



# BUILDING RELATIONSHIPS AMONG THE LAND-GRANT INSTITUTIONS

*Change Agent States for Diversity* “TOOL FOR CHANGE”



<p><b>Description</b></p>	<p>Creating and maintaining strong collaborative relationships among the 1862, 1890 and 1994 land-grant institutions.</p> <p>A useful historical perspective on the establishment of 1862, 1890 and 1994 land-grant institutions and their three-fold mission may be found at <a href="http://www.nasulgc.org/publications/land-grant/development.htm">http://www.nasulgc.org/publications/land-grant/development.htm</a></p>
<p><b>Strategy behind the tool</b></p>	<ul style="list-style-type: none"> <li>• Collaborative institutional relationships sharing expertise benefit all partners.</li> <li>• Healthy collaborative work is critical to start any project/program.</li> <li>• The willingness to recognize and acknowledge previous history among the institutions is critical to create a new path.</li> <li>• Accepting differences--people, beliefs, visions—is basic to partnerships.</li> <li>• Expecting and planning for a long-term relationship is also basic.</li> <li>• Checking signals frequently with all partners is important to minimize assumptions and cultivate partnerships.</li> <li>• Being persistent and following through on commitments are critical.</li> <li>• Identifying and building respectful one-on-one relationships with people of influence in their respective communities are essential.</li> </ul>
<p><b>Goals and outcomes</b></p>	<ul style="list-style-type: none"> <li>• Long-term partnerships grounded in trust and mutual respect.</li> <li>• A process and collaborative team that can initiate desired change (see two other Tools for Change: <i>A Framework for Organizational Change</i> and <i>Catalyst Team</i>).</li> <li>• A strategic plan with benchmarks.</li> <li>• Increased faculty interaction and professional development opportunities.</li> <li>• Expanded impact of mutual programming to serve all constituents.</li> <li>• Sharing the success of the partnership as encouragement for other partnerships.</li> </ul>
<p><b>Skills</b></p>	<ul style="list-style-type: none"> <li>• Ability to work collaboratively and in a team setting.</li> <li>• Good listening skills.</li> <li>• Good two-way communication and sharing of information.</li> <li>• Valuing differences of all types (people, opinions, etc.)</li> <li>• Understanding the benefit of diversity to the institutions and their various constituencies.</li> </ul>
<p><b>Barriers, Issues, Risks to the Effectiveness of the Tool</b></p>	<ul style="list-style-type: none"> <li>• History and past experiences.</li> <li>• Competitiveness (power, resources, expertise, clientele, recognition, etc.).</li> <li>• Stereotypes or assumptions.</li> <li>• Distrust.</li> <li>• Limited resources including time due to other commitments.</li> <li>• Lack of support from institutional leaders and/or stakeholders.</li> </ul>
<p><b>Evaluation</b></p>	<ul style="list-style-type: none"> <li>• Number of cooperative projects and initiatives developed with partners.</li> <li>• Continuation of partnerships over several years.</li> <li>• Achievement of identified strategic plan benchmarks.</li> <li>• Commitment to long term projects in addition to short term ones.</li> <li>• All partner institutions identify and initiate collaborative projects/programs.</li> </ul>

**Contact  
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