



Contribution ID: 219

Type: **Research-oriented Oral Face-to-face presentation**

University Departmental Integration and Belonging

Sunday 18 May 2025 10:05 (25 minutes)

TITLE

University Departmental Integration and Belonging

RELEVANT SIG

College and University Educators (CUE)

FORMAT

Research-oriented Oral Face-to-face presentation (25 minutes, including Q&A)

Short English description

KEYWORDS

integration organisational belonging, professional identity, foreign language teachers

First-time presenter?

ABSTRACT

Despite integration and belonging being multidimensional constructs that affect identity(ies), professional efficacy, institutional commitment, and mental well-being, little research attention has been given to how these concepts manifest among foreign language teachers (FLTs) in Japan, especially given the cultural, institutional and language challenges they face (Scuzzarello & Moroşanu, 2023; Germain, 2024). Therefore, to understand the extent to which lack of integration and belonging impacts FLTs, this research employed a mixed methods questionnaire and was distributed to 48 FLTs using purposive and snowball sampling. Through the use of Castogone and Salis (2015) WORK-INT framework, integration and belonging can be understood at the structural (institutional), relational (seniors, department, peers), and individual dimensions. However, due to many FLTs having limited influence at the structural dimension, this presentation focuses on the relational dimension, which looks to understand (1) the status of FLTs' perceptions of integration and belonging, (2) factors affecting their perception, and (3) policies that could enhance integration and belonging. The findings highlight the role of interpersonal dynamics and its impact on FLTs' overall well-being, especially their sense of security.

This in turn affects their institutional commitment and professional engagement, which demonstrate the need for more departmental policies that target integration and belonging.

Author: GERMAIN, Bladimie (Reitaku University)

Presenter: GERMAIN, Bladimie (Reitaku University)

Session Classification: B8-106 CUE

Track Classification: College and University Educators