Leadership & Career Development Strategies for International Education Professionals

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- Earl Kellogg, Univ. of Illinois, US
- Rick H. Lee, Rutgers University, US
The Role of the SIO

SIO

a) Strategy Development
b) Operationalization and Admin Oversight
c) Networking and Relationship Management inside and outside the University

- Three dimensions that can mutually enhance each other
- Rarely united in ONE position
International Perspectives on the SIO Role

- **UK and AUS**: Operationalization separated out from Strategy Development and Networking

- **Germany**: Two positions, VP International and Director of International Department almost always separated, often with only tenuous integration. VP International lack expertise, Directors lack authority

- **USA**: Education Abroad focus because of “academic” role

- **Canada**: All three dimensions, but different from institution, with much more limited role in some universities
Moving between Countries

- Carefully assessing job definition: How does that fit your profile?
- How do I get there?

- Active participation in conference and professional associations also relevant beyond home country
- Need to build network and understanding of institutional culture
- Hurdles from immigration law, pension systems, health care, opportunities for partners and children
- Search agents
SIO as Role Model in University Management

- Moving from the periphery to the institutional centre

- Moving from a specialist to a generalist
Considerations in Leadership Journey

- What is your long-term goal?
- Assess current position
- Is there upward mobility?
- What sort of new position are you seeking?
- Why?
- What type of institution?
Leadership journey to SIO
Growing Professionally by Staying in Place

- Director of Global Programs and Partnerships, Rutgers Global (2015-present)
- Associate Director, Tyler Clementi Center (2013-2015)
- Director of Alumni and Public Relations, Department of English (2003-2009)
- Graduate Student, Department of English (1997-2009)
Growing Professionally by Branching Out

- Grow your professional network
- Volunteer in the profession
- Mentor a new professional
- Identify and search out mentors
- Present at conferences
- Publish in the field
- Learn new skills and competencies
- Be more active on LinkedIn
Perspectives & Opportunities

• A Professor Emeritus, former SIO, university consortium leader and consultant who has analyzed dozens of IE programs in universities.

• SIO position great job – creative, entrepreneurial, pioneering

• Different Career paths
  • Faculty > SIO
  • IE staff/leader > SIO
  • Int’l org, consultant > SIO
  • But, what next after SIO?
Prepare to Build a Strong Resume

• If not university employed, get some university experience

• If not led big organizations,
  • Management training – personnel and financial
  • Leadership training – mentorships, AIEA committees, National HE international groups
  • Critical skill – how to effect institutional wide change, see org change literature in attachment
Analyze Opportunities

• Seek search firm assistance - why?

• Two broad categories of SIO responsibilities
  • Strategic SIO leader
  • SIO IE service leader

  Summing up