

## Selecting a Replacement Advisor or Co-Advisor

Some organizations have a staff member who serves as their advisor as part of their official university responsibilities; whereas, other organizations will specifically need to identify and select a replacement or co-advisor. RSOs shall have one Primary Advisor, which must be a regular Academic/Administrative or Managerial/Professional faculty/staff member of the University of Nebraska-Lincoln, and may have any number of Secondary Advisors. These can include: regular Academic/Administrative, Managerial/Professional, or Office/Service staff members, or Graduate Assistants of the University of Nebraska-Lincoln.

Selecting a new or co-advisor will run more smoothly if the organization can determine the role they wish the advisor to assume in the organization. Organizations should identify expectations of the replacement or co-advisor and share them with the person being considered. Additionally, the organization should allow the candidate time to present his or her own expectations. Questions to consider may include:

- How much involvement is expected or needed?
- How often does the group meet? Is the advisor expected to attend organization meetings?
- How many, and what types of activities does the group plan?
- How experienced are the student leaders?
- What kind of skills would the adviser bring the group? How do these skills match the needs of the organization?
- What are some of the problem areas that your organization especially needs or expects to need advisory assistance in dealing with?
- What are some of the ways you think the advisor could be helpful to you, both as a group and as individuals?
- Do you want the advisor to be a silent observer or an active participant at meetings, or somewhere in between?
- Do you want the advisor to interrupt if they think the group is getting off the track? When? How?
- If things get unruly, how do you want the advisor to interact?
- Would you be interested in having the advisor present feedback reports to the group?
- Are there areas of your organization where the advisor might be less involved?