

Global Scholars Fellows Prospectus **Effective for Fellows Joining 2018-19 Academic Year and After**

Global Scholars is moving from a one-program sending model that supported expatriate Christian academics in their quest to obtain and maintain university *teaching* positions outside the US and Canada to a two-program equipping model that seeks to advance the vision of missional Christian academics, expatriates, and nationals, in multivarious university *service*.

To accommodate and help lead this expansive change, we have decided to revise the fellows' program to emphasize greater commitment to the corporate ends without diminishing the individual calling that has always been central to the fellows' program. The changes, while comprehensive, are not radical. Instead, they are an opportunity to hold large the aspect of missional Christian academics as a special forces cadre supporting a global movement.

Basic Understandings (mca = missional Christian academic)

1. A fellow must be a growing follower of Christ (mCa).
2. A fellow must be a growing follower of Christ who is a convinced participant in God's mission to the world and sees that higher education can be a means used by the Holy Spirit to glorify God, advance the Gospel, and promote human flourishing (Mca).
3. Each fellow must have a terminal degree (or equivalent as accepted by the host university) and be employed by a public institution of higher learning that operates in a country outside the United States and Canada (mCA). By "public" we mean not only government-funded tertiary institutions but also private universities that allow enrollment of non-Christian students. Normally, the fellows' program will not be open to scholars who teach at institutions that admit only Christian *students*, including theological colleges and seminaries, Bible colleges, or Christian universities that have the latter admission policy.
4. A fellow is expected to carry out duties in higher education with excellence and conviction in keeping with the Global Scholars ends and statement of faith.
5. A fellow is asked to operate as a representative of Global Scholars (Mca; see #18 below).
6. Becoming a fellow is a *process* which begins by completing a preliminary application. At some point in the process, academic department staff makes the decision to *appoint* an applicant. Appointees become fellows upon beginning their service assignment.

Pre-field or Pre-reassignment

7. Appointees are expected to participate in the meetings and training we have designed to orient them to their service as fellows.
8. Appointees need to complete a **personal transition plan** (PTP) that includes orientation sessions, online meetings, and assignments (such as training for fundraising and self-care plan) before departing for their country of service as a fellow. Appointees should plan to raise funds even if the university includes a salary as there will likely be unexpected expenses living cross-culturally. The Academic VP will also explain administrative and association fees at this time (even if he already covered it in the application phase).
9. In consultation with the Academic VP, appointees will serve in a region of the world determined by opportunities the Lord provides. The purpose for this regional designation is two-fold:

- a. To give potential supporters a concrete picture of where university service may take place, for prayer, and to encourage their willingness to contribute financially.
- b. To prepare the appointee for service to the Society of Christian Scholars in that geographical location
10. **Single focus:** Once an appointee or fellow seeking re-placement agrees to their PTP we will expect him/her to follow through on this commitment, and we will not actively pursue identifying a place of service if s/he is not proactive in completing all his or her (appointee or other) assignments.
11. Once an appointee has received a legal university contract, s/he will be asked to provide information for a **background check**.
12. If the background check shows no issues of concern, Global Scholars will **change one's status** from "appointee" to "fellow," and the fellow may begin to receive a paycheck as soon as there are sufficient funds present in the account (coordinated with the Finance VP).
13. When one reaches fellow status, the Academic Department will provide a **policy manual**. The fellow should read this within thirty days and direct any questions or concerns to the Academic Vice President.
14. The fellow's next assignment is to take up the new **university position** and serve with excellence in the institution and on behalf of Global Scholars, as explained below.
15. Once she is a fellow, she is expected to **join the Society of Christian Scholars**.

On-the-field Expectations

16. Fellows are expected **to see growth** throughout the year in at least the following six areas, which are indicative of personal, spiritual, missional, and professional development. Each fellow should self-monitor and seek the help of the academic department in pursuing the maximum benefit during his or her time serving the university. Each of these areas will be assessed regularly with one's supervisor and yearly through the annual reporting instrument. So that they may facilitate assessment, staff will prepare a **Professional Development Plan (PDP)** for the appointee to complete before beginning work at the university. After that, the plan will be updated annually with the professional development supervisor.
 - a. Developing skills related to the integration of Christian faith and academic discipline.
 - b. Making improvement in ministry with students and colleagues.
 - c. Acclimating well to the various new cultures encountered.
 - d. Growing in conformity to the image of Christ by spiritual formation.
 - e. Knowing God better along with increased biblical and theological acuity.
 - f. Making progress professionally both to serve more effectively in the present post and to improve one's professional credentials for promotion or in obtaining a better position.
17. All fellows shall establish a consistent **communication** pattern with our office and their prayer and financial support teams.
 - a. We expect each fellow to complete an annual report (AR) each spring abroad. Global Scholars will notify the fellow of the deadline for the AR when she receives the template and questionnaire.
 - b. We recommend each fellow to engage with the SCShub (Global Scholars' online platform for connection and collaboration) regularly to access relevant resources, network with other Christian scholars, make observations that improve the SCShub site and identify other ways to serve Global Scholars and SCS. The Academic VP will conduct an orientation session in residency and a follow-up webinar to help the fellow become familiar with SCShub and to set concrete (or SMART) goals related to improving the online experience.
 - c. We expect each fellow to read our publication Nota Bene each month for news and announcements from the administrative offices.

d. We expect each fellow to have contact quarterly with his or her supervisor (at least, perhaps monthly as determined mutually). This meeting will include discussion of the professional development and service plans, including accountability for contact with supporters.

18. Sometime after the fellow's arrival on the field, the Academic VP will negotiate a **service plan (SP)**. The service plan will pick up where the PTP left off. We will ask for each fellow's assistance in some task for which each will act as a Global Scholars representative. Fellows are asked to help Global Scholars develop services to equip missional Christian academics worldwide--strengthening both the fellows' program and SCS--through at least **five hours a month** (The actual time commitment will be made in consultation with the Academic VP) in one or more of the following areas:

- a. Helping to provide resources for the SCSHub library either independently as submitted to the page editor or as a team whose task is to populate resources.
- b. Editing and translation service for both the SCSHub or in a program for non-Western academics through SCS.
- c. Participating as a mentor or mentor-in-training for the mentorship program component of SCS.
- d. Peer care in spiritual formation.
- e. Use of relevant expertise on behalf of Global Scholars.
- f. SCS journal articles.
- g. Guest blogging and other social media work.
- h. Job opening research and reporting.
- i. Conference planning, leadership, or support - regional and the US.
- j. Other reasonable duties assigned in consultation with the Academic VP.
- k. Other--*contribution to the global effort*

19. Fellows have these benefits:

- a. 501c3 availability and accounting services.
 - b. Faculty care check-in on a quarterly basis.
 - c. Opportunity to participate in package benefits by request. (some benefits require a Global Scholars salary)
 - d. SCS membership fees will be waived if fellow pays administrative or association fees.
- Fellows receive all benefits of SCS.
- e. Placement help.
 - f. Spiritual direction and formation services.
 - g. Professional development services.
 - h. Other premium services as they become available.

Other Considerations

20. Those who became fellows before 2018-19 will be grandfathered to remain with Global Scholars until they make a vocational change.

- a. Grandfathered fellows will be allowed to apply for transfer to the new plan.
- b. All the requirements, including vesting, apply for fellows transferring to the new plan.
- c. We will phase out the lower-requirement fellows' plan when the last participants of that earlier iteration retire or leave the field.

21. New applicants who want placement help but cannot meet the representational requirements of the fellows' program are **encouraged to join a partner organization** (e.g.,

Crossworld), which will prepare them for the field and provide support in ways that are beyond the scope of Global Scholars.

22. Beginning in 2019-20, Global Scholars' fellows will be limited to no more than **eight appointees** per year, establishing a competitive basis and freeing staff time for qualitative improvements and the increased supervisory load.

23. After a first, probationary, year we will ask fellows to re-commit to Global Scholars in two-year increments.

24. Applicant/Fellow Requirements, in chronological order:

- a. Vetting process, including an explanation of requirements
- b. Formulation of, and agreement to comply with, a Personal Transition Plan
- c. Letter of appointment to academic service in a particular region
- d. Commitment to "single focus"
- e. Background Check, final step to fellow status
- f. Fellow designation (pre-field) and receipt of the policy manual
- g. University contract and placement
- h. Join Society of Christian Scholars
- i. Commit to the four-fold communication plan and complete a Service Plan and Professional Development Plan
- j. Meet regularly with supervisor, always including service plan items
- k. Supervisor confirms vesting after Global Scholars requirements are met
- l. Reaffirm commitment to serve as a Global Scholars fellow