



Playing in Our Sandbox

Case Studies and Strategies for Collaboration
Between Staff and Faculty



Introductions

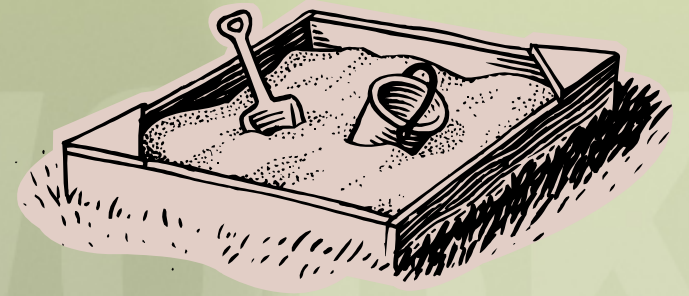
- University of Alaska Anchorage
 - Dr. Christine Hanson, Professor of Anthropology
 - Doni Williams, International Student Advisor, Alaska State Representative to NAFSA Region 1 and Conference Co-Chair

TEAMWORK



Playing in Our Sandbox

- Speech at NAFSA Leadership Conference in January, 2009
 - Familiar themes
 - Common, divisive issue with the growing pains of internationalization.
 - Finding a way to include everyone who has a contribution to make to the efforts.





Case Study

Student Advocacy v. Academic Integrity

- Student Version
 - Advisor intervention
- Faculty Version
 - Advisor intervention
- Possible Outcomes





Case Studies

Short-Term Study Abroad

- Student Driving The Van
- Too Much Work
- Too Many Rules
- Forms, Are You Kidding?
 - Solutions





Common “Mis”-Conceptions about University and College Staff

- They are obsessed with silly rules and drunk with the power of being able to say “no” to faculty.
- They worry too much about little things instead of seeing the big picture of university education.





Common “Mis”-Conceptions about University and College Staff

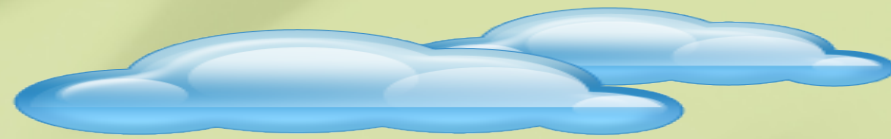


- Their work is generally clerical or secretarial in nature.
- They are jealous of the freedom and protection that many faculty members enjoy.

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Common “Mis”-Conceptions about University and College Faculty

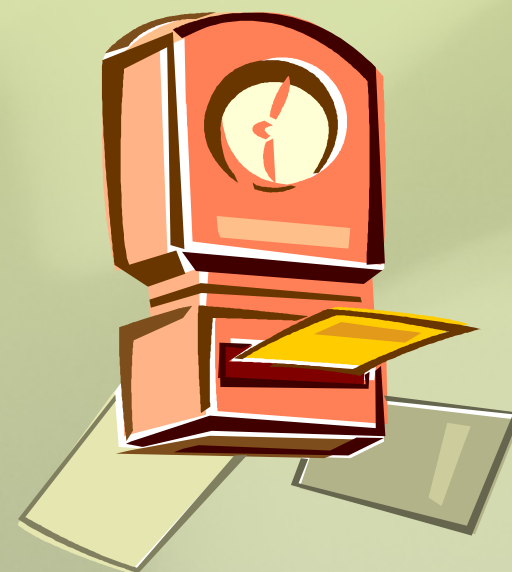


- Their heads are in the clouds about obscure research instead of in the here and now.
- They are disrespectful of policies, rules, and laws that exist for the benefit of the institution and it's students, as well as the people charged with enforcing them.



Common “Mis”-Conceptions about University and College Faculty

- They are not subject to standard employment standards, like regular hours and schedules.
- They have a lot of nerve complaining because they are in their chosen profession and enjoy security that other employees, both inside and outside higher education, can never hope to achieve.





Common “Mis”-Conceptions University and College Staff (Somewhat) Debunked

- They are charged with protecting the institution from liability – the rules, policies, and laws in place protect the university and the students.
 - Example: Study Abroad Liability
 - FERPA issues





Common “Mis”-Conceptions University and College Staff (Somewhat) Debunked

- They worry too much about little things instead of seeing the big picture of university education.
 - Many staff members (particularly International Student Services) are involved with the “big picture,” including diversity work, internationalization, and study abroad. They have probably been looking at the big picture and the details for years before faculty got involved.



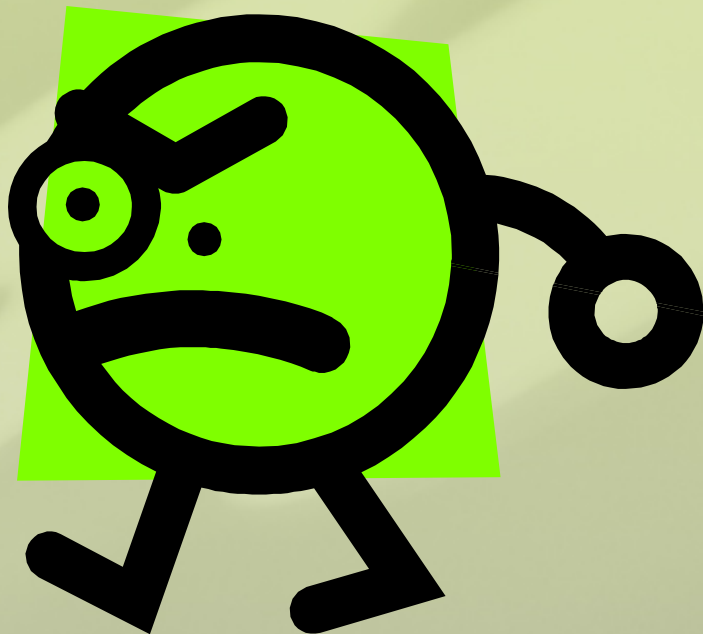


Common “Mis”-Conceptions University and College Staff (Somewhat) Debunked

- Their work is generally clerical or secretarial in nature.
 - Sometimes this is true, but many are members of professional organizations (like NAFSA) and have access to resources that Faculty members could find very useful. International education particularly is a profession in and of itself, and professional staff people must work hard to keep up with changes in the law, trends in student mobility, effective marketing techniques, etcetera. International student advising, in particular, is not a simple matter of applying the law – there is much interpretation involved.



Common “Mis”-Conceptions University and College Staff (Somewhat) Debunked



- They are jealous of the freedom and protection that many faculty members enjoy.
 - This is true. Staff usually does not have nearly the protection that faculty expect for themselves.



Common “Mis”-Conceptions about University and College Faculty (Somewhat) Debunked

- Their heads are in the clouds about obscure research instead of in the here and now.
 - Research is part of the contracts of many faculty members, and their prestige, possibility of promotion/tenure, and salary may be related to research production. Research also benefits the institution and the staff in several ways.





Common “Mis”-Conceptions about University and College Faculty (Somewhat) Debunked

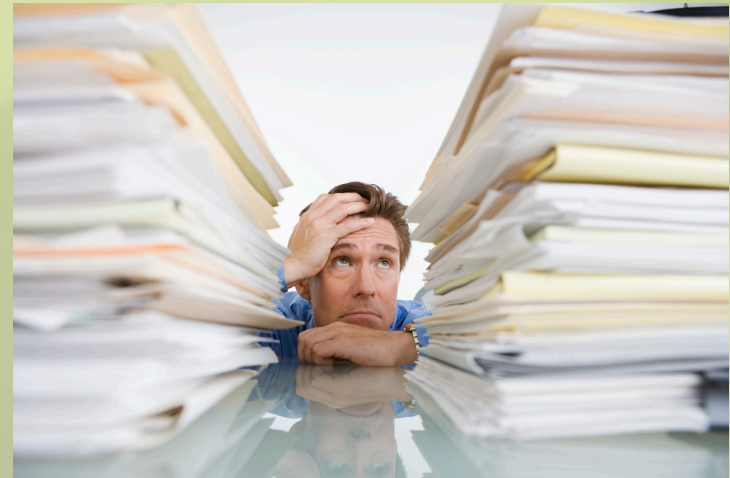
- They are disrespectful of policies, rules, and laws that exist for the benefit of the institution and it's students, as well as the people charged with enforcing them.
 - They may not have been trained regarding most or any of these policies, and can see them as an obstruction to getting things done for students.
 - Faculty Governance





Common “Mis”-Conceptions about University and College Faculty (Somewhat) Debunked

- They are not subject to standard employment standards, like regular hours and schedules.
 - Although they often have freedom to set their own schedules, they may often end up working well in excess of a regular schedule, without any additional pay or even recognition.



TEACHING WORK



Common “Mis”-Conceptions about University and College Faculty (Somewhat) Debunked



- They have a lot of nerve complaining because they are in their chosen profession and enjoy security that other employees, both inside and outside higher education, can never hope to achieve.
- Faculty are human like anyone else – do you really know anyone with nothing to complain about?



Strategies for International Student Services Staff Working With Faculty



- Don't assume the faculty person you are dealing with has any idea what you do or why you do it – simply out of never having been told, not willful disinterest. Often, this situation can create resentment.
- If appropriate, enlist another faculty member you are familiar with to help explain things.



Strategies for International Student Services Staff Working With Faculty

- Ask faculty to refer you to other faculty members they know when looking for new partners/projects.
- When dealing with the law or liability to the university, be firm – don't be intimidated. Provide clear information in writing – and copy everyone with any stake.





Strategies for International Student Services Staff Working With Faculty

- Network, network, network!!!!
- Offer workshops to faculty on things they need to know:
 - Working With International Students
 - How to Set-Up Short-Term Study Abroad
 - How to Invite Exchange Visitors



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Strategies for International Student Services Staff Working With Faculty

- Invite them to attend and present at NAFSA conferences (maybe even with you on a joint project). It benefits them and their careers as well as yours.





Strategies for Working With International Student Services Staff for Faculty

- Be respectful – understand that the people in your International Student Services office are part of a larger profession in international education.



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Strategies for Working With International Student Services Staff for Faculty

- Realize that due to family, location, or other issues, a person in what might be deemed a “low-level” staff position, may have much more education and experience in international education than you think and have taken one of the rare positions open in a particular area.





Strategies for Working With International Student Services Staff for Faculty

- Recognize that certain times of year (i.e. the beginning of a new semester) are VERY busy and time-sensitive for ISS staff while they welcome new students and complete government reporting, and not the best time to have an exploratory meeting about a distant project.





Strategies for Working With International Student Services Staff for Faculty

- Recognize that ISS staff generally have regular office hours when they are expected to be available to students, and can't always take a long leisurely lunch or a whole morning or afternoon for a meeting.





So What Can You Do Together?



- Example: ESL/ Guidance Integration Project
- Diversity Education and Events
- Enhance student participation in international and/or diversity activities.



So What Can You Do Together?

- Present together at NAFSA Conferences on Joint Projects
- Do Joint Projects/Events
- Improve experiences for international students while enhancing the value of diversity among your domestic students.
- Introduce new international content into courses.



NETWORK



So What Can You Do Together?

- Want more international students for a specific program or department – your ISS office can help!
 - Example: Poor web site design
 - Utilizing NAFSA Resources





How Does Everyone Benefit?



- Faculty can save a great deal of time by utilizing resources that an ISS office can make available
- Reduces the Us. V. Them factor between staff and faculty
- By using everyone's resources, work gets done more efficiently.



Getting Started

- If you have a project that might benefit from someone on the “other side,” meet about it.
- Network, network, network!
- Participate in diversity initiatives at your school.
- Start an International Student Club or Diversity Club
- Survey your international and/or foreign born students to find out where you can help.



Getting Started

- Multi-task – when Faculty or Staff are going to other countries on business, see if they can recruit or talk to other universities you are interested in exchange programs with.
- If you are planning an international event, offer Faculty or Staff ways to participate.
- Invite others at your university to attend NAFSA conferences.

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Getting Started

- Find your college or university's diversity and/or internationalization goals and refer back to them when proposing projects and/or requesting resources.



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