Leadership Transition Time?

It’s not too early to begin thinking about leadership transitions for your organizations. In fact, NOW is the best time to start to ensure you give your org enough time to properly transition. Leadership transition should be a process that involves several steps that are briefly outlined below. The Office of Student Involvement is here to assist with your transitions and will be holding workshops during Spring Quarter to help make your transition as smooth and successful as possible.

Steps to transitioning leadership:
Identifying and select new leaders- This is a great time to connect with newer members that have been very active and involved this year. The process of selecting leaders can be done in a variety of ways including nominations, elections, appointments. Identifying and sharing key information- It is crucial that the outgoing leaders not only identify the information that they need to share with new leaders, but that they also share it! OSI recommends scheduling a meeting that is dedicated to information sharing and leader transitioning. Hold an official leadership transition event- This may be at a regularly scheduled meeting OR a special event that your organization plans specifically for this. Either way, it is important to officially pass the torch and for all members of the org to know that this has taken place. Be sure to involve everyone, including your advisor if you have one.
Follow-up- After the school year has ended and the new leaders have had some time to adjust to their new roles, check back in to see how they are doing and if there is anything you can do to ensure success for the organization next year. Just because your official position has ended, that doesn’t mean that your role in the org is over!
Hello from Intercultural Student Life

I have been at K. College for just under one month now. I was hired as the new Director for Intercultural Student Life, and I am happy to be here. I’ve spent the last few weeks getting to know K: its students, culture, fellow employees, community... I feel fortunate in many ways to be a part of this community of bright, wonderful individuals. As I tried to come up with what to write for my first piece in this monthly newsletter, I reflected on my short time here, and realized that one of the things that excite me about being here is the cultural richness of this community.

While there are many ways to define "culture", "culture" to me refers to a group of community which shares common experiences that shape the way its members understand the world. It includes groups that we are born into, such as race, gender, national origin, religion or class - but it can also include a group we join or become a part of (like our schools and student groups). For example, it is possible to acquire a new culture by moving to a new country or region, by a change in our economic status, or by becoming disabled. I like thinking of culture this broadly, because it helps me realize that we all belong to many cultures at once.

As you know, culture is a strong part of our lives. It influences our views, values, humor, hopes, loyalties, worries and fears. While we can’t pretend that our cultures and differences don’t matter - we can’t simply gloss over differences and pretend they don’t exist, wishing we could be alike - and we can’t pretend that discrimination based on culture doesn’t exist; I believe it’s also important to remember how much we have in common: we are all human beings - we all love deeply, want to learn, have hopes and dreams, and have experienced pain and fear - and we are all part of this community.

As I continue to learn about Kalamazoo College and work towards our intercultural mission, I would love to hear from individual members of this community. If you have thoughts, suggestions, a desire to exchange culture or share a meal with me, please feel free to reach out to me at ncaryahl@kzoo.edu, 269-337-7208, or by stopping by my office in Student Development in Hicks.

Natalia

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