

Steps in Institutionalizing a Campus Service-Learning Program*

Denial:	It's a fad. If ignore it, it will go away.
Acceptance:	OK, I guess we have to do it.
Resistance:	I feel threatened. My department feels threatened. My school feels threatened. My campus feels threatened. Can I subvert it by not participating in the process or in some other way?
Understanding:	Maybe we can learn something useful. Can we use what we've already been doing?
Campaign:	We have a plan. Maybe it's not perfect, but let's get moving!
Collaboration:	We have a plan with long-range objectives that are clearly defined, and, based on our experience with service learning, we believe it works.
Institutionalization:	We can't imagine our institution -our teaching, our scholarship - without service learning. It's a permanent part of our institutional culture.

* Adapted from the work of Dr. Mary Allen, CSU Teaching and Learning Institute Director. Dr. Allen's work is roughly based on Wehlburg, C. (1999, May). How to get the ball rolling: Beginning an assessment program on your campus. *AAHE Bulletin*, 51 (9), 7 -9.