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Student Affairs and
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From Global to Local: The Adaptation of International-Born Professionals for Inclusive Campus Communities

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Agenda for This Session

- Learning outcomes
- Background
- Conceptual frameworks
- Key themes from research
- Vignettes activity
- Reflection activity
- Takeaways

Learning Outcomes

1. Participants will be able to identify common challenges faced by international-born higher education professionals
2. Participants will be able to develop actionable strategies to create more inclusive and supportive environments that enhance the integration and success of international-born professionals.
3. Participants will engage with vignettes and reflect on personal and institutional roles.

Background

- Globalization of higher education
- Representation and inclusion
- Enrollment trends and institutional needs.

Berry's Fourfold Model of Acculturation

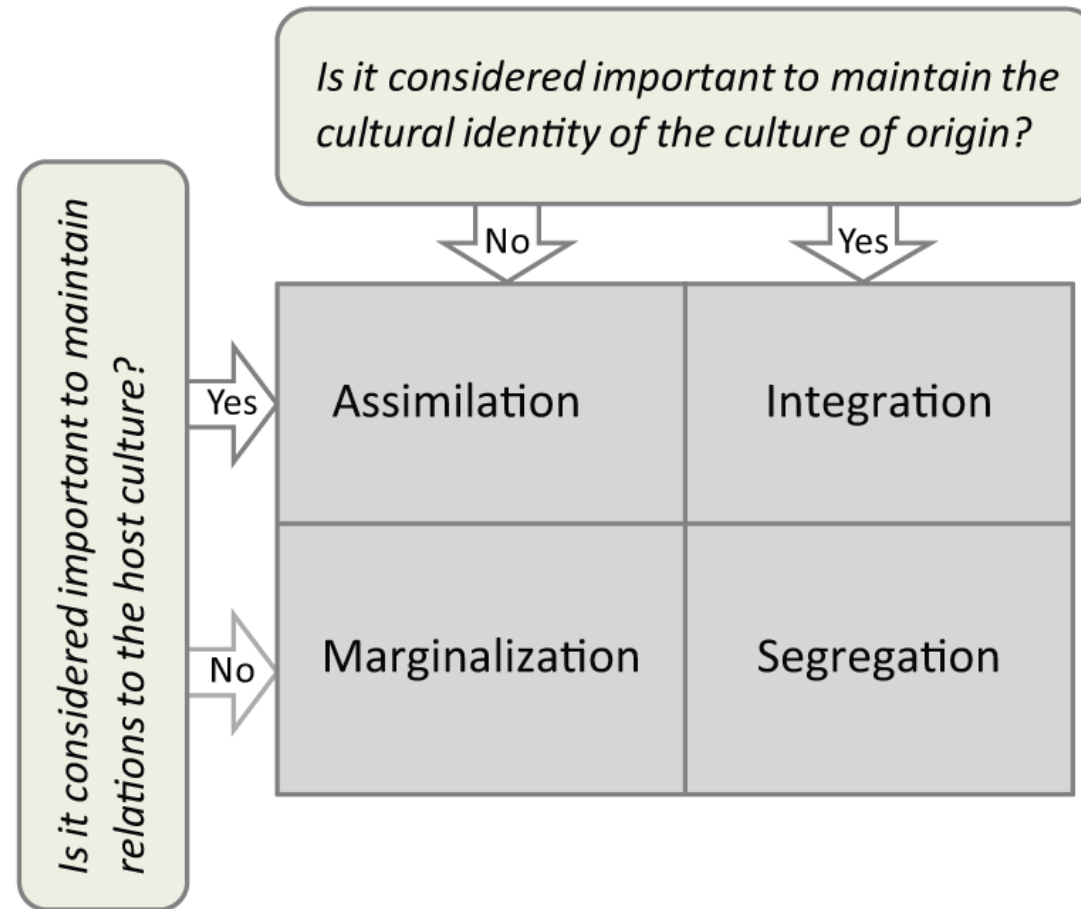


Image from Behrens, et al., 2014

Yosso's Cultural Wealth Model

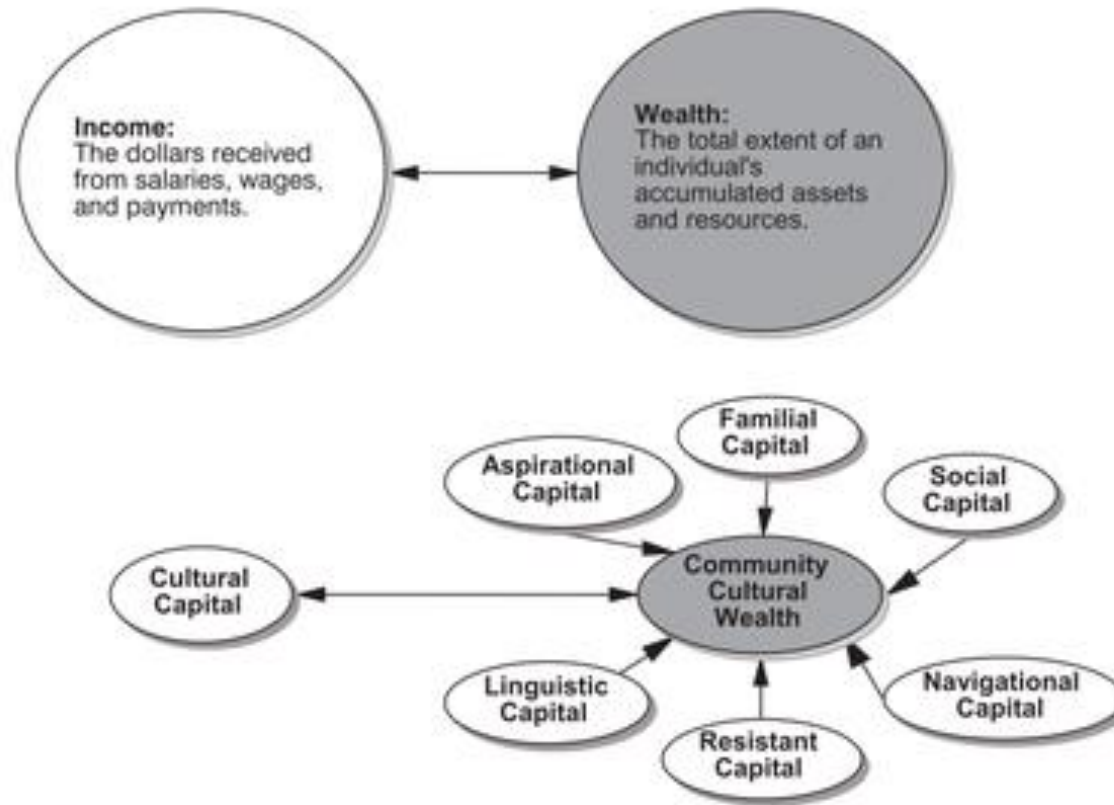


Figure 2. A model of community cultural wealth. Adapted from: Oliver & Shapiro, 1995

Image from Yosso (2005)

Key Challenges

- Cultural adjustment
- Implicit bias and discrimination
- Linguistic racism
- Professional integration
- Legal and immigration barriers
- Sociopolitical climate

The Paradox of Adaptation

- Balancing home and host cultures
- Identity negotiation
- Strategic ambiguity

Linguistic Concerns

- Accent Bias and linguistic racism
- Impact on evaluations, promotions, and committee work
- Emotional and psychological toll

Sociopolitical Climate

- Xenophobia and racism
- Visa and immigration stress

Contributions to Globalization

- Enhancing intercultural competence
- Broadening student perspectives
- Supporting internationalization goals

Vignettes

Questions to consider:

- What challenges are present?
- What strategies could support adaptation and inclusion?

Group Sharing

- What common themes did you find throughout the vignettes?
- What ideas do you have for changes your institution can implement to overcome the challenges faced in these stories?

Reflection Exercise

- Please take a minute and reflect on the information and ideas shared.
 - How can you foster belonging for international-born colleagues on your campus?

Supporting International-Born Professionals

- Recognize and value cultural and linguistic diversity.
- Address implicit biases and linguistic racism.
- Encourage participation in governance and leadership.
- Promote intercultural competence across campus.

Supporting International-Born Professionals

- Develop inclusive onboarding programs.
- Provide mentorship and peer support networks.
- Offer training on U.S. academic norms and legal expectations.
- Facilitate access to immigration and visa resources.

What questions do you have?

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