Leadership for Change and Advocacy

No Money? No Problem.
Working With a Small Budget

No Money?  No Problem!

- Play Politics
- Work Across Boundaries
- Co-Opt The Opposition
- Be Persistent, Patient, and Flexible
- Be A Good Listener
- Take Risks
Play Politics

- Have a Clear Mission
- Be Congruent with the College Mission
- Understand the Environment
- Involve Key Players
  - Union
  - Faculty Senate
  - Friendships
  - Volunteers
Work Across Boundaries

- Seek Support From Academic Affairs, Student Affairs, and Finance and Administration.

- Work with All Levels – Secretaries, Student Organizations, and Faculty

- Be Honest and Trustworthy – People Will Respect You

- Above All Be Yourself – Everyone Needs to Know Where You Are Coming From
Don’t Get Discouraged

- Seek Support from a Network of People – John Gardner, FYE, Colleagues, Friends, Wife

- Step Back and Reassess

- Develop a New Plan

- Be Consistent with your Primary Mission
Co-Opt the Opposition

- Get Them Involved in the Program – Get Their Agenda to Fit With Your Agenda

- Make Them Feel Part of the Planning Process – Face to Face Meetings, No E-mails or Memos

- Have People Inside the Program Influence Those Outside the Program

- Disagree Professionally, Not Personally
Be A Good Listener

- Ideas Come From All Levels – Do Not Just Hear the Words
- Do Not Discount Anybody
- Listen to Those Who Oppose
- Attend FYE Conferences, Read Journals, and Network
Be Creative, Take Risks

- Have Security at the Institution (Tenure and Full Professor?) – Challenge the System

- Welcome Change and Be Willing to Change Yourself – Remember That Things Are Simple

- Try to Make Change in Incremental Steps – Not All at Once

- Always Keep a New Goal In Front of You, Do Not Get Stagnant – Cannot Be Done? Do It.
THE END