

April 16, 2024

To the SU Faculty Senate:

Below please find the Faculty

3. We recommend approval of course content for SU-faculty led programs to remain solely in the hands of faculty (departments and school committees) with no university-wide prescription, in order to ensure all disciplines can facilitate their students to study abroad, with administrative approval continuing to be based on non-content concerns such as

SU In – New program (starting 2023) mirroring other universities’ programs that is not a substitute for Global Seminars but meant to increase SU student participation due to losses in numbers for Global Seminars because they have consolidated risk management and bundled procurement in part because they are linked with partner institutions.

### **International Exchange**

National Student Exchange is a new non-global substitute/addition to our partner international exchange programs with some benefits.

### **International Student Recruitment**

Enrollment of new international students has begun to recover slowly and stand at about 50% of pre-Covid levels. New agreements with partner institutions are continuing. English Language Institute numbers are below break-even levels. Potential Civil Rights violations by HR and hiring managers/foreign employee start dates are of concern and cause difficulty for students and international faculty. Reduced housing availability (to none with loss of Global Village and International Faculty House) for international students, graduate students, and global scholars have decreased attractiveness of SU.

### **Budget and Personnel**

CIE staff was cut/reduced during the last few years and is severely understaffed with loss of a PIN line and two full-time staff and a part-time staff and reassignments. Decreased staff has affected financial and risk management of study abroad programs, more lengthy processing of faculty contracts and expense account reports and Gullnet management of classroom enrollments for study abroad and ELI, reduced marketing materials for study abroad, and less support for international students. Reduction in budgets and decision to make CIE self-funded have had similar negative effects plus reduced SU membership in international consortiums and reduced funds for faculty for travel.

### **Communication**

CIE created a new website in October 2023 with mostly positive response from faculty and school IECs despite a few things to improve such as transparency of the application process to the applying faculty during submission.

### **Review of survey of faculty**

A survey comprising questions about faculty perspectives on global learning, study abroad, and study away was distributed across schools and through SU publications. A total of 121 (28.5%) faculty completed the survey.

Despite the new (and old) General Education curriculums not specifically including Global Learning Outcomes and instead including parts of their outcomes within other learning outcomes (e.g., Experiential Learning or within some disciplines), a large majority of faculty who

for college education.

The benefits to experiencing global learning are clear. Faculty often used global learning in their courses and widely agreed that study abroad programs have measurable impact. These included students reporting hands-on learning experiences in science, increased cultural awareness, empathy towards other cultures, understanding of global issues addressed in the course, and shedding of ethnocentric tendencies. Additionally, faculty reported positive views of global learning at SU (Figure 2).

Global learning helped their students develop intercultural competence, resilience, and problem-solving skills, while also building supportive social networks and professional relationships. They also gained greater language competency, awareness of environmental challenges and solutions, and a broader perspective on global connectivity. Furthermore, students

Very integrated  
Somewhat integrated  
Moderately integrated  
Slightly integrated

Fig. 3. Integration of global learning  
by department.

Very effective  
Somewhat effective  
Moderately effective  
Slightly effective  
Not effective

Figure 4. Overall effectiveness of study  
abroad programs at SU.

Figure 5. Word map of concerns

what or who should develop these outcomes, but we recommend they be developed. Likewise, all global experiences do not have the same impact. For example, studying abroad for an entire semester is usually much more impactful than a 2-3 week short term winter or summer Global Seminar. The more time a student spends abroad typically leads to more benefits. However, it is obvious that any global learning is beneficial and not all students can partake in longer experiences for academic, financial, and personal reasons.

Global course content in faculty-led programs is a major concern by faculty but there is clearly disagreement among schools and schools faculty as to whether global content should be required for global courses. We note from CIE policies that it is true that it is currently possible to teach courses without global content but to date, no courses have done so. All courses have included global content. If the opportunity for a course to be taught that did not include global content, such as a Mathematics or Physics course, the Faculty Senate IEC, note that many of the general benefits of global learning such as understanding diversity, international and diverse perspectives and cultural awareness, and promoting open-mindedness, do not require course material to occur. Interactions with non-American students and locals inside

recommendations aimed to address funding, communication, faculty involvement, and program effectiveness to enhance the study abroad experience for SU students.

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Very positive  
Somewhat positive  
Neither nor  
Somewhat negative  
Very negative

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## **Budget and expenses**

School IECs and faculty, as well as the CIE itself, have noticed recent funding issues and widely and consistently recommended increased funding to the CIE and global learning through increased budgets, pin lines, and student scholarships, especially in light of decreased post-Covid funding. We, the Faculty Senate IEC, have noticed and strongly echo this need for increased finances to the CIE (through budget and personnel) and to students (via scholarships) to enable student global learning if the administration, like the vast majority of faculty, considers it worthwhile.

## **Learning Outcomes**

There is clearly disagreement among schools and schools faculty as to whether global content should be required for global courses and this is an area of contention that was raised. Two schools and some individual faculty had concerns that SU was trying to increase participation without integration of global material into courses and have stated that they would only like global courses to be taught including global material. However, two other schools and some individual faculty expressed support for including courses without global content to be taught abroad. We note that approval of course content lies solely in the discretion of departmental, school, and university curriculum committees, where it should be, not at the discretion of administrators like Deans and the CIE, who approve SU-approved courses to be taught abroad based on other factors, such as risk management and finances and these entities should not and cannot infringe on faculty freedom by trying to dictate course content one way or another. Instead, the CIE appears to approach the increasing benefits to global learning outcomes of study abroad courses by enabling, and promoting to faculty, cultural student experiences during their time abroad in foreign countries both within and outside the courses. For example, SU In programs all enable cultural excursions either through host universities while students are abroad and require students to take at least basic language courses provided by the foreign university partners in countries where English is not the national language.

## **Communication**

We found confusion among faculty as to reasons that Global Seminar structuring has changed post-Covid including more facilitation/enforcement of risk management and procurement guidelines, both of which make individual-organized Global Seminars more difficult without local university or third-party provider assistance. Roll out of the new SU In program communication was flawed to some degree as it was not a substitute Global Seminars but a replacement for pre-Covid type Global Seminars that were no longer viable due to risk management and procurement issues.

Communication from the CIE about course approvals (course content versus

administrative-type approval regarding safety and financial viability) needs to be clearly stated to faculty initiating study abroad programs.

Communication to departments on the importance of and learning objectives for study abroad, whether or not a discipline has direct links to global learning, needs to be communicated on some level, potentially through the Faculty Senate IEC.

## **IEC RECOMMENDATIONS:**

### **Budget and Personnel**

**We recommend** increased SU financial and personnel support to the CIE at least to pre-Covid levels and further due to increased costs for risk management. SU lacks the financial support that should be provided to help students to partake in global experiences. SU is suffering from missed opportunities at promoting diversity and culture to students by not providing financial support to the CIE and giving them personnel including PIN lines and full-time positions sufficient to provide risk management and procurement services needed for faculty to teach abroad as well as bring in international scholars and international students to SU.

### **Student Recruitment (to SU and from SU on study abroad programs)**

**We recommend that** SU provide some need-based financial support for students who wish to study abroad via scholarships or grants. There is widespread support among faculty for this with some concerns about equity to help student partake in global experiences.

**We recommend** dedicated housing on campus return for international students and scholars.

**We recommend** revision of HR procedures to reduce potential for Civil Rights violations by HR and hiring managers regarding foreign employee hiring start dates. According to The Immigration and Nationality Act's (INA) anti-discrimination provision, found at [8 U.S.C. § 1324b](#), they cannot require more than the listed I-9 document options to process new international hires. A social security number is not a requirement to be hired and paid. A social security number (and filled out W-2) can be submitted later in the year and is not required during hiring or for paying employees.

### **Communication**

**We recommend** improved communication from CIE to faculty describing options for faculty-led study abroad and current SU risk management and procurement limitations that affect these programs as well as disbursement of a new, streamlined CIE handbook.

**We also recommend** improved CIE communication of financial options to students such

