



## **Faculty Mobility Program Description**

The Open Society University Network (OSUN) envisions an integrated global network with significant engagement of faculty across institutions. Faculty mobility strengthens bonds throughout the network and spurs collaboration on teaching, course design, curriculum development, scholarship, research, and civic engagement. This collaboration fosters academic integration, which in turn expands opportunities for students to engage with diverse perspectives.

### **Objectives**

The OSUN Faculty Mobility program aims to:

1. Promote faculty collaboration that advances OSUN's academic [themes](#) and engagement strategies and spurs curricular integration and innovation.
2. Foster the exchange of ideas across the network, diversify knowledge and learning across intellectual traditions, and seed innovative scholarly collaborations.
3. Build teaching capacity, enhance expertise, and expand course offerings at under-resourced partner institutions.

### **Formats**

The Faculty Mobility program offers six types of opportunities for faculty across OSUN's network, with priority given to collaboration in teaching, course design, curriculum development, and research:

1. *Junior Faculty Development Fellowships* offer opportunities for faculty of global majority and under-resourced OSUN institutions to spend a semester or full academic year at any OSUN host institution. They target junior faculty in the first 10 years of their university teaching careers, including faculty without a Doctoral degree, who show strong academic potential. Junior Faculty Fellows have a reduced course load so that they can focus on building their teaching and research capacity. They commit to spending at least three years at their home institution upon their return (to the extent that their home institution can reciprocate this commitment). Host institutions provide a mentor for each Junior Faculty Fellow to support the Fellow's integration within the host academic department/faculty, development of course content and teaching skills, and professional advancement.
2. *Visiting Faculty Fellowships* serve to expand course offerings and teaching capacity at OSUN institutions, including to add global majority knowledge, teaching, and perspectives at universities and colleges in the global North and give faculty from the global North opportunities to spend time in global South institutions. These fellowships

enrich the curricula and student experiences at host institutions and build connections that may grow into new cross-institution collaborations across OSUN. The selection of fellows is driven by host institutions with the aim of filling gaps in curricula, meeting student demand, or contributing to articulated plans for curriculum development. Visiting Faculty Fellows may co-teach with host institution faculty for the purpose of building collaboration across OSUN institutions and, where appropriate, of mentoring and strengthening host faculty capacity. The fellowships may consist of either semester-long or year-long appointments with a full teaching load at a partner institution. Participation in Visiting Faculty Fellowships requires the home institution's support and may depend on a faculty exchange, particularly for smaller institutions that could be adversely affected by a faculty member's absence for an academic year.

3. *Short-Term Visiting Faculty Fellowships* enrich course content and pedagogy at OSUN institutions by supporting intensive teaching modules of 1 to 3 weeks that are integrated into courses taught at the host institution as part of their regular curriculum.
4. *Replacement Support Fellowships* offer supplements to institutions who replace faculty on leave or on sabbatical with faculty from OSUN institutions, particularly from global majority partners. The host institution is responsible for paying salaries, and OSUN provides support for travel, housing, and insurance. The goal is to encourage inter-OSUN mobility to fulfill regular curricular needs.
5. *OSUN Sabbaticals* support semester- or year-long placements of faculty on sabbatical at an OSUN partner institution. Faculty may focus entirely on their research or teach a course each semester while collaborating with host institution colleagues on research, course or curriculum development, or civic engagement.
6. *Network Professorships* are offered to distinguished faculty that devote about half of their time to collaboration with partner institutions across continents. Network professors teach at campuses beyond their home institution, offer OSUN courses, and collaborate with faculty on course design, curriculum development, and joint research. The duration of visits to host universities may vary, but network professors remain in contact throughout the academic year to mentor faculty and build collaborations.

OSUN invites applications for Junior, Visiting, Short-Term Visiting, and Replacement Faculty Fellowships and for OSUN Sabbaticals. Applications received by January 31, 2022 will receive priority consideration. Prospective host departments or faculties may submit a letter of interest in hosting visiting faculty from OSUN institutions. A call for applications for Network Professorships will be announced in early 2022.

### **Measures of Success**

The OSUN Faculty Mobility program promotes collaboration and integration across OSUN institutions. It seeks to contribute to curriculum development plans, cross-institutional curricular integration, enhanced teaching capacity, and new collaborations in research and in civic engagement. Measures of the program's success include:

- diversified course contents and pedagogical approaches that challenge traditional narratives and hierarchies in knowledge production
- increased offerings of OSUN online and network collaborative courses
- expanded course offerings at participating institutions
- increased team teaching across OSUN institutions
- greater teaching capacity, particularly at under-resourced partner institutions
- more diverse research collaborations, with research questions and priorities defined in large part by global majority partners
- new collaborations on civic engagement

**Management:** The Faculty Mobility program is directed by a Steering Committee of institutional representatives, who set program strategy and priorities, review individual applications, and select fellows and network professors. The committee is comprised of faculty and senior leaders from a range of partner institutions that are committed to curricular integration. Bard administers the Faculty Mobility program for the network.

**Costs:** OSUN supports travel, visa, and insurance costs and, as needed, subsidized housing and salary. Host institutions are expected to commit some resources for visiting faculty, either by contributing to the cost of housing or by offering a salary supplement. They provide visiting faculty with a departmental or program affiliation, access to an office and campus facilities, a robust cultural enrichment program, and, as feasible, housing options on or close to campus. In addition, host institutions provide all the administrative support required to bring an international visitor to campus and to welcome visiting faculty as full members of their community.