**Appendix B**

**Participant Interview Questions**

**A Study of the 2019 MLA Communities Reorganization and Recommended Guidelines for the MLA Board’s Role in Future Institutional Change**

**Transition Involvement**

* How have you been involved in this process?
* What has your role been?

**Create a sense of urgency**

* Did MLA convey the need to change its communities effectively to membership?

**Build a guiding coalition**

* Was MLA successful in building a group to lead the transition of its communities and communicating this to membership?
* Did the group have enough power to successfully lead the change?

**Form a strategic vision & initiatives**

* How were the vision and initiatives of the Communities Transition, as well as its tie-in to the strategic plan and goals of MLA, described and communicated to the general membership?
* Do you think this information was well communicated and well received; why or why not?

**Enlist a volunteer army**

* How and when did leadership bring MLA members into the process of the Communities Transition?
* Do you think the strategy(ies) employed was successful for both accomplishing the Transition smoothly and getting general membership invested in the change?

**Enable action by removing barriers**

* What kinds of unforeseen obstacles did you encounter or observe during the transition process and how were these dealt with?

**Generate short-term wins**

* What short-term successes have you seen so far and what successes do you hope to see in the next few years?

**Sustaining acceleration**

* Has the Communities Transition has moved forward at a consistent pace over the past 3 years?
* Has the Communities Transition process has lost some momentum or is it accelerating?
* What projects/ steps are needed to be done by membership to continue the acceleration of the process?

**Institute Change**

* What is MLA leadership’s plan for solidifying the new Communities structure after the initial transition from the previous structure?