

# Higher Ed Spotlight

## Faculty Engagement in Internationalization: Policies and Practices

As the drivers of teaching and research on campus, faculty play a critical role in higher education institutions' efforts to internationalize. However, data from colleges and universities participating in ACE's 2011 Mapping Internationalization on U.S. Campuses survey indicate that institutional support for faculty engagement in internationalization does not always reflect this reality. Data below are for four-year institutions.

### EMPLOYMENT POLICIES

#### FACULTY HIRING DECISIONS



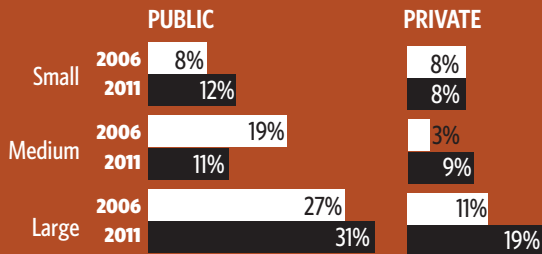
Give preference to candidates with international background, experience, or interests

18% Never    26% Rarely    47% Occasionally    8% Frequently

#### FACULTY PROMOTION AND TENURE



Specify international work or experience as a consideration in promotion and tenure decisions



**KEY**  
 Institutional Size  
 Small < 3,000 FTE  
 Medium = 3,000-10,000 FTE  
 Large > 10,000 FTE

### TENURE POLICIES

Examples of internationally focused criteria and activities included in tenure policies

#### RESEARCH



international conference presentations; international publications; international research collaboration

#### TEACHING



teaching abroad; study abroad program development, direction, delivery; curriculum internationalization and pedagogy

#### REPUTATION



international awards/honors; external support letters about international stature of faculty member; international reputation

#### SERVICE



contributions to international professional organizations; international development work

### FUNDING

Offer funding to support globally focused faculty activities

81% Faculty leading students on study abroad programs  
 up 5% from 2006

40% Internationalization of courses  
 up 5% from 2006

59% Faculty studying or conducting research abroad  
 down 3% from 2006

20% Faculty development seminars abroad  
 down 5% from 2006

### PROFESSIONAL DEVELOPMENT

Provide opportunities for faculty to build internationalization-related skills and competencies

#### WORKSHOPS ON INTERNATIONALIZING THE CURRICULUM



42% of public institutions  
 31% of private institutions

#### WORKSHOPS ON GLOBAL LEARNING ASSESSMENTS



14% of public institutions  
 15% of private institutions

#### OPPORTUNITIES TO IMPROVE FOREIGN LANGUAGE SKILLS



20% of public institutions  
 14% of private institutions

Note: Percentages have been rounded.

For more information, see these ACE publications: *Mapping Internationalization on U.S. Campuses, 2012 Edition* and *Internationalizing the Tenure Code: Policies to Promote a Globally Focused Faculty*.

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