

Student Organization Advisor Roundtable: Leadership Transitions

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activities.osu.edu | csls@osu.edu



THE OHIO STATE UNIVERSITY

OFFICE OF STUDENT LIFE



Today's Norms

Part-presentation and part-roundtable – your participation is welcome and encouraged

Audio or Chat are equally valid ways of engaging

You may choose to keep your Video on or off

Happy to connect and consult about topics specific to your org after this session



Today's Agenda

Three Quick Questions

The Latest Updates

Leadership Selections

Leadership Transitions

Open Discussion and Questions

Resources and Upcoming Programs



Three Quick Questions

How often do you connect with your president or leadership team?

- At least once per semester
- At least once per month
- At least once per week
- At least once per day



Three Quick Questions

How prepared is your current leadership team for this year's selections and transitions?

- Very Ready – they have a plan and timeline
- Somewhat Prepared – there's a clear outline in the constitution
- Somewhat Unprepared – they're just starting to talk about it
- No Idea – they haven't talked about it yet



Three Quick Questions

What questions do you have or resources do you need?

- Student motivation to take on leadership roles
- Holding virtual elections
- Leader-to-leader transition work
- Passing on physical and virtual resources
- Holding a transition retreat/ meeting
- Other topics? (please add in the chat)



The Latest Updates

safeandhealthy.osu.edu and
activities.osu.edu/involvement/student_organizations/covid19_information/

As of February 12, student organizations may host in-person events, gatherings, and tabling activities of 10 or fewer people

Permission applies on- and off-campus

On-campus reservations: risk mitigation plan, advisor approval, no food

University funds cannot be used on travel through at least 6/30/21



The Latest Updates

Virtual and hybrid activities are still encouraged

Registration timeline is the same

Operating and Programming Funds are still available

Member Development Grants now available





Success Framework

Student Organization
SUCCESS FRAMEWORK

Leadership Transitions *An intentional process for a seamless transfer of organization responsibilities that builds emerging leaders, prepares incoming leaders, recognizes the work of outgoing leaders, and positions the organization for long-term success*

Outcomes in practice:

- Organization implements a structured transition period that includes reflection, shadowing, future planning, budget planning, and information about key position responsibilities
- Leaders keep and pass-on detailed records and transition documents
- Outgoing leaders update contact information in the Student Organization Management System and organization's bank account
- Leaders identify emerging leaders to be tapped for future roles



Leadership Selections

Check your **constitution** for processes (change as needed)

Current leaders encourage **future leaders**

“Job Sells”

For **voting**, consider polling tools

For **interviews** and **direct-appointments**, consider virtual meeting rooms or Teams

Consider questions of **transparency** – how will members “see” the process?



Leadership Transitions

Time for **outgoing team** compilation of end-of-year materials

Time for **leader-to-leader** conversations and sharing of materials, resources, contacts

Time for **team-to-team** discussion to reflect and maintain forward progress

Time for **incoming team** planning and setting expectations



Leadership Transition Sample Agenda

- I. **Review** of past year – goals, successes, challenges
- II. Final leader-to-leader transition conversations
- III. Parting thoughts from outgoing leaders (take a break)
- IV. Teambuilding** with incoming leaders
- V. Setting **expectations**
- VI. Setting **goals** (informed by review of past year)
- VII. Timeline for next meetings



Open Conversation and Questions

What is/ has been working?

What needs attention?

What has your role been?

How will/ have you use virtual methods?

Other questions?





Resources and Upcoming Programs

Advisor Roundtables

- Third Thursdays at Noon
 - 1/21 – Recruitment and Retention
 - 2/18 – Member Engagement
 - 3/18 – Leadership Transitions
 - 4/15 – Organization Sustainability
- Recordings and materials available online
<http://go.osu.edu/StudentOrgProgramming>



Resources and Upcoming Programs

Member Development Grant

- Up to \$500 for something meaningful to your members
- Rolling application in spring semester
- go.osu.edu/MemberDevelopmentGrant

Coaching Meetings

- Peer-led, individualized, variety of available topics
- Book appointments directly online
- go.osu.edu/sosco



Resources and Upcoming Programs

Student Org Essentials

- Mondays at 5:30 p.m.: 2/1, 2/22, 3/15, and 4/5
- Partnership with Digital Flagship
- go.osu.edu/SOE

Programming Funds Application Deadlines

- April 15 for programs June 1-August 15
- July 1 for programs August 16-October 15
- activities.osu.edu/involvement/student_organizations/funding



Contact Your Student Org Team

Weekly Office Hours (virtual)

Mondays at 10:30 a.m. – Noon

Thursdays at 1 – 2:30 p.m.

activities.osu.edu/involvement/student_organizations/

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