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It Takes a College: Generating Buy-in For Program Sustainability and Institutionalization

Presented by April Carmona, AHSIE Conference March 2019

Session Goals:

- Develop an understanding of sustainability and institutionalization
- Acquire sustainability and institutionalization strategies
- Gain knowledge on how to deal with challenges to sustainability and institutionalization



What is grant institutionalization?

Grant activity is continued by the institution without federal funding.



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What is grant sustainability?

Your institution provides the resources necessary to continue grant activity.



Strategies

1. Develop a system
2. Gain Support
3. Provide Ongoing Training
4. Have Great Communication



Develop a System

System vs. Goals



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Develop a System

- “The purpose of setting goals is to win the game.”
- “The purpose of building systems is to *continue playing the game.*”

James Clear



Gain Support

“Culture eats strategy for lunch.”

Peter Drucker



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Gain Support

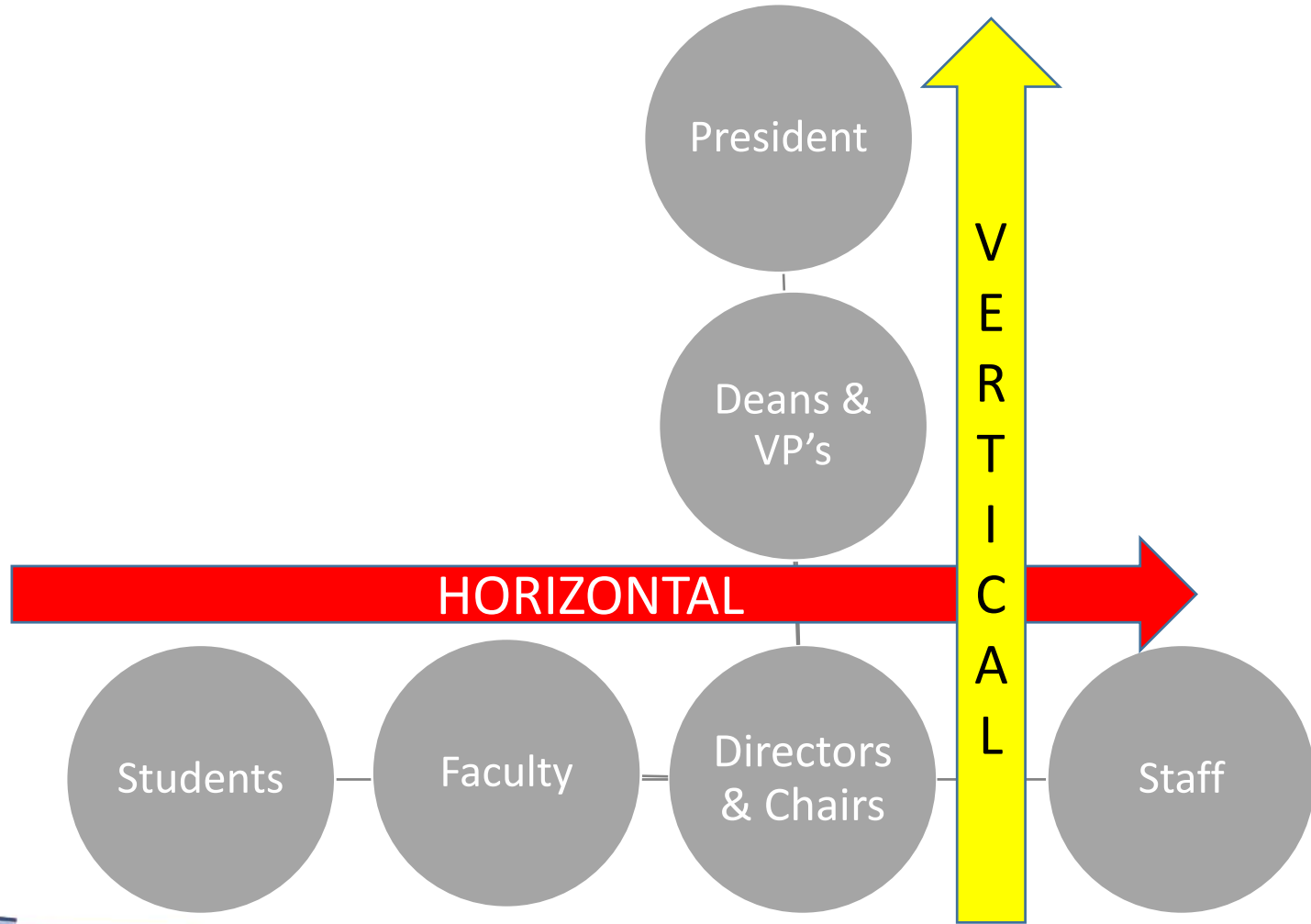
Horizontal & Vertical Support



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Gain Support



Remember...

Everyone wants to be part of a
winning team.

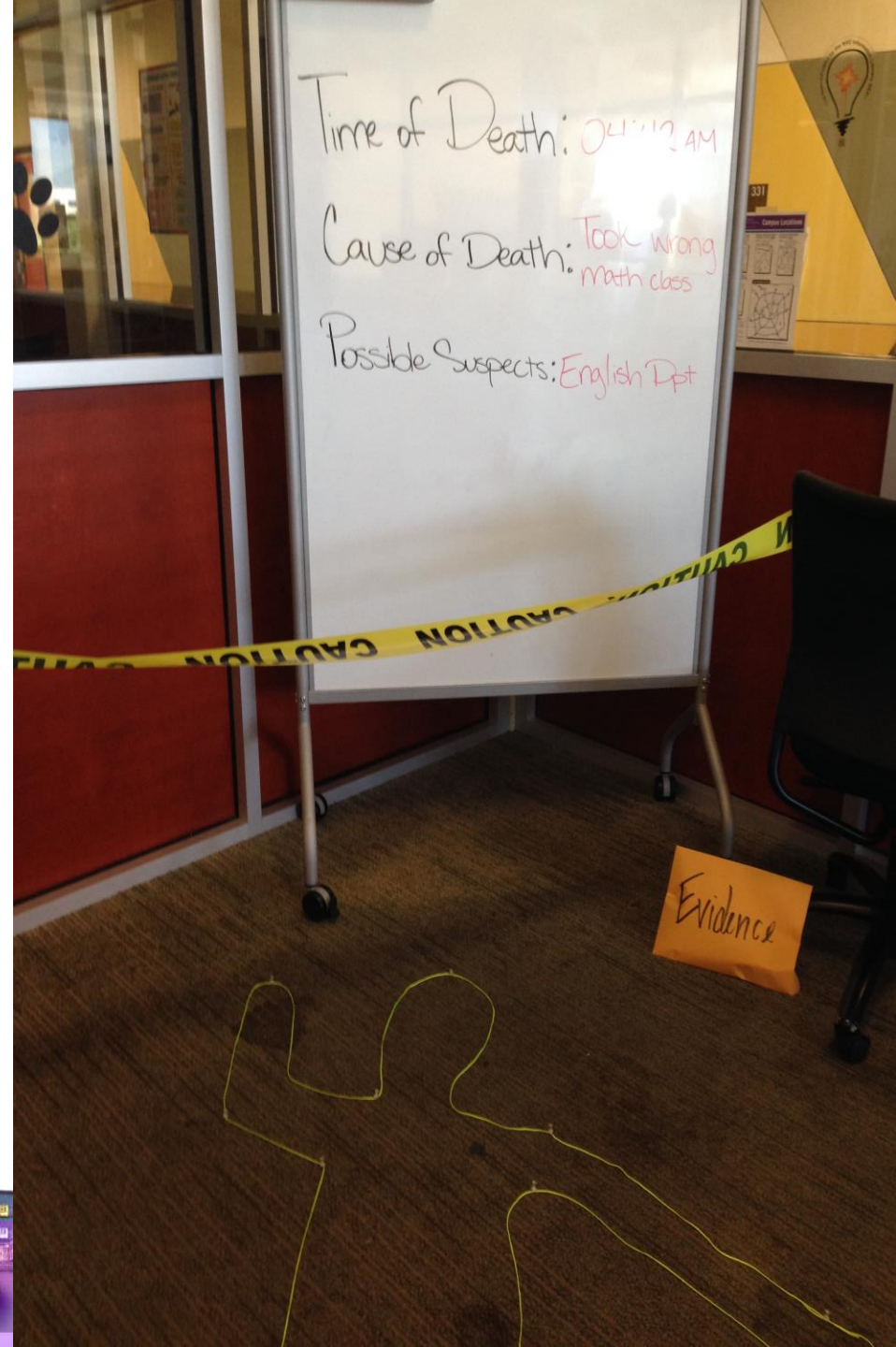


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Gain Horizontal Support

Work-studies
demonstrated they
understood the
importance of grant
work



Gain Horizontal Support

1. Make the work easy
2. Make the work fun
3. Don't forget to follow up to share results



Make The Work Easy

Streamline processes



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**Make It
Fun!**



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Follow up to share results

Remember showing gratitude goes a long way



Gain Vertical Support

- Make sure activities correspond with your institution's vision & mission.
- Ensure program aligns with campus culture and existing organizational systems.
- Focus on ROI



Gain Support

General Tips

Be Visible

Cast a wide net



Provide Ongoing Training

Ongoing: *Examples include Fall & Spring Convocation, Departmental Meetings, Special Grant Trainings & Retreats*

Purposeful: *Program changes/updates*



Great Communication

- Clear
- Timely
- Continuous



Great Communication

*Tell your own
story.*

*“Those who tell the
stories rule society.” -
Plato*



Challenges

- Many competing grant & institutional programs
- Funding Issues
- Changes in Leadership
- External factors result in chasing a moving target





Thanks!

