

## **TRANSITIONS in LEADERSHIP**

A good transition for ALL officers is CRUCIAL to the ongoing success of your group! One of the most common problems heard in the Student Activity Coordinator's office is "last year's president didn't tell me anything" or "the officers all graduated and we don't have a clue what's going on." A smooth transition is the responsibility of both the outgoing and incoming members of an organization, acts as a means of providing training for new officers, closure for the outgoing leaders, and helps the organization maintain consistency from year to year. Below is a list of suggestions for officer transitions.

### **Set up a meeting:**

- Don't just drop off a binder and leave a note that says, "Good luck!" Make sure that the outgoing and incoming officers meet together – uninterrupted – for an hour or two (or as long as it takes to answer the questions).

### **Share files related to your position and organization:**

- What? You don't keep any files? At least make notes on important projects or tasks that were completed.
- Written information is very helpful if the outgoing officer graduates or moves on to a different role on campus.

### **Make sure the incoming officer has a copy of the following items:**

- Copy of Constitution and By-laws (required of all student organizations)
- Position description
- List of committees and their description
- Member & officer contact list
- Contact information of important people/offices on campus
- List of basic annual procedures and/or calendar of annual events
- Web page and webmaster information. How do you maintain the site?
- Mission, philosophy, goals and/or purpose statement of organization
- Financial records
- Evaluations of previous and current projects
- Meeting minutes and agendas
- Any historical records of the organization

### **Review a calendar of the year.**

- Take out a calendar of this school year and review it together. What were the busy times? What kinds of things should the new officer anticipate? You may not remember how crazy it was last fall, but looking at your calendar may job your memory.

### **Make introductions to resources.**

- Schedule time to walk around campus together so the outgoing officer can make introductions to the important people who can serve as resources to the incoming officers (Office of Student Activities & Student Affairs, ACAC Room Reservations, academic department, etc.) Make sure new officers meet with the organization advisors as well.

### **Review budgets and funding.**

- What is the financial status of the organization?
- Where did the organization get money from this year?
- Did the organization apply for SA funding and/or receive funding?
- Which fundraisers worked – which didn't?
- If you are unsure about funding procedures or how to work with your organization account, visit or call the Office of Student Activities (x 2585)

### **Review past and future organization events.**

- Which events were successful this year?
- Which should be continued?
- When should the planning start?
- Which events didn't go well? Should they be revamped and tried again or just dropped?
- Were there any pitfalls or things that could have been improved?

### **Meetings & Organization.**

- Where were meetings held? What worked? What didn't?
- Has a summer contact list been created for the organization?
- What is a typical week like?
- What were the most and least challenging parts of responsibilities?
- Recruitment activities
- What recruitment activities were done? What worked? What didn't work?
- Why did new members stick around? If they didn't – what made them leave?
- A great way to recruit new members is at the Activities Fair which takes place the first week of school. Register your organization for this event in Office of Student Activities, ACAC 206

### **Next Step**

Work together to make a list of “things to do” for the incoming officer. Which items need their attention now? Make this list together so the outgoing officer can help with direction. Make sure to trade contact information so that the outgoing officer can be a resource in the year ahead!

(Information adapted from Ohio University, Office of Student Activities)