Program Sustainability

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ADVANCE PI Meeting
June, 2007
Are Programs for Institutional Change Federally Funded or Federally Seeded?

- External funds are good for start-up
- Programs that deviate greatly from the “institutional culture” may be hard to maintain
- Externally driven programs alone are insufficient for lasting change

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Building Internal Support

- Institutional framework needed
- Mechanisms for evaluation that are internal as well as external
- Realistic funding model as part of the start-up plan
- How agency funding helps
  - Flexibility in funding
  - Incentives for building internal support
  - Transition support for some centralized functions
Key Considerations for ADVANCE at UNC Charlotte

- Policies
  - Committee on the Future of the Faculty
- Practices
  - Leadership UNC Charlotte
- Structure
  - Faculty Affairs Office
  - Women’s Academy
- Empowerment
  - Solutions Teams/Cone Fellowships