Student Organization Advisor Roundtable: Leadership Transitions

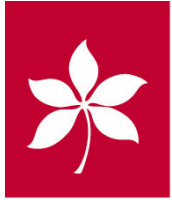October 21, 2021

activities.osu.edu | csls@osu.edu
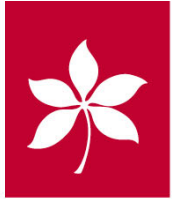
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Today's Norms

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
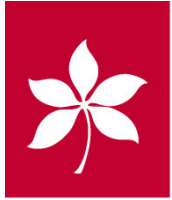
Today's Agenda

Introductions

Three Quick Questions

Considerations for Leadership Selections, Transitions, and Sample Agenda
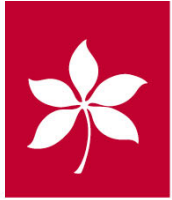
Open Discussion

Land Acknowledgement

We would like to acknowledge the land that The Ohio State University occupies is the ancestral and contemporary territory of the Shawnee, Potawatomi, Delaware, Miami, Peoria, Seneca, Wyandotte, Ojibwe and Cherokee peoples.

Specifically, the university resides on land ceded in the 1795 Treaty of Greeneville and the forced removal of tribes through the Indian Removal Act of 1830.

As a land grant institution, we want to honor the resiliency of these tribal nations and recognize the historical contexts that has and continues to affect the Indigenous peoples of this land.
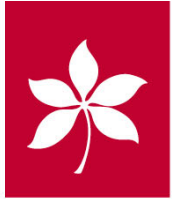
Today's Introductions

Jen Pelletier, she/her/hers
Associate Director for Student Activities

Primary liaison for student org advisors

Have directly advised (or inserted myself into) leadership transitions with 3 different student orgs over multiple years
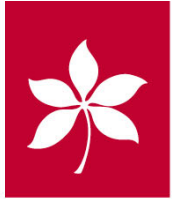
Three Quick Questions

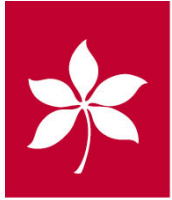**How often do you connect with your president or leadership team?**

- At least once per semester

- At least once per month

- At least once per week

- At least once per day

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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

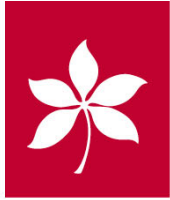- No Idea – they haven't talked about it yet

Three Quick Questions

What questions do you have or resources do you need?

- Student motivation to take on leadership roles

- Holding elections (virtual or in-person, process, etc.)

- Leader-to-leader transition work

- Passing on physical and virtual resources

- Holding a transition retreat/ meeting

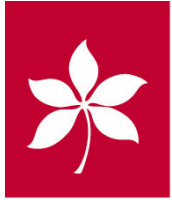- Other topics? (please add in the chat)

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
Do these need to be updated?
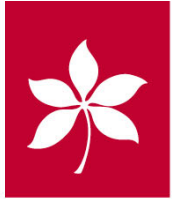
Current leaders encourage **future leaders**

"Job Sells"

For **voting**, consider polling tools

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

Consider questions of **transparency**, especially if virtual
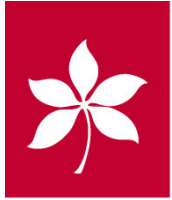
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Leadership Transitions

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

Time for **leader-to-leader** conversations and sharing of materials, resources, contacts
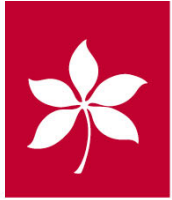
Time for **team-to-team** discussion to reflect and maintain forward progress

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 (break for meal)

IV. Teambuilding with incoming leaders

V. Setting expectations

VI. Setting goals (informed by review of past year)

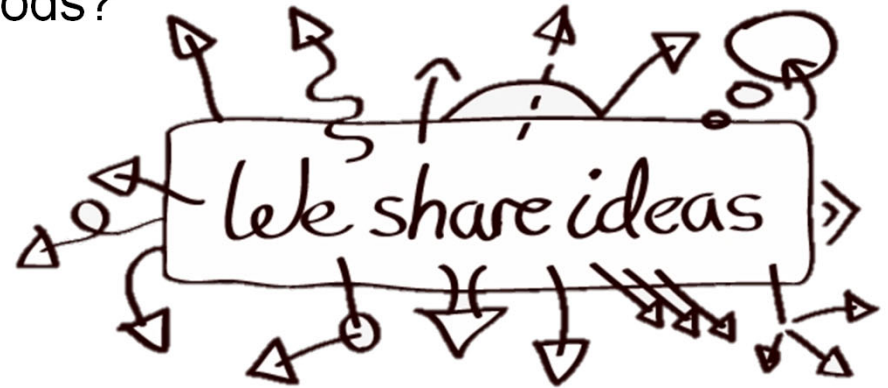VII. Timeline for next meetings

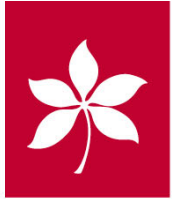# Sharing Ideas and Questions

What is/ has been working?

What needs attention?

What has your role been?

How will you use virtual methods?

Other questions?

Contact Your Student Org Team

Jen Pelletier – advisor liaison, general consultation
Brooke Olson – registration, programming, Coaches
Angela Britton – funding
activities.osu.edu/involvement/student_organizations/

Jen at pelletier.17@osu.edu
Brooke at csls@osu.edu
Angela at CSAfunding@osu.edu