

# Gamma-Rho Recruitment Program



## KAPPA SIGMA FRATERNITY

FELLOWSHIP • LEADERSHIP • SCHOLARSHIP • SERVICE



### Our Vision

*Gamma-Rho's vision is to provide our members with a great college experience; to ensure they are career-ready; to start a lifetime of friendships; and help them have successful lives.*

- We are the oldest fraternity or sorority in the State of Arizona (founded in 1915).
- Kappa Sigma was founded at the University of Virginia in 1869 and is the largest fraternity in the U.S. and Canada.
- Our local chapter awards \$40,000 annually in scholarships and the Kappa Sigma Endowment Fund awards another \$250,000+ across all our chapters.
- We have placed 1st or 2nd in intramural sports over 100 times.
- Kappa Sigma members founded the ZonaZoo; co-founded the Bobcat Honorary; created the original Wilbur; have names on multi-buildings on campus; and have been Bobcats (senior honorary), ASUA Presidents & Senators, varsity athletes, and more.
- We have a Chapter House in the center of campus that we will move back into when the Colony and members have met their standards.
- We have a career network with job board, career mentors, speaker series, and career advisor.
- We have Health & Wellness advisors.

- We will be a values-driven organization.
- We will be innovative and not afraid to lead.
- We will adapt as it makes sense and will collaborate with our campus & community stakeholders.
- We will focus on creating a fun and healthy environment.
- We will provide a quality living-learning environment.
- We will recruit those focused on academics, campus & chapter involvement, career-readiness, diversity & inclusion, leadership development, service and respect for differences, as well as those with a competitive spirit.
- We will on-board our members successfully, ensure our members are career-ready, and help them develop a lifetime affinity to Gamma-Rho, Kappa Sigma and the University of Arizona.

### Our Chapter Goals

- Gamma-Rho will maintain a chapter that initiates 30-35 members per year.
- Gamma-Rho will pledge members whose collective GPA average is 3.5 or higher.
- Gamma-Rho will recruit members with documented achievement in academics, leadership, and service.
- Gamma-Rho will recruit members that are diverse in ethnicity, majors, and cities from, but also ensure that at least 1/3 are from Arizona and 10% are from Tucson.

### Criteria for Signing New Members

- UA GPA of 3.0 or higher or if coming from high school, GPA of 3.5 or higher
- Completed recruitment interest form
- Excellence in one or more of academics, leadership, and/or service
- Different academic and career plans
- Continue diversity
- Students can be from anywhere, but Tucson, followed by rest of the state should represent at least 1/3 of members because of higher likelihood for future local volunteers
- Social media should not reflect any areas we are concerned about
- If a direct Gamma-Rho legacy we will pledge them unless something stands out as an issue; if they are a Kappa Sigma but not Gamma-Rho legacy, we should consider pledging them unless something stands out or we find a non-legacy member who is a better candidate

# Do You Fit as a Re-Founder of the Gamma-Rho Chapter of Kappa Sigma?

- Know Kappa Sigma and UA recruitment rules
- Complete recruitment video and get uploaded to Youtube channel (and then discuss how to best use in marketing)
- Ensure website is recruitment ready, including recruitment video
- Send out an email and social media post asking for recruitment recommendations
- Review scholarship applications of winners and reach out for informational interviews with alumni/undergraduate committee
- Review UA social media to identify potential members that meet our brand
- Develop a recruitment committee of alumni & undergraduates to talk through plans this summer and manage the fall recruitment
- Know our plan between informal recruitment and formal recruitment
- If we are in our facility, ensure that it meets our brand
- Have members share our video, other marketing materials and recruitment interest form with their circles (once UA has confirmed our return)
- Confirm with Kappa Sigma and UA that all information that should be provided before the fall and spring is in
- Reserve a room on campus for recruitment activities as well as places for events (or when have the Chapter House plan how we will use the facility)
- Decide who are recruitment closers are for the fall and spring and ensure they are closing based on our brand and values
- Understand Kappa Sigma and UA recruitment rules
- Hold a training session before fall and spring recruitment for all members and remember, open end questions are always best
- Decide our dress code for events
- For recruitment events have sign-in lists & pens, and ensure that the candidates we are interested in, complete our recruitment interest form and interview with our recruitment panel
- Ensure that “hashing” involved alumni and undergraduates and that we pledge members that meet our criteria; have a recruitment committee of officers, recruitment chairs, and advisors recommend the prospects to bid and have the chapter ratify
- Complete a survey of all pledges to learn our strengths & weaknesses as a recruiting chapter, and to know who our best recruiters are, and then evaluate after initiation to see if we would make any changes

**Final note - we want to win as a chapter with our GPA, on the intramural field, in campus leadership, and in service on the campus and in the community. Also, we want members who will hold each other accountable. Recruit like you we are building a team to win in these areas.**

**[www.uakappasigma.org](http://www.uakappasigma.org) | [www.kappasigma.org](http://www.kappasigma.org)**

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