

mandate, especially those who have been in the system for decades and who have seen their attempts to improve the environment fail because of political pressure, rivalries and other reasons. You are likely to have difficulty getting them on side.

Perhaps the best tactic is to build your relationship with them to the point where they are neutral and unlikely to oppose your actions. You will have to spend time with them to gain their trust. One possible strategy is to appeal to their areas of academic interest.