

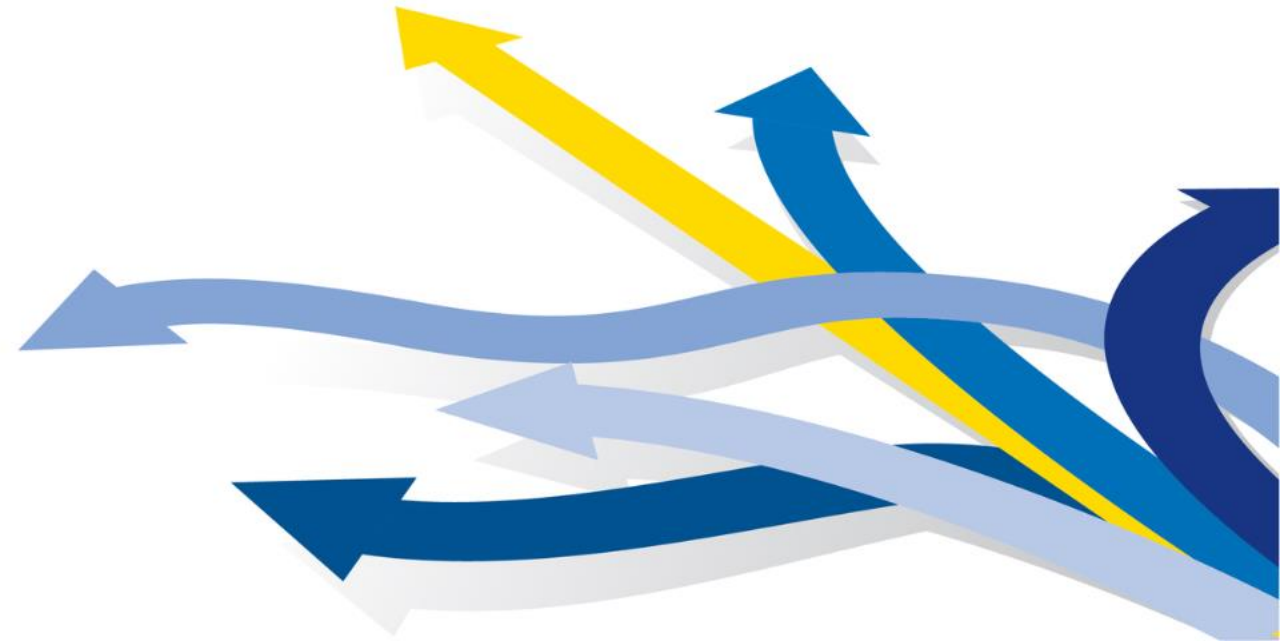


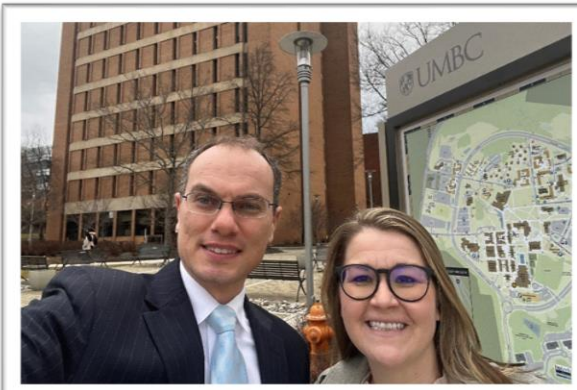
**2024
Annual Conference**

Leading
International
Education
at a Crossroads

Growing the SIO Community Through Mentorship: Lessons Learned from the 2023 AIEA Presidential Fellows

- **Roger Brindley**, *Penn State (Chair)*
- **Jennifer Gruber**, *Cal State Chico*
- **Laila Hlass**, *Tulane University*
- **Philipp Reichert**, *UBC Okanagan*





Fellow: Dr. Jennifer L. Gruber, Associate Vice President, International Education & Global Engagement, California State University, Chico

Mentor: Dr. David L. Di Maria, Associate Vice Provost, International Education, University of Maryland, Baltimore County



- **It can be lonely at the top.** Lean into your peer support systems.
- **Acknowledge your shortcomings** – be intentional in seeking counsel/mentorship from those in the field who are more knowledgeable in subject areas you aren't. But! Reflect on your goals, do your research, come prepared.
- **Don't just connect with other SIOs** – connect with directors/staff & make introductions to your team.
- **Limited resources & strategic advocacy:** Don't be afraid to “pass the hat” for recruitment & investment opportunities.
- **Culture & organizational structure shifts take time.** Processing mapping as a first step to spot inefficiencies & duplicative work.
- **The grass isn't always greener on other campuses** – we all have challenges and opportunities for growth.



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Fellow: Laila L. Hlass, Associate Provost for International Affairs, Tulane University & Clinical Faculty of Law, Tulane Law School

Mentor: Cheryl Matherly, Vice President and Vice Provost for International Affairs, Lehigh University



- **Building relationships.** Pacing how you collaborate and introduce yourself at home and externally
- **Context matters.** University culture, history, appointment type can translate to very unique goals and different definitions of success
- **Easy Wins & Long-term Strategies.** Consider how to pair short term easy wins with medium- and longer-term goals.
- **Asset Mapping.**
 - Becoming friends with Institutional Research & Office of Research
 - Determining what information we have: Academic Analytics, TD, Synapsis/Banner
 - Learning how to access/contribute to existing surveys



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Fellow: Dr. Philipp N. Reichert - Director, Global Engagement, University of British Columbia & Senior Advisor, Canadian Bureau for International Education

Mentor: Dr. Jeet Joshee - AIEA President & Associate Vice President, International Education & Global Engagement, California State University, Long Beach & AIEA President



- **Develop skills** in navigating political challenges within an institution and understanding stakeholders' perspectives.
- **Connect**, network, mentor and get involved - take the opportunities that push you out of your comfort zone
- **Build bridges** across campuses and areas of practice
- **Foster collaboration** between academic and student services to create a global learning environment and integrate internationalization
- **Connect the dots** (Federal, Provincial & Local) - Global engagement and comprehensive international student supports (career programming)
- **Get comfortable with change** - Apply knowledge gained to lead an expanding team and address ongoing challenges with quickly evolving campus priorities.



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Conversation Starters!

A question for our Fellows:

For colleagues interested in the Fellows program, what advice would you give them as they explore this possibility?

Questions for the audience:

Our three Fellows spoke of connections and building bridges. What practices have you found effective in building a strong culture of networking across campus and beyond? Who are your trusted colleagues and “champions?”

We all operate in different organizational structures, so how do you decide what your priorities as an SIO are?



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