you and the brother who brought the rushee over walks off and left the two of you alone. You need to carry on a conversation with this individual.

Need:

1 Rushee
2 Members

**Rushee**

You are at a rush function. One of your friends is a Theta Tau and asked you to come to this function with him. He has introduced you to many other brothers, but he keeps taking off and leaving you with these individuals whom you do not know. You are a little miffed about this but are truly interested in Theta Tau. Carry on a conversation with this latest brother you have been dumped off on.

**Member #1**

You have brought a prospective to the house for a party. You are more interested in the skirts at the party than your friend. You see an unsuspecting brother across the room. Abandon your friend with this brother [DO NOT DO A GOOD JOB AT IT!! JUST ABANDON YOUR FRIEND WITH THIS BROTHER].

**Member #2**

All you need to know is that you are at a rush party, and just play along. Don’t forget your rush skills.
I. A prospective is a local resident who is working part-time and carrying a full schedule. You know the fraternity can be an asset. Present your case why the chapter will be a good experience and how he won’t miss out much by being a commuter.

Need:

1 Rushee
1 Member

**Rushee**

You are working part time and carrying a full schedule. You live locally and commute to school. You are aware of all the benefits the fraternity can offer, but you don’t think it fits into your life right now.

**Member**

You need to convince this prospective that the fraternity has much to offer. You need to show that the fraternity is an asset. Present your case why the chapter will be a good experience. Being a commuter is not a problem; it will be easy to participate in the chapter events.
J. You are a freshman engineering student. You have heard all the stories about fraternities. You have entertained the thought of joining one, but have not expended much energy in looking into them.

Need:

1 Rushee
1 Member

**Rushee**

You are a freshman engineering student. You have heard all the stories about fraternities. You have entertained the thought of joining one, but have not expended too much energy in looking into them. You could take or leave being associated with a fraternity.

**Member**

You approach an individual on campus and strike up a conversation with him. You want to see if you can sell the rushee on Theta Tau. Keeping in mind that first impressions count for a lot, answer any questions and sell the fraternity.
SALESMAN

Have all chapter members pair up. (With larger chapters ask the brothers to get into groups of three; one student will serve as the group observer). Ask pairs to assign one person as the first Salesman. The Salesman gets 60 seconds to “sell” the fraternity to the brother. After 60 seconds ask the listener if they thought their salesman did a good job. Ask for volunteers to stand up and give their “sales pitch” to the entire chapter. Take another 60 seconds for the listener to play the role as the Salesman. Ask, again for the outstanding salesmen to demonstrate their skills to the group.

Questions for group processing

- Why are these individuals considered good salesmen?
- What made the salesmen believable?
- What did the good salesman say that really sold you on his experience? What hooked you?
- In order to be a good salesman, you have to believe in your product; how did the good salesman prove his belief in the fraternity product?
- Remind the chapter of the importance of using first person statements..
  “In my experience...”
  “I love Theta Tau because...”
Tough Questions

Each chapter member should be able to answer the following questions. Put these questions on 3x5 cards with numbers 1-20 on the back. Randomly distribute the question cards to the chapter members. Ask the person with #1 to stand up, read the question, and answer it in front of the group. When finished the member should sit down, and the group can offer feedback or ways they might answer the question. Give appropriate praise so each member’s self-confidence grows. Continue with questions 2-20.

1. How much does it cost to become a member?
2. Are you “really” close to every brother in your chapter?
3. My parents believe that all fraternities do is party... how can I convince them differently?
4. Why is the chapter so small/large?
5. I heard the Pikes are jerks. What do you think of them?
6. What do you do for service projects? Do you have to do them?
7. What do I have to do to be initiated?
8. My sister is in Phi Gamma sorority. What do you think of them?
9. What will your chapter do to help me with my school work?
10. Have you noticed a change in the in the chapter since you joined?
11. What do you do with your alums?
12. What does your National do with all the money we have to give them?
13. My brother was a Theta Tau from The University of Detroit. Does that mean I automatically get in here?
14. On average, how much will the fraternity cost me each month?
15. I don’t drink. What do I do at the parties?
16. I don’t think I can afford the fraternity,,

17. I’m afraid the fraternity will hurt my grades...

18. My parents don’t want me to join. What if I just did not tell them?

19. I don’t think I have enough time to join a fraternity...

20. What leadership opportunities will I have with the fraternity?

**Concentric Circles**

Ask all chapter members to form two circles of equal members; one circle should be inside the other. The inner circle members should face those in the outer circle. The chapter rush chair should pose the 20 questions for the sets of two to discuss. Give 60 seconds for each person to answer the question. Rotate the outer circle to create a new pair, ask another question, and so on...this exercise will give everyone the chance to answer the tough questions.
RUSH
THE RIGHT WAY

Θ Τ
THETA TAU

A TOTALLY AWESOME EXPERIENCE
PART IV

RESOURCES
SAMPLE FLYERS, LETTERS & CALENDARS