



What Your Teams Want You to Know

Examining the Roles of International Educators



Moderator

Kyle Rausch, EdD
Executive Director
Study Abroad Office
University of Illinois Chicago



Panel

Lou Berends, PhD
Dean and Vice President of Academic
Partnerships
CEA CAPA

Current Challenges:

1. Navigating leadership changes
2. "Managing up"



Panel

Samantha Brandauer
Assistant Provost and Executive Director
of the Center for Global Study and
Engagement
Dickinson College

Current Challenges:

1. Competitive salaries (hiring)
2. Recruiting and retaining underrepresented IE professionals



Panel

Gonzalo Bruce, PhD
Assistant Provost for Global Engagement
Boise State University

Current Challenges:

1. Salary compression with new hires
2. Professional growth within the organization





The Changing Needs and Realities of Current and Future International Educators

White Paper by [The Forum on Education Abroad's Working Group](#) 2022-2023

Context

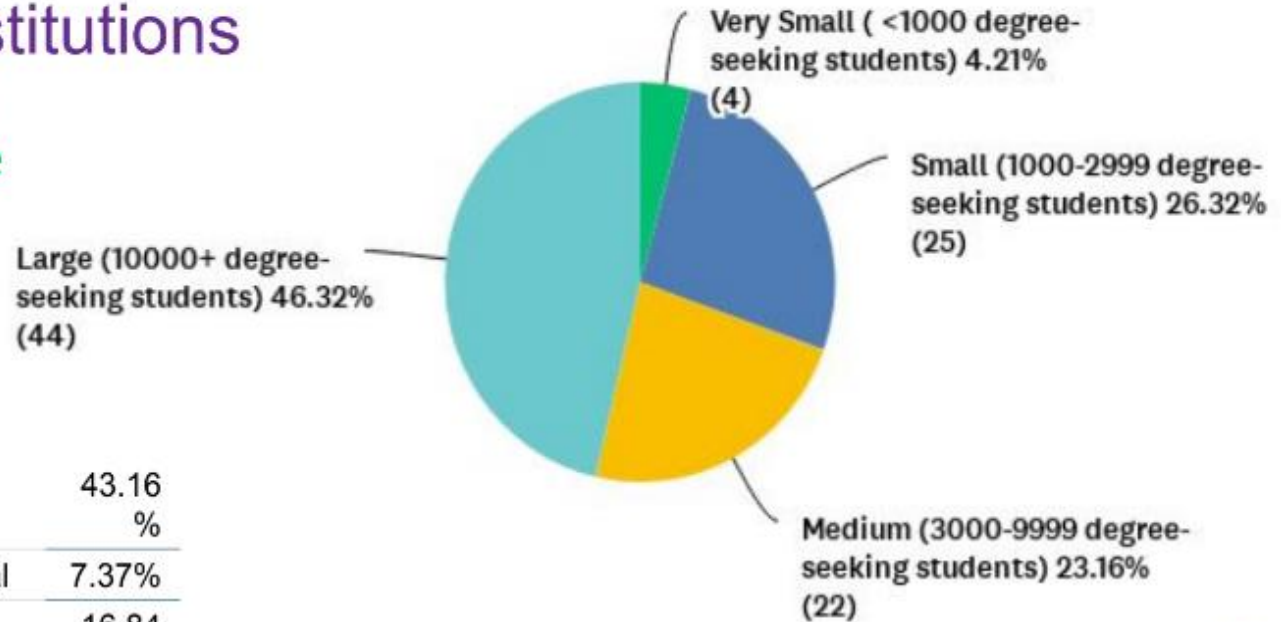
Forum on Education Abroad

- State of the Field Survey
- Changing Needs and Realities of Current and Future International Educators Working Group

Institutional Survey Respondent Profile

- 159 total respondents (20% response rate)
- 101 U.S. institutions

U.S. Institutions
51% Public
49% Private



Doctoral University	43.16%
Doctoral/Professional	7.37%
Master's University	16.84%
Baccalaureate College	28.42%
Associate's College	4.21%

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From: Forum State of the Field Survey 2023

How does your current staffing compare to pre-March 2020 staffing within your organization?

80%

institutions report that they are understaffed

Stayed the same	35
Reduced	30
Grew	10

Top Challenges Facing Our Field

Ranked based on weighted ratings of level of concern from very unconcerned to concerned

Need for better funding for students
Supporting underrepresented students
Program costs and rising costs
Crisis and risk management
Student support services related to disability, wellness, or mental health
Adequate preparation of students

From: Forum State of the Field Survey 2023

Staffing Trends

.75 FTE

dedicated to health and safety for U.S. institutions



.66 FTE

dedicated to DEI



33.5

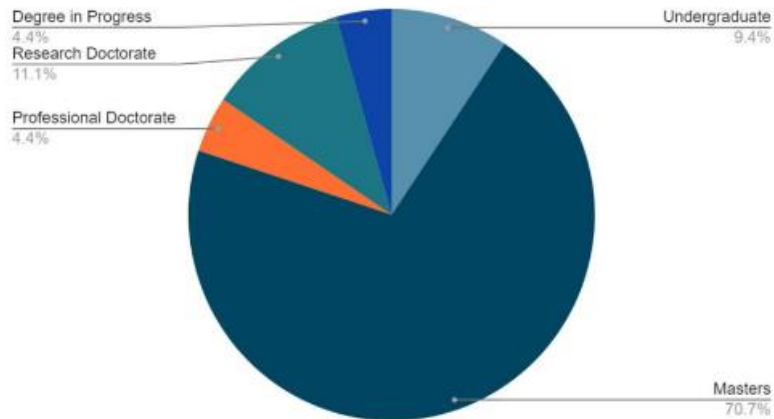
EA participants per FTE

Individual Survey Respondent Profile

- 603 respondents clicked submit
- 444 finished survey: 343 based in U.S. | 61 Europe | 40 rest of world
- 77% female | 21% male

2022 Individual Survey Respondent Profile

Highest degree obtained

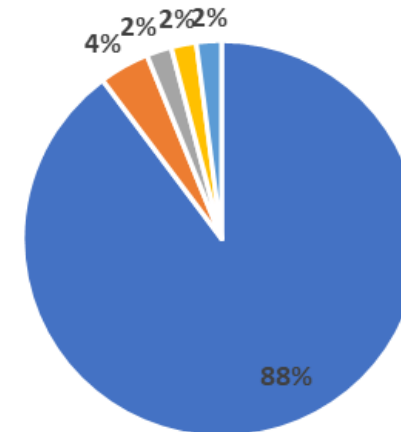


- 41% studied abroad
- 35% studied & lived abroad
- 15% lived/worked abroad
- 9% none of the above



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Race/Ethnicity

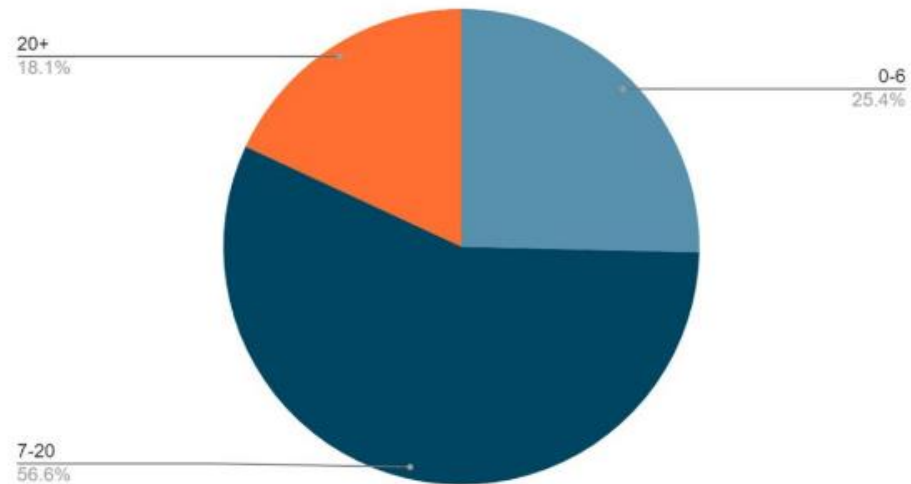


■ White ■ Multiple ■ Black/African Descent ■ Latinx ■ Asian/Asian American

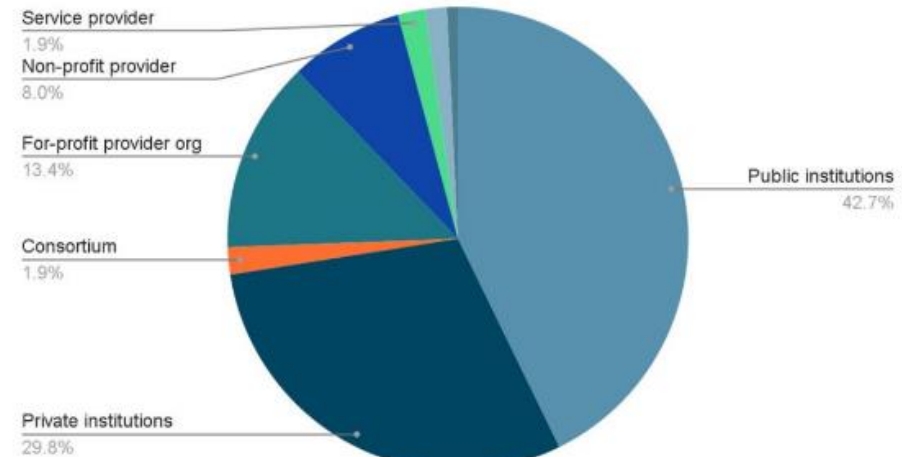
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Years of experience in international ed



Current Employer



Are you currently or have you in the past year been seeking a new position?

56%

are currently or have in the past year been seeking a new position

Years of Experience	Yes
0-6	49%
7-20	63%
20+	42%

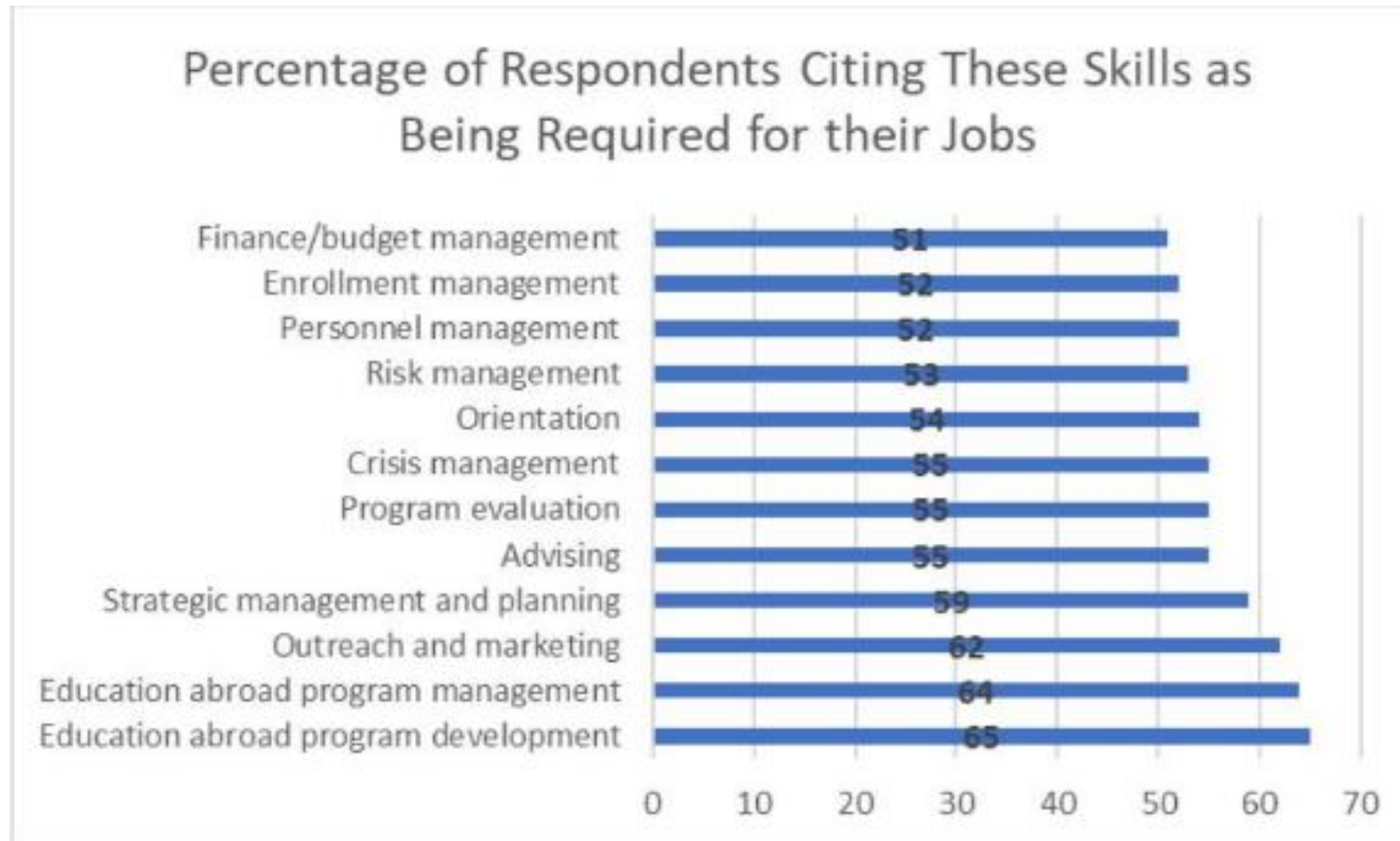
What strategies or benefits could your manager use to keep you in your role?

Factor	% respondents mentioning factor (> 100 due to most respondents listing multiple factors)	# respondents mentioning factor (out of 155 total)	# respondents listing factor as sole response
Compensation & benefits	58%	90	27
Organizational support and culture (resources/staffing/autonomy/workload)	41%	63	21
Path for promotion	19%	30	5
Flexible scheduling (remote/hybrid/reduced)	15%	24	3
Team culture & communication	18%	28	8
Respect and non-financial recognition	10%	15	2
Professional development opportunities	10%	16	1
Passion for the role/organization	1%	1	0

If not actively or recently job searching, what strategies or benefits keep you happy in your role?

Factor	% respondents mentioning factor	# respondents mentioning factor (out of 155 total)	# respondents listing factor as sole response
Passion for the role/organization	37%	47	11
Team culture & communication	37%	47	10
Compensation & benefits	29%	37	9
Organizational support and culture (resources/staffing/autonomy/workload)	29%	37	4
Flexible scheduling (remote/hybrid/reduced)	25%	32	2
Professional development opportunities	14%	18	2
Respect and non-financial recognition	7%	9	0
Path for promotion	6%	8	0
DEI initiatives	1%	1	0
Other (including many "still new in the role", location)	18%	23	11

Skills required for their jobs



Are there any duties you have been asked to perform but for which you have not received formal education or training?

47%

indicated yes – they are being asked to perform duties for which they have no formal education or training

Years in Field	Yes	n
0-6	38%	87
7-20	51%	194
20+	48%	62

1. Finance/Budget Management 13%
2. Risk Management 9%
3. Technology 9%
4. Crisis Management 7%
5. Outreach and Marketing 7%



INVEST
IN YOUR
PEOPLE

Panel Discussion

Resources



- [2022 State of the Field](#) (Forum on Education Abroad)
- White Paper: [The Changing Needs and Realities of the Current and Future International Educator](#)

Forthcoming:

- Updates to the [Professional Roles in Education Abroad](#) resource via the Forum's *Advancing the Profession* working group (Summer 2024)

Thank you

Kyle Rausch: kcrausch@uic.edu

Lou Berends: lberends@ceacapa.org

Samantha Brandauer: brandaus@dickinson.edu

Gonzalo Bruce: gonzalobruce@boisestate.edu