

International Faculty & Staff Affinity Group
Proposed Bylaws for 2022-23

International Faculty & Staff Affinity Group (IFSAG/this/the group) will have at least two officers each academic year, as Chair and Vice-Chair or as Co-Chairs. The officers shall be appointed by May before the academic year during which they serve. Officers shall not serve more than 3 consecutive terms.

If multiple people wish to serve as officers, the group shall have elections to determine who will serve as chairs or co-chairs.

Everyone is welcome.

Each semester, this group shall have at least **one** meeting for logistics and **one** social gathering.

Each semester, the officers shall contact all existing members and work with GPS and HR to reach new faculty and staff who may identify as international.

Each semester, officers shall attend the meetings with the other Affinity Groups and organizing team/leadership from ODI.

Whenever possible, this group will coordinate events and reach out to other Affinity groups to promote collaboration and the exchange of ideas.

See below for our mission, goals, and assessment of impact for the first year.

After AY 22-23 and the meetings to address logistics, the officers will work with participants and new officers to edit/add to the bylaws.

Proposed Officers for AY 22-23:

Kelia Hubbard, GPS, ISS, Co-chair

Alessandra Von Burg, Communication, Co-chair

Our **mission** is to:

- 1) Build community and visibility for all international identified employees, including faculty and staff members.
- 2) Provide logistical and professional support for faculty and staff whose unique and often temporary/vulnerable legal status requires a very specific set of procedures/attention
- 3) Amplify cultural, linguistic, and social practices that are different than those of the United States, as faculty and staff incorporate those in their professional and academic spaces (from recruiting meetings to the classroom... and beyond)

Our **goals** are closely aligned with our mission as we support international identified employees as a community that 1) seeks and creates belonging among themselves and others, 2) has the logistical and professional advice from experts, 3) promotes cultural, linguistic, and social diversity across Wake and the local community

Similarly, to the other affinity groups, we also value and continue to foster the relationship between faculty and staff members as we work together toward a less hierarchical and vertical structure, as we gather and learn from each other and our unique experiences across campus, and across the globe.

This group includes, mostly, employees who are not from the United States and have come to Wake Forest University and North Carolina for a job. For some members of this group, this employment opportunity at Wake Forest University is their first in the United States. Others have gone to school in the United States (for college or postgraduate studies), or moved to the United States for other reasons, before advancing their studies. Members of this group may also be US citizens who have lived and studied abroad and relate to the challenges of being in a culture and nation other than those where one is born. All interested WFU employees are welcome.

How many people are currently interested in your group?

We have a group of about 10 faculty and staff core members, attending most events, and responding to emails to express interest and share ideas.

We also have been in contact with about 30 interested faculty and staff.

Across the university, there are at least 200 people (the email list from HR is at about 400, but some are not full-time employees) that could identify as international.

Work Plan

Goal 1: Building community and visibility for the international employees at Wake.

Impact of Goal 1: We plan to continue to reach out and invite people to participate in social events that promote community. International faculty and staff continue to show interest and support in these gatherings, with at least 30 people attending an event in the Fall and about 20 in the Spring. We also plan to organize a meeting to discuss logistics and bylaws, to encourage discussion of the mission and goals, as we build on them based on participants/ interest and needs.

We will measure impact by the number of people who attend both the social gatherings AND the logistic meetings, plus the number of emails/messages/calls of support and encouragement to maintain this group. If there is no continuing interest and new leadership, this group will not apply again in 2023, but as of now we see interest and support.

Goal 2: Provide logistical and professional support for faculty and staff whose unique and often temporary/vulnerable legal status requires a very specific set of procedures/attention

Impact of Goal 2: As we mention above, we will gather once a semester not only socially but also to discuss logistics, develop infrastructure, and to grow as a group in goals and possibly in institutional reach. The way we will measure this impact is in the numbers of international faculty and staff who are able to develop professionally while advancing their legal status (for example, from visa to green card, all the way to US citizenship, if interested and possible). We will also measure impact by the number of events and initiatives that GPS and other programs across campus may host to raise awareness about the challenges and risks of discrimination against international faculty. This include but it is not limited to workshops for chairs, recruiting committees, and other faculty and staff who are not familiar with the logistics of working while on a visa or other non-permanent status.

Goal 3: Amplify cultural, linguistic, and social practices that are different than those of the United States

Impact of Goal 3: We see this group as central, along the other affinity groups, to promote, share and amplify the beauty and richness of multiple identities, cultures, languages, and social practices. Specifically, we are working on two initiatives:

- 1) A series of lunches in foreign languages, selected by participants, and in English, for non-English speakers. These lunches will be informal gatherings to socialize in the selected languages, open to anyone who is native, fluent, or practicing/listening. We will

measure impact by the number of lunches, variety of languages, and number of participants.

- 2) More long-term (AY 23-24), classes that build on the existing model of Languages Across the Curriculum, to develop content classes in the area of the faculty member's expertise (for example, Math) in the native language of that faculty member (for example, Chinese). These classes are different than language acquisition or advanced foreign language literature/poetry classes. The classes would focus on academic and research methods specific to a field other than languages (for example, Sociology) to invite both native speakers and fluent/advanced non-native speakers to learn a specific academic topic in the target language. We envision classes in Spanish and Chinese as a possible start, due to the number of students who may enroll in these classes. We are working with faculty in language departments, staff in GPS, as well as experts in this area (translingualism), while learning more about this unique model. We will measure impact by moving ahead with this plan and hopefully offer a pilot class (or two) in academic year 23-24.