Models for Structuring an International Office to Foster Diversity, Inclusion, and Retention

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Background
Central Washington University

- Regional Comprehensive
- Rural with urban centers
- Located in six community colleges
- 400 international students, 250 study abroad and 400 international virtual exchange participants
Kent State University

- Northeast Ohio
- Close to mid-sized metropolitan areas
- Many universities and community colleges within 50 miles
- 1500 international students
- 1200 students abroad/year, largest American program in Florence
Vassar College

- 2 hours north of New York City
- Residential liberal arts college
- 2500 undergraduate students/150 international students/275 students abroad/year
- Small international education team
- High cost of living in area
International Education Landscape
How has international education changed in the last decade?

- Key component of strategic plan
- Critical to enrollment management in varying ways
- Study abroad is an expectation for more students
- Inclusion is a priority
Recruitment of Staff
Common Recruitment Challenges

- High skilled jobs/low wages
- Lack of Advancement Opportunities
- Turnover
- Location
- Cost of Living
Changing World/Changing Challenges

- Limited HR Resources for Low Profile Positions
- Remote and Flexible Work Policies (or lack of)
- Attracting Diverse Talent
Responsibility for Inclusion As Leaders

- Job descriptions skills vs. inflexible requirements
- Advertising for open positions
- Search committee processes
- Search committee make-up
Specific DEI Initiatives

- Ohio International Consortium (OIC) workshop series
- Washington’s new bill: Requiring DEI, and antiracism training and assessments
- CWU’s Extended and Global Education’s DEI initiatives
- Vassar College Engaged Pluralism Initiative
Staff Retention
Structure of the Office/Team

- Define your needs
- Start with ideal structure
- Where can you get support/buy-in for change?
- Involvement around the university
- Interaction with stakeholders
Kent State Step Promotions

Assistant Director & Above
- Search required
- Presentation to stakeholders

Senior Advisor/Counselor
- Promotion-2 years
- Must meet objectives

Advisor Counselor
- Entry Level
Professional Development

- Coaching/Mentoring
- Inclusion training/workshops
- DEI infused in all staff trainings and development plans
- Site visits, conferences
Questions/Discussion