



**Association of International Education Administrators**  
*Leaders in International Higher Education*

**Response Summary for AIEA: Faculty Fulbrights**

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1. We have over 50 faculty who have received Fulbrights at some point in their career. All the same, there's no consistent policy. Each case is negotiated individually depending on the length of leave, the time of year, how much teaching will be missed, and the level of remuneration of the Fulbright country program (they vary a lot). Turnover in provosts and deans has also contributed to the lack of a clear, universal policy. Overall, though, "we'll make sure you don't lose out if you do this" is our basic policy.
2. At the X, we typically have 3-5 faculty Fulbright awards each year. We offer an annual workshop for faculty each Spring, to encourage proposal development, and to answer any questions. Part of the workshop allows 1 on 1 meetings with a visiting Fulbright Program Officer. The campus values faculty Fulbrights highly, and monitors the number of awards we receive as a pride point. I host occasional social events for past Fulbright awardees, and invite them to assist others that are working on proposals. Practically, the issue of (replacement) salary support for semester+ awards is negotiated individually between the faculty member and her/his dean. We encourage our faculty to engage their dept. chairs and deans early in the proposal development. We also encourage them to sync their Fulbrights with their sabbatical leaves. Generally, this seems to work quite well. Senior Specialist awards are easier. Faculty involved are typically able to arrange coverage for time missed in the classroom.
3. Y works the details of the salary through the Graduate School and its Research and Projects division for the faculty member's school or college. Essentially the formula retains the faculty member's normal salary level. The formula in essence is [Faculty member's normal salary - Fulbright salary] = salary dollars school/college/department can use to secure an adjunct replacement or provide overload to another faculty.
4. Here at Z, we are essentially in the "individual negotiation with the dean" category. I have spoken in the last few months with Faculty Affairs and with HR, trying to get a

feel for our "policy" but there doesn't seem to be one. Deans are encouraged to do what they can, but there is no central funds on which to draw either for the Fulbright recipient his- or herself or for covering his or her duties while absent. That said, I think many deans allow the person to take leave at half-salary.

5. It seems you answered your own question! I have found great variation between institutions. My current institution (a small, land grant HBCU that has only recently ramped up internationalization efforts) the Fulbright faculty rep is basically inactive, and there wasn't even a student rep until I signed up. I think at small institutions such as this one the leadership is thrilled just to see faculty apply, and there are seldom applications. If you look at IIE's data I think you'll find that small HBCU's are dramatically underrepresented when it comes to Fulbrights, Gilmans, and Borens - but then I'm speaking about student issues, too. Only the "big" HBCU's really take advantage of these opportunities (Spelman, Morehouse, Tuskegee, etc.).
6. I just won a Fulbright Senior Award. My university posted the announcement on the website for my department. Nothing else. I will do the project during the summer when I am not teaching.
7. I have attended a number of Fulbright Campus Representatives Workshops organized by CIES and from what I have learned during our meetings with the other participants is that their universities have varied policies, some give support, others leave it up to the college dean, department chair. XY is no different. Frankly, with XY the support can also vary from college to college. Also, I don't think there is anything particularly special if one is awarded the Fulbright Senior Specialist vs. the Core Fulbright grant. Not as far as I know. Fulbright is Fulbright. I always tell my applicants. Tell your dean/ chair as soon as you start applying that you are, so that you can explore/negotiate all your available leave options. Unfortunately, for OXY faculty, Fulbright does not count toward tenure and promotion. We are working on changing that. I also give them the attached handout that I put together so they know what the option are - most of them do. I also put them in touch with former faculty Fulbrighters to see if they can share any tips.
8. At the present time at the University of YZ, we ask the faculty to negotiate directly with the dean to determine support options. I would appreciate you sharing the overall feedback you receive as it would be interesting to explore a more structured system of support.
9. We do not have much Fulbright traffic, and have no Senior Specialists, but the University has taken the "we love you and will make sure you don't lose out" approach on a few occasions. The university has also provided some support for the short group Fulbright programs. We are trying to ramp up our Fulbright usage, so I would be interested in what you learn from others.
10. We have a "top-off" policy where if a faculty gets a Fulbright and plans to use it in a non-sabbatical year (where they would have to take an unpaid leave of absence), if the Fulbright stipend is less than their regular salary, we will give them enough to "make them whole" meaning to bring them up to the level of their regular salary. I

don't believe that we have a special policy in place for Fulbright Senior Specialist winners, but they are also gone for a much shorter time.

11. Generally as I understand it our scholars are on their own based on whether a department or college wishes to assist them with available funding, etc.. Most I believe take either sabbaticals or professional leave but I assume personal leave is also involved and that may be why we have so few who apply. I would also ask if a Fulbright award is viewed in anyway positively as part of the tenure track process for junior faculty. From what I can tell from our junior faculty, they are discouraged from any activities that are not purely research, publication oriented and thus international/study abroad based activities are discouraged unless is hard core research/publication oriented.
12. Request for shared info.
13. Request for shared info.
14. Phone response—It's complicated! University V has about 6 faculty Fulbrights per year of varying lengths and types. Subtracts Fulbright award from total salary and pays the difference (plus benefits and retirement). To some degree depends on the college. Some funds for this centrally, rest from individual college. University V keen for faculty to apply: can postpone sabbaticals if unsuccessful. Advice—let department head and dean know applying. Advantage: lead time for arrangements to be made, opportunity for admin to say if this year is not good (problems of replacement etc.). It really depends on the university administration and how keen it is to internationalize. It also depends on the deans and their own college strategic viewpoint (faculty may need to be flexible about where they apply to go) and what is good overall for the university.