



# Change Agent States Consortium: A Catalyst for System Change

*Change Agent States*

**“TOOL FOR CHANGE”**

<p><b>Description</b></p>	<p>The purpose of this tool is to describe the benefits and importance of collaborative, consortium work. In the case of the Change Agent States Consortium the work is based on using a common framework across multiple states designed to create systemic change to enhance diversity in the land grant system.</p>
<p><b>Strategy behind the tool</b></p>	<ul style="list-style-type: none"> <li>• Collaborative work across multiple states provides the best potential to effect system change.</li> <li>• Collaborative work is efficient and mutually beneficial; it facilitates building and sharing expertise and resources.</li> <li>• A consortium of states has greater potential than individual states to impact the larger system in which they are partners.</li> </ul>
<p><b>Goals and outcomes</b></p>	<ul style="list-style-type: none"> <li>• To build the capacity of the Land Grant System to function inclusively and effectively in a multicultural world.</li> <li>• To set standards and implement a vision for supporting healthy, thriving, culturally diverse communities through Extension, research and academic programs.</li> </ul>
<p><b>Skills</b></p>	<ul style="list-style-type: none"> <li>• Ability to articulate and share experiences, resources, information.</li> <li>• Good listening skills.</li> <li>• Good two-way communication and sharing of information.</li> <li>• Understanding the dynamics of organizational change.</li> <li>• Understanding of and appreciation for the value of collegueship and its potential to facilitate change.</li> <li>• Trust and commitment to partnership with consortium states.</li> </ul>
<p><b>Barriers, Issues, Risks to the Effectiveness of the Tool</b></p>	<ul style="list-style-type: none"> <li>• Tendency to focus on state work and overlook the need to impact the “system.”</li> <li>• Limited resources, including time due to other commitments.</li> <li>• Lack of support/understanding from institutional leaders and/or stakeholders.</li> <li>• Valuing state outcomes more highly than consortium, or system, outcomes</li> </ul>
<p><b>Evaluation</b></p>	<ul style="list-style-type: none"> <li>• Willingness to participate and support participation of coordinator and director – when appropriate - in consortium events: for example, monthly conference calls, consortium committees, face-to-face meetings once or twice a year, national conference.</li> <li>• Continuation of active participation over time.</li> </ul>
<p><b>Contact Information</b></p>	<p><b>Authors: Communications Committee, August 2007.</b></p>