



# **Welcome Chapter Leaders**

## **March 2020**

# Today's Agenda

- Agenda Items
  - Chapter Presenters
  - WAA Best Practices
  - COVID-19 Updates
  - Program Status Updates
- Next Call
  - April TBD





# Board Transitions & Onboarding

# Steps for Transitions & Onboarding

**(In reverse order)**

3. Equip new leaders in their new Board roles  
(onboarding)
2. Share knowledge to those in your leadership pipeline  
(transitioning)
1. Have a structure that promotes a strong leadership pipeline



# Leadership Structure



# Structure for Leadership Development

- Why? Because in order to transition and onboard, you need people to transition and onboard
- Provide opportunities for casual investment and building responsibility
- Remember:
  - We're all just volunteers
  - We're a grassroots organization

## Philosophy

**Cast a wide net,  
and work with the best.**



# Board & Teams

## WAA: San Diego Board

- Currently 9 people
- Rotating 3-year terms
- Either:
  - Team Leader
  - Officer

## WAA: San Diego Teams

- Social Events (Young Alumni)
- Events (Founders' Day, Student Send Off)
- Professional Networking
- Athletics (Game watches)
- Fundraising
- Communication (Social media)
- Scholarships
- Awards & Recognition

[https://www.uwalumni.com/wp-content/uploads/Chapter\\_Team\\_Org\\_Chart.pdf](https://www.uwalumni.com/wp-content/uploads/Chapter_Team_Org_Chart.pdf)



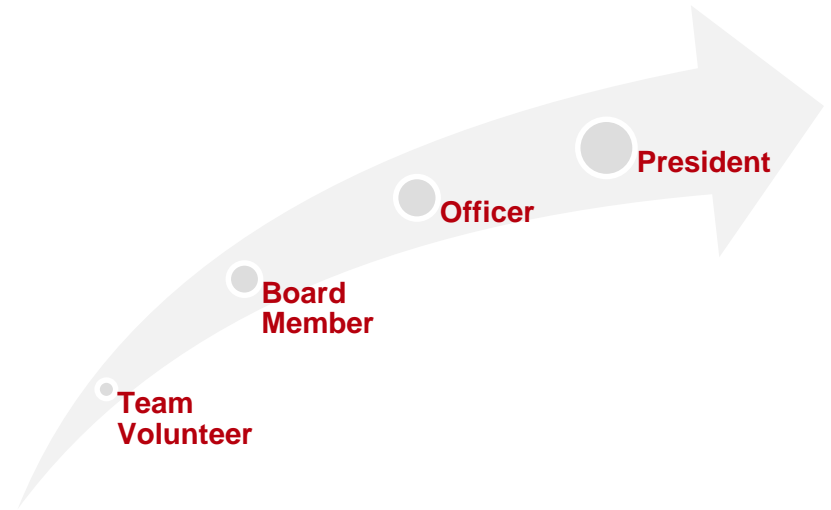
# Transitioning Roles





# Transitioning Roles: The Leadership Pipeline

- Naturally takes place within the leadership pipeline
- **Cast a wide net:** open opportunities to volunteer
- **Work with the best:** opportunity to step up with desire and ability
- Grassroots volunteers:
  - See what their next-step up leaders do
  - **Leaders share that knowledge while working with volunteers**
  - Volunteers take the next step up when ready



# Transitioning Roles: The Leadership Cascade

## Board Level

- President rotates off every two years (along with other natural attrition)
- Another officer (usually VP) steps into role
- Team leaders step into open officer role(s)
- Team volunteers step into open team-leader role(s)

## Team Level **(NEW FOR US!)**

- Project-based work
  - Game Watch Captain
  - Rose Bowl Bus
  - Women's Networking Group
- One event/project lead with a few supporting volunteers
- No longer just officers doing everything
- Needs fed by **Recruitment Drive**



# Team Volunteer Recruitment Drive

## What it is

- Open ended call to action from alumni in the area
- Advertised through WAA email and social media
- **Personally recruited** by direct contact and word of mouth
- Attendees come with expectation that they want to volunteer

## What it looks like

- Happy hour networking with high-top tables (each Team has a table)
- Open with networking or introductions
- Opening remarks from President or other officer
- Round robin among teams
- Attendees sign up for team(s)
- **Team leaders follow-up** with new contacts



# Onboarding Roles



# Onboarding Roles

- Outgoing officers draft transition memos
- New officers meet with predecessors one-to-one
- New team leaders meet with full Board
- New team members attend team meeting ASAP



# Typical Timeline

January

- **Winter Quarter**
- Board identifies leadership and team needs

April

- **Spring Quarter**
- Recruitment drive

July

- **Summer Quarter**
- Formal transition (officer one-to-ones / team appointments)

October

- **Fall Quarter**
- GO TIME!



# WAA's Best Practices

1. Have an onboarding process written into your chapter's bylaws
2. Notify your chapter representative of upcoming board vote
3. Outgoing president should provide e-introductions to chapter representative and new president
4. Outgoing president should schedule an exit interview with chapter representative
5. Outgoing president must onboard new president internally
6. Outgoing president must continue to be available throughout the year
7. Provide WAA with new board roster (new and continuing)
8. Incoming president must participate in an onboarding session with their chapter representative
9. Incoming presidents should attend Badger Leaders Conference homecoming weekend
10. Have fun!



**Questions?**





# COVID-19 Updates

- In these turbulent times, we would like to continue to engage all of our alumni. How would you like to be engaged?
- Links
  - WAA Statement
    - <https://www.uwalumni.com/about/coronavirus-impact/>
  - Chancellor's Statement
    - <https://covid19.wisc.edu/>
  - UW Health - How You Can Help
    - <https://coronavirus.uwhealth.org/how-you-can-help/>



# Program Status Updates

- Day of the Badger – Postponed
- Commencement – Postponed
  - <https://commencement.wisc.edu/>
- Student Send Off – Optimistic



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# How UW-Madison is Helping

- UW researchers study COVID-19 coronavirus to try to develop treatments, vaccines
  - [https://madison.com/wsj/news/local/health-med-fit/uw-researchers-study-covid--coronavirus-to-try-to-develop/article\\_3dbbdd0b-d863-567e-b36c-68d8203d04a4.html](https://madison.com/wsj/news/local/health-med-fit/uw-researchers-study-covid--coronavirus-to-try-to-develop/article_3dbbdd0b-d863-567e-b36c-68d8203d04a4.html)
- In midst of PPE scramble, UW-Madison engineers collaborate with local companies to fill face shield shortage
  - [https://www.engr.wisc.edu/in-midst-of-ppe-scramble-uw-madison-engineers-collaborate-with-local-companies-to-fill-face-shield-shortage/?fbclid=IwAR0ZT3lIN2GCs4UhHCOEakIhepUG1pgougO2S\\_WHofImpFrRtSmWzLsPSKY](https://www.engr.wisc.edu/in-midst-of-ppe-scramble-uw-madison-engineers-collaborate-with-local-companies-to-fill-face-shield-shortage/?fbclid=IwAR0ZT3lIN2GCs4UhHCOEakIhepUG1pgougO2S_WHofImpFrRtSmWzLsPSKY)
- UW Foundation establishes COVID-19 emergency student support fund
  - [https://covid19.wisc.edu/uw-foundation-establishes-covid-19-emergency-student-support-fund/?fbclid=IwAR0oQqqsMrYfjhD3DqHXIapwu7I\\_ErSfOc5rB-6pJ3NkVDx6sNtHuqABSgE](https://covid19.wisc.edu/uw-foundation-establishes-covid-19-emergency-student-support-fund/?fbclid=IwAR0oQqqsMrYfjhD3DqHXIapwu7I_ErSfOc5rB-6pJ3NkVDx6sNtHuqABSgE)



**Questions?**



**Thank you!**

Next Call - April TBD

Day of the Badger  
&  
Chapter Scholarship Solicitations

