Leadership Development Opportunities in NAFSA

NAFSA Region III Conference, New Orleans

October 26, 2010

Session Leaders

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Session Goals

* Define professional development in relation to the field of international education

* Detail NAFSA's 9 Core Competencies of an International Educator and how they relate to professional development

* Present professional development opportunities available in NAFSA

* Reflect on personal goals for professional advancement

Activity

* Nine Core Competencies of International Education

  1. Advocacy
  2. Networking and Professional Skills
  3. Advising/ Counseling
  4. Intercultural Understanding and Training
  5. Admissions / Recruiting
  6. Institutional Understanding
  7. Internationalization of Campus
  8. Program Design and Implementation
  9. Academic Systems (foreign and domestic)

* Where do you excel?

* Which competencies would you like to strengthen?

What is professional development?

* Dictionary definition: "Professional development refers to skills and knowledge attained for both career advancement and personal development. It enhances your ability to do your work."

* Real world definition: Facilitated learning opportunities, increased education and awareness, intensive and collaborative work.

* Variety of approaches: coaching, mentoring, consultation, communities of practice, lesson study, reflective supervision, technical assistance.

What is professional development?

* Formal professional development: workshop, official course of study

* Informal professional development: networking with others at a session, meeting colleagues with shared interests

* Don't think small!

  * Daily Duties ---> Institutional Mission ---> Contribution to the Field

Why is professional development important?

* Maintain and improve professional competence

* Enhance career progression

* Keep informed of changing procedures/policies, new technologies, practices

* Valuable contributions to the field

How do we do it?

* Refer to Martha Johnson's An Unofficial Guide to Career Development

  * Define your long-term career goals.

  * What are they related to?

    * Position change/advancement

    * Job security

    * Office/organization growth and development

    * Specific duties / shift in responsibilities

    * Development of expertise

    * Involvement for personal fulfillments

    * Work/ life balance

How do we do it?

* What strategies will best help you realize your goals?

* How might you initiate the process?

* Seek out opportunities

    * Training Program

    * Volunteering

    * Workshops

    * Session attendance

Douglas Kincaid, Vice Provost for International Studies at Florida International University

"On some days the most important attribute for an international education leader is patience. **A feature of most such jobs, one that is alternately exciting and confounding, is the unpredictable interaction that you have with all segments of the university community**. In the space of a few minutes you can bounce from an international student struggling to meet a tuition payment deadline to a dean needing an agreement approved yesterday, with time out for a phone call from the president with a sudden inspiration. … (The field) is more vital with respect to enabling our students to navigate among the challenges of globalization, more problematic in that it faces new and often dangerous patterns of international conflict, and more complex as the range and scope of international programs pursued by institutions of higher education has rapidly expanded. **In the midst of all this, an international education leader should be continuously attuned and ready to identify the openings for new programs and projects that present themselves, often unexpectedly. There are tremendous opportunities for growth in the international education arena today.**"

9 Core Competencies of International Education

What does it take to be a leader in the field?

Advocacy -Professional Skills/Networking -Advising/ Counseling -Program Design And Implementation -Admissions/Recruiting - Intercultural Understanding And Training -Institutional Understanding -Internationalization Of Campuses -Academic Systems

Advocacy

* Campus

* Community

* State and National

* grassroots@nafsa.org

* Connecting Our World:
  www.connectingourworld.org

Networking and Professional Skills

* Networking

  * Campus

  * Community

  * State

  * NAFSA

* Professional Skills

  * Ethics

  * Technology

  * Social Networking

  * Professional Development

Advising / Counseling

* Awareness of institutional, academic and regulatory information (or proper referral person)

* Awareness of campus culture, your cultural identity, and willingness to withhold biases

* Ability to differentiate between counseling and advising

Program Design and Implementation

* Knowledge of student services participating in exchange programs (pre- and post- departure orientations, crisis management, re-entry services)

* Ability to access information on travel documentation, travel conditions, health information

* Ability to develop and manage budgets

* Monitor and evaluate existing programs

Admissions and Recruiting

* Admissions

  * Knowledge of admission standards and transfer credit policies at home institution

  * Ability to interpret foreign credentials

* Recruiting

  * Marketing your programs

    * Consider the audience:

      * Parents

      * Students

   * Faculty / Staff

Intercultural Understanding and Training

* Knowledge of cultural differences, impact of culture on attitudes and behaviors

* Awareness of how culture and language influence learning styles

* Intercultural communication skills

* Ability to design/facilitate workshops, orientations, etc. for international or multicultural audiences

Institutional Understanding and Networking

✤ Ability to work with faculty and academic departments

✤ Ability to work with colleagues

✤ Ability to manage human and other resources

✤ Understanding institutional goals

✤ Understand the role of your office within your organization

Internationalization of Campuses

* Why do we need to internationalize campuses?

* Multicultural and international education

* Identify resources and obstacles to internationalization
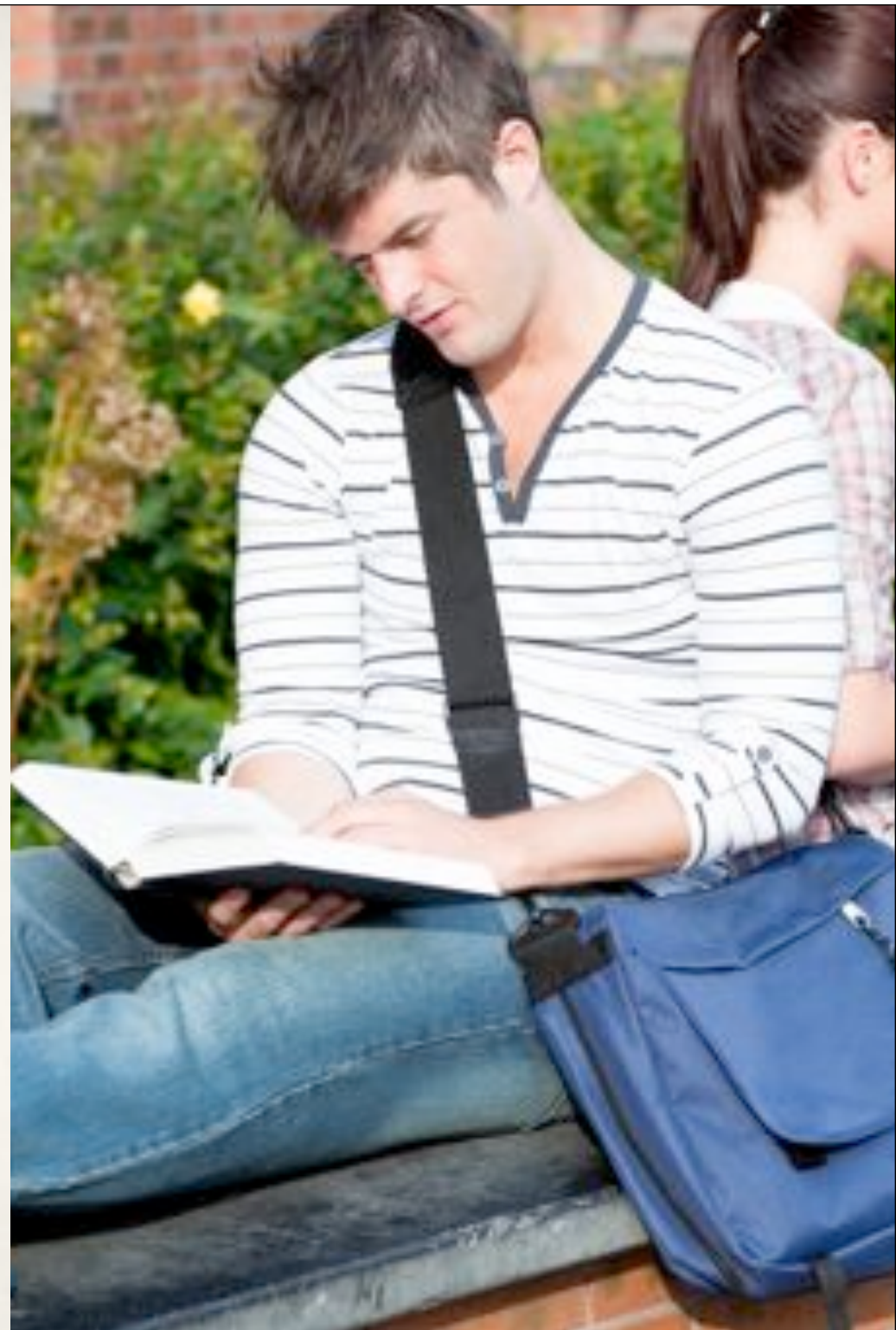
Academic Systems

* Thorough understanding of your higher education system-accreditation process, etc.

* Describe foreign educational systems, including requirements and differences from American system.

Resources

* NAFSA

* Teaching, Learning, and Scholarship

* http://shelbycearley.wordpress.com/

* grassroots@nafsa.org

* www.connectingourworld.com

* subscribe-represent@lists.lmu.edu.

* subscribe-SECUSSACC@listserver.itd.umich.edu.

* http://www.nafsa.org/knowledgecommunity/default.aspx

* Gooding, Marjory, and Melinda Wood. *Finding your Way: Navigational Tools for International Student and Scholar Advisers.* NAFSA, 2006.

NAFSA Opportunities

Leadership Opportunities

* Provide professional growth and career progression

* Available for all levels of IE knowledge

The NAFSA Academy

* What is the Academy?

    * 11 month training program

    * 3 training events: Spring Training, NAFSA Annual Conference, Fall Regional Conference

    * NAFSA Membership

    * Access to Advisor's Manual

    * Ideal for those new to the field or those who wish to broaden their knowledge of the field

The NAFSA Academy

* Provides foundational knowledge of the field of International Education

    * Workshops during Spring training give overview of all aspects of field

* Opportunities for focused learning

    * Pre-conference workshops (ISS, EA, etc.)

    * Networking opportunities

    * Learning Plan with personalized goals

    * Working with supportive coach and regional cohort

NAFSA Academy Reflections

Erin - Ana - Chelsea - Shelby

NAFSA Trainer Corps

* Pan-NAFSA arm charged with teaching/training

* Volunteers selected through application process

* 3 year renewable terms

* Must complete 2-day "Training the Trainer" workshop at annual conference plus follow-up "Training the Trainer" advanced session during first 3 year term

* Can choose several different areas or remain in one Knowledge Community (Ed Abroad, ISS, Admissions, etc.)

NAFSA Trainer Corps

* Workshops available at annual, regional, state conferences as well as on-demand

* Workshop trainer assignments:

  * Annual conference- made by KC's training representative

  * Regional/state conference- made by Workshop Coordinator for region

The Baden-Württemberg Seminar

* Joint AACRAO-NAFSA seminar hosted by the Baden-Württemberg Ministry of Science, Technology, and the Arts

* Highly competitive application process

    * Apply in March / acceptance decision in April

    * First meeting at Baden-Württemberg Universities reception at annual conference (not mandatory)

* 7-day program in either October or November. Base location changes each year: Stuttgart, Heidelberg, Freiberg

The Baden-Württemberg Seminar

* All expenses except travel costs to Germany paid by the Ministry

* Visit all types of educational institutions (primary school through professional schools), lectures/tours, question-and-answer sessions with educational professionals and students

* Some cultural excursions provided, with free time

* Two simultaneous seminars: one for US-based professionals and one for worldwide

* Invited to Baden-Württemberg Universities receptions each year-chance to reconnect with participants and hosts

Break Out Into Groups

Ask Questions - Hear Stories - Meet others - Network - Exchange business cards