

# Cross-Cultural Engagement Training for Faculty: A Model for Faculty Preparation

Forum on Education Abroad Annual Conference  
San Diego; 4 April, 2014

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## Faculty-led Study Abroad

- The big picture: 10,000 – 20,000 U.S. faculty are going abroad with students this year
- Only a small number have received formal training regarding intercultural learning
- At Wake Forest (7000 total students), approx. 30-40 faculty lead programs abroad most years
- Can they help students
  - engage with a local community?
  - participate in cross cultural learning?



## Most faculty training efforts focus on logistics

- Expectations of faculty
- Marketing and communication with students
- Budgets and finances
- Student Orientations
- Health and safety training
- Mental health training

## Should we not also focus on intercultural learning of students?

- A recent study of German students who studied abroad emphasized the value of students developing relationships abroad as a key element of personal development
- Many (most?) faculty also want to interact with people abroad
- Shouldn't this be a key element of preparation?



## WISE: How we got there

- In 2006, Wake Forest submitted a 10-year reaccreditation “Quality Enhancement Plan to SACS (Southern Association of Colleges and schools): “Beyond Boundaries: Preparing Students to Become Global Citizens”
- Three study abroad support courses were created and offered beginning in Fall 2007
- Goal of preparing students to become global citizens has focused on intercultural competence

## We realized we were missing intercultural preparation for faculty

Faculty realized that they lacked resources and guidance on best-practices for helping students with cross-cultural learning

- Faculty Study Abroad Committee reviews proposals for new programs, asks about a proposed program’s focus on the use of the local environment and intentional interaction w locals
- But what about our own faculty-led programs?

## Our Solution: A Workshop

- WISE (Workshop on Intercultural Skills Enhancement) was created by faculty for faculty
- WISE designed as a practitioner's workshop to help faculty develop knowledge, strategies and activities so they can help students develop intercultural skills and awareness
- A steering committee of six faculty worked with me to design the content
- WISE first offered in Feb. 2009, six months after we started



## WISE as Workshop

- We learned a lot along the way
- WISE 2009 had 57 attendees
- Wake Forest faculty and staff could attend at no cost
- The workshop fee was \$295 and included one night of accommodation plus dinner, coffee and snacks
- WISE 2009 began at 1pm on Friday, ran through 8pm, then Saturday from 8:30 to 11:45 am
- WISE 2010 increased attendance to 75
- WISE 2011 started at 9am on Friday



## WISE as Conference



- Beginning in 2013, WISE turned into a professional conference
- We recognized the need to include more perspectives and programs that are being taught/used around the world
- WISE 2013 was held Friday and Saturday morning
- WISE 2014 was held Thursday and Friday plus pre-conference workshop
- The focus remains on intercultural learning and activities / program elements to encourage it

## Content of WISE



- Has changed over time
- The Developmental Model of Intercultural Sensitivity (DMIS)
- Sessions on assessing intercultural competence, cross-cultural engagement courses, integration of language learning and cultural training, and approaches to language in non-language pgms
- Sessions on mentoring while abroad, effective assignments and activities, challenges of developing countries, and risk management
- Participants have had option of taking IDI since 2011

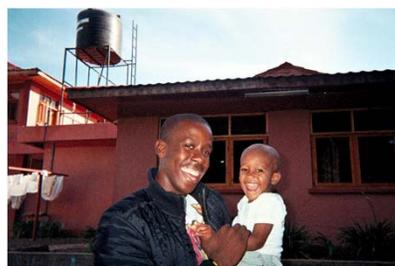
## Impact on faculty 1

- Many faculty have implemented new activities or changed the content of their programs based on what they learned at WISE
- Kathleen Macfie (UNC Greensboro) came back in 2011 to report on new efforts to have students self-reflect and blog during their program
- Keith Mobley (UNC Greensboro) created a journaling template for structuring reflection and guiding activities; he also focused more time on group dynamics and processing of activities



## Impact on faculty 2

- Joan Clifford and Deb Reisinger (Duke University) attended in 2012, then presented in 2013 on a set of activities they designed to help students appreciate diverse perspectives
- Kacy Peckenpaugh (Weber State University) attended in 2010, then presented at WISE 2014 on a post-study abroad cultural mentoring course she developed
- Many presentations from past conferences are available: <http://global.wfu.edu/wise/past-conferences/>



## Impact on study abroaders

- Brett Krutzsch (NYU) reported: “I returned from WISE with new information about making cross-cultural awareness, cultural adjustment and identity reflection key components of the study abroad pre-departure process and with ideas on how to get others at my institution on board. We have begun to restructure our pre-departure curriculum so that our focus is not just logistics, but heavily about self-reflection and preparing for cultural immersion.”



## Another model: Faculty Learning Community

- Hosting a learning community this year with 10 faculty, in conjunction with our Teaching and Learning Center
- Focus on reflective learning in study abroad
- Reading chapters from *Student Learning Abroad*
- Great response



## Next Steps at WFU

- Working with 8-10 faculty to implement research elements into their summer 2014 programs, such as the IDI and observation of student competency (not self report of impact)
- Need to work more actively with faculty, coach them more consciously about cross-cultural activities
- Plan to hold group faculty discussions 2-3 times per semester to discuss common study abroad challenges



## What can you do?

- Encourage faculty leading study abroad programs to explain what activities and structures they have designed to introduce the need and value of intercultural learning
- Investigate options for adding intercultural learning to existing programs (co-curriculum)
- Investigate options for developing a pre-departure or post-return course for students
- Invite faculty to attend WISE 2015 or to submit a proposal for a conference session

