

Appalachian

STATE UNIVERSITY

Office of International Education and Development 2007/2008 Annual Report



Office of International Education and Development
Appalachian State University
Boone, North Carolina 28608-2083

June 2008

TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
I. INTRODUCTION	6
II MAJOR ACCOMPLISHMENTS.....	6
A. Developing Students’ Global Competencies	6
B. Developing Faculty and Staff’s Global Competencies.....	11
C. Welcoming International Students and Hosting International Scholars/Visitors	14
D. International Outreach	17
E. University Service and Service to the Profession	21
F. Recognition and Special Awards	22
G. OIED Organizational Development.....	22
III. MAJOR CHALLENGES/OPPORTUNITIES.....	30
IV. NEW AND UNIQUE INITIATIVES	32
V. CONCLUSION.....	35

EXECUTIVE SUMMARY

MAJOR ACCOMPLISHMENTS

Developing Students' Global Competencies

- A total of 588 students studied abroad during the 2007/08 academic year (466 students for short-term and 122 students for long-term). There have been major shifts in the geographical regions where our students study for short-term. For the first time, the majority of Appalachian students did not study in Europe but in South and Central America and the Caribbean. Short-term enrollment numbers in Asia doubled.
- On the other hand, the majority of students who studied abroad for a semester or a year went to Europe. We have also noticed that the number of students who have studied in Latin America and the Caribbean has increased. Additionally, more and more students are getting interested in studying in Africa. There is also a slight increase in the number of students who studied in the Middle East.
- OIED in collaboration with the Office of Research and Sponsored Programs and Research & Graduate Studies increased funding for the International Student Research Scholarship Program from \$7,500 to \$15,000.
- OIED partnered with the Academic Advising Center on a new initiative to expose academic advisors to study abroad issues and experiences. Five academic advisors traveled to Britain and Spain to visit partner institutions and experience firsthand what students experience when they travel abroad.

Developing Faculty and Staff's Global Competencies

- OIED supported 53 faculty members and staff to travel abroad for conferences, conduct research, teach for short-term, and visit partner institutions.
- OIED provided \$28,235 to support 12 faculty-led study abroad programs in diverse countries including: Cost Rica, France, Germany, China, South Africa, Ireland, Greece, New Zealand, Vietnam, Haiti, Grand Cayman, Jamaica, and Mexico.
- OIED financially supported six faculty members who participated in semester or year-long International Scholarly Assignments in China, Spain, France, Germany, Poland/Netherlands, and Uganda.

- Seventy five (75) faculty members and staff participants in the first ever OIED-organized Forum on “Common Practices for Faculty-Led Study Abroad Programs at Appalachian State University.”
- The Fulbright Committee and the Hubbard Center organized a Fulbright workshop in which about 15 faculty members attended.
- The Associate Vice Chancellor for International Education and Development established one new country committee focusing on Spain. This committee is designed to broaden the faculty participation in designing Appalachian’s comprehensive programs in Spain.

Welcoming International Students and Hosting International Scholars/Visitors

- Seventy-seven (77) international students were enrolled at Appalachian in 2007/08 (28 undergraduate degree-seeking students, 21 graduate degree-seeking students, and 28 exchange students).
- In 2007/08, Appalachian hosted 18 international scholars from China, Denmark, France, Germany, Italy, Japan, Korea, New Zealand, Poland, Romania, Spain, Switzerland, Thailand, and Uganda.
- OIED processed 15 extensions, transfers, and new H-1B visa petitions for new, tenure track, international faculty hired in 2007/08. Eleven (11) new international faculty members were hired and 11 PERM Labor Certifications filed for them. Nine of those petitions were chosen for audit by the United States Department of Labor. Six additional Appalachian faculty members gained full permanent residency status.
- In 2007/08, OIED hosted 66 international visitors from Britain, Costa Rica, Egypt, India, Jordan, New Zealand, Pakistan, and Uganda.

International Outreach

- Appalachian hosted four programs of 58 educators from Pakistan, Jordan, and Egypt who visited various schools in North Carolina. These educators came under the U.S. Department of State’s Fulbright Teacher Exchange Program and U.S. Agency for International Development’s Education Reform Program for Egypt.
- Under the newly created “International Connections: Friendship Family Program,” OIED organized a welcome-matching-dinner and orientation involving 60 persons (20 international students and 20 local families).

- OIED continued to work collaboratively with the Teaching Fellows Program in the College of Education to implement the Connecting Globally: Explore, Learn, & Share (CGELS) program funded by the Longview Foundation. Nineteen (19) international students, 45 Teaching Fellows, and four staff members participated in the CGELS activities.
- In 2007/08, 51 AS-U-Go (Appalachian State University Global Outreach) presenters visited 23 K-12 schools; made 134 cultural presentations and had an impact on 2,793 K-12 students; and involved 150 teachers and staff.

NEW AND UNIQUE INITIATIVES

- **American Council on Education Internationalization Lab:** Appalachian actively participated in the American Council on Education’s (ACE) Internationalization Laboratory for the 2007/2008 cohort. Participation in the ACE Internationalization Laboratory is assisting Appalachian to review its internationalization efforts; articulate students’ global learning outcomes and assessment; and help the university to make further progress by developing a plan to get to the next level of internationalization.
- **Four Strategic Countries—China, India, Mexico, and South Africa:** Appalachian selected four countries to become strategic locations where more programmatic efforts will be focused: China, India, Mexico, and South Africa.
- **Global MBA:** OIED worked collaboratively with the College of Business and the Graduate School to explore the possibility of starting a Global MBA. This unique program will be based on the University of North Florida model whereby students from four different countries study together in a cohort and travel together in four countries.
- **Bridging the Gap: Cultivating Collaboration between Internationalization and Multicultural Education:** Appalachian was invited to participate in the American Council on Education’s symposium, “Bridging the Gap: Cultivating Collaboration between Internationalization and Multicultural Education” which began a national dialogue on strategies to maximize the common ground between the areas for institutional and student benefits.
- **New Funded Projects:** Four of 10 project proposals submitted by OIED were awarded with a cumulative value of \$485,872.

I. INTRODUCTION

The Office of International Education and Development (OIED) is pleased to present its annual report for the 2007/08 academic year. This was a busy and productive academic year. The dedicated OIED staff continues to work hard to meet high expectations of both the department and the campus community.

Undergirding this report is OIED's vision that all graduating students at Appalachian State University will have the opportunity to develop their global competencies during their academic careers at the university. This vision has continued to guide our work during the 2007/08 academic year and will continue to guide OIED's work in the coming years. The report outlines major accomplishments, points out major challenges/opportunities, and discusses some new and unique initiatives.

II. MAJOR ACCOMPLISHMENTS

A. Developing Students' Global Competencies

- During the 2007/08 academic year, a total of 588 students studied abroad (vs. 590 in 2006/07). This represents 3.7% of the total student population at Appalachian. Appalachian continues to make steady progress in increasing the education abroad numbers. According to the Institute of International Education's (IIE) *2007 Open Doors Report*, Appalachian ranks 7th nationally among the comprehensive master's institutions for the number of total undergraduate and graduate students participating in education abroad experiences.



- During the reporting period, 466 students studied abroad for short-term through the Appalachian Overseas Education Programs. This represents a 3% increase compared to the previous academic year. This reflects national trends where there has been a sharp increase in the number of students participating in short-term programs. According to the *2007 Open Doors Report*, 52% of U.S. students chose to study abroad on short-term

programs during the 2005/06 academic year. During the reporting period, we witnessed major shifts in the geographical regions where Appalachian students study. These shifts were caused in part by the weakness of the U.S. dollar. For the first time, the majority of Appalachian students did NOT study in Europe. The majority of students (42%) participated in programs located in South and Central America and the Caribbean (vs. 31% in 2006/07), followed by Europe 36% (vs. 49% in 2006/07). The enrollment numbers in Asia doubled to 13%, followed by Oceania (4.6%), Africa (4.4%), and the Middle East (0%). The short-term study abroad students generated program revenue of \$1.19 million (vs. \$1.25 million in 2006/07) and tuition revenue of \$248,407 (vs. \$214,757 in 2006/07). The recruitment efforts were seriously impaired by a vulnerable U.S. economy and a weak U.S.

dollar. The data shows that we were able to increase student enrollment numbers even though the amount of program revenue generated was lower than in the previous academic year. During the reporting period, 47 faculty-led program proposals were approved by the committee. Seven of the approved programs were cancelled due to low enrollment numbers (six



summer programs and one spring program). Further examination of the data reveals a major shift in the programs offered in 2007/08. There has been a sharp increase in the number of short-term faculty-led programs linked to the spring term. These programs increased by 75%, from eight programs in 2006/07 to 14 programs in 2007/08. On the other hand, the number of short-term faculty-led summer programs decreased by 73%, from 30 programs in 2006/07 to 22 programs in 2007/08. Nine new programs were offered and 12 new program leaders led programs abroad.

- During the 2007/08 academic year, a total of 122 students studied abroad for a semester or a year (vs. 138 students in 2006/07). Our semester and year-long numbers continued to decline for the second academic year in a row. In 2006/07, 138 students studied abroad for a semester or a year, while during the 2005/2006 academic year 140 students studied abroad in this category. This is a trend we would like to reverse in the coming years. There are new initiatives that we have started that we hope will contribute to reversing these numbers. It should be mentioned that there is a national trend showing a noticeable downward change in the number of students selecting to study abroad for a semester or a year. According to the *2007 Open Doors Report*, 48.6% of all students who studied abroad in 2004/05 went abroad on semester or year-long programs. This number

decreased to 47.2% in 2005/06. The majority of Appalachian students (58.2%) who went abroad for a semester or a year in 2007/08 studied in Europe. This is a slight increase from 57% in 2006/07. Latin America and the Caribbean attracted 26% of the students while 8.2% of the students studied in the Oceania. We have noticed that the number of students who have studied in Latin America and the Caribbean has increased slightly from 18% in 2006/07 to 26% in 2007/08. At the same time, there has been a significant decline in the number of students selecting to study in the Oceania, 8.2% in 2007/08 compared to 14.5% in 2006/07. More students are showing interest in studying in Africa (4.9%) during the reporting period compared to 2% in 2006/07. We have also noticed a slight decline in the number of students who studied in Asia from 8% in 2006/07 to 6.6% in 2007/08. There is also a slight but significant increase in the number of students who studied in the Middle East, 0.8% in 2007/08 compared to 0.5% in 2006/07. These numbers indicate that our efforts to diversify study abroad locations/sites are beginning to show some results. While Europe continues to be an attractive location for most of our students, Appalachian students are beginning to select other non-traditional locations in Africa, Latin America, the Caribbean, and the Middle East for their experiences abroad. The efforts to diversify study abroad locations will continue in the upcoming academic year. What is happening at Appalachian in terms of education abroad destinations mirrors the national trend. The *2007 Open Doors Report* indicates that during the 2005/06 academic year, 58.3% of education abroad students studied in Europe which is a slight decline from 60% in 2004/05.



- The majority of Appalachian students who study abroad for a semester or a year select to go with private providers or to directly enroll at a foreign institution. However, we have noticed a decline from 58.7% in 2006/07 to 47.5% in 2007/08 in the number of students who are selecting this option. About 23% of the students are going abroad through bilateral relationships between Appalachian and foreign institutions. This is an increase from 19.6% in 2006/07. We have also noticed a significant jump in the number of student-teachers who are selecting to do a portion of their student teaching abroad. In 2005/06, only 4.3% of the students who studied abroad were student teachers; this number has jumped to 12.3% in 2007/08. Additionally, there has also been an increase in the number of students who are going abroad through the University of North Carolina

Exchange Program (UNCEP). In 2006/07, 5.8% of the students went abroad through UNCEP compared to 8.2% in 2007/08. At the same time, we have noticed a sharp decline in the number of students who are selecting to go abroad through International Student Exchange Programs (ISEP). In 2006/07, 8.7% of all students who went abroad for a semester or a year went through ISEP; this number has declined to 4.9% in 2007/08.

- Since 2006/07, we started putting an emphasis on global learning outcomes and assessment in our education abroad programs, particularly in our faculty-led programs. Our program proposals for 2007/2008 included a new segment addressing global learning outcomes and assessment. Student global learning outcomes are defined in terms of the particular levels of knowledge, skills, and attitudes that a student gains as a result of participating in a study abroad program. An outcome describes what students should know, understand, or be able to do based on what they have learned from their Appalachian overseas educational endeavors. Program leaders describe which assessment methods they plan to use to measure international learning outcomes. Furthermore, we added three questions about global learning experiences to our student evaluation form and hope to gather valuable data once all of our programs have returned. We will be reviewing the impact of this effort after the summer of 2008.

- During the reporting period, OIED staff conducted 30 (vs. 27 in 2006/07) study abroad information sessions where 427 (vs. 299 in 2006/07) students attended. Additionally, 450 (vs. 339 in 2006/07) students were advised one-on-one by the OIED staff about the study abroad opportunities. OIED staff also made 21 (vs. 27 in 2006/07) presentations in classrooms and information fairs where they focused on study abroad opportunities available to Appalachian students. Additionally, four pre-departure orientation sessions were conducted for Appalachian students preparing to travel abroad.



- During the reporting period, OIED in collaboration with the Office of Research and Sponsored Programs and Research & Graduate Studies increased funding for the International Student Research Scholarship Program from \$7,500 in 2006/07 to \$15,000 in 2007/08. This program provided \$1,000 - \$2,500 scholarships for students' travel abroad to conduct research. OIED contributed \$5,000 in this joint effort. Students who

were funded represent diverse disciplines (history, music, psychology, and geography and planning), and diverse countries (Tanzania, South Africa, Japan, Mexico, Argentina, and Peru).

- OIED views early student advisement about study abroad as one of the key strategies for increasing the number of students studying abroad, both for short-term and long-term (semester or year-long). As a result, OIED developed a close working relationship with the Academic Advising Center to expose academic advisors to study abroad issues and experiences. The rationale is that since academic advisors interact with all Appalachian students early in their academic careers, they are well positioned to advise students about studying abroad before OIED staff can interact with these students to provide them with specific information and other logistics related to studying abroad. During the 2007/08 academic year, OIED, in collaboration with the Office of Academic Advisement, initiated a new International Exchange Program for Academic Advisors. OIED provided funding for five academic advisors, led by an OIED staff, to travel to Britain and Spain in April 2008 to visit partner institutions and experience firsthand what students experience when traveling abroad. More importantly, academic advisors were able to interact with the faculty and staff who host Appalachian students while they are participating in study abroad experiences. The five academic advisors who participated in this first program returned back to campus very excited with new ideas on how to encourage students to start planning early for education abroad experiences. OIED is committed to continuing this program. The next group of advisors will travel to Latin America and the Caribbean.



- OIED initiated a special effort to increase the number of students of color who are taking advantage of study abroad opportunities. OIED and the Office of Student Development started working together to identify and encourage students of color to participate in education abroad programs. Financial assistance continues to be a major impediment for students of color to participate in education abroad programs. During the reporting period, OIED developed a \$150,000 proposal and submitted it to the Institute for Study Abroad Foundation (ISAF) to provide scholarships for students of color to participate in semester or year-long study abroad programs. Additionally, an agreement has been reached between OIED and Office of Student Development to make education abroad a requirement for all Diversity Scholars at Appalachian. Diversity Scholars are students of

color who receive special scholarships to attend Appalachian. The two offices will work together to secure funding to support these students in their efforts to study abroad.

- Since 2006/07, OIED embarked on an effort to diversify education abroad sites available to Appalachian students by developing new sites. As part of this effort the Associate Vice Chancellor for International Education and Development with the support of the Provost and Executive Vice Chancellor made a decision to select China, India, Mexico, and South Africa as



strategic countries where Appalachian will devote more resources and developed focused programmatic activities for students and faculty. Additionally, OIED continued to explore other countries where Appalachian students could travel and receive good experiences. The goal is to open up other parts of the world and show students that the world is larger than Europe which has been the largest attraction for Appalachian students. In a short period of time, we are beginning to notice some results of these efforts (see the statistics above of the new destination locations for our students). These efforts will continue in the coming academic year.

B. Developing Faculty and Staff's Global Competencies

- During the reporting period, OIED supported 53 faculty members and staff to travel abroad to attend conferences, conduct research, teach for short-term, and visit partner institutions under the Matching Grant Program, International Outreach Program, and Academic Advisors International Exchange Program. This is a dramatic increase from the 2006/07 academic year when only 15 faculty members received direct financial support to travel abroad. This increase can be attributed to OIED's efforts to make these opportunities known widely to the campus community by putting the information on OIED's website, reaching out to faculty through their department chairs and special announcements through the faculty e-mail system. The OIED's financial support totaled \$97,248.32 for the 2007/08 academic year. The deans' offices and department chairs also contributed financially to this effort. The breakdown of the faculty supported by colleges/school is as follows: 47.2% Arts and Sciences; 20.8% Education; 13.2% Fine and Applied Art; 5.7% Business; 5.7% Academic Advising Center; 1.9% Academic Affairs; 1.9% Institutional Research and Planning; and 3.8% Office of Student

Development. These faculty members have traveled to diverse countries in Africa, Asia, Europe, Latin America, the Caribbean and Middle East.

- OIED provided financial support for 15 faculty members who led study abroad programs. This support amounted to \$28,235. These faculty members led study abroad programs in diverse countries including: Costa Rica, France, Germany, China, South Africa, Ireland, Greece, New Zealand, Vietnam, Haiti, Grand Cayman, Jamaica, Mexico, Wales, Panama, and Bosnia.
- OIED financially supported six (6) faculty members participation in semester or year-long International Scholarly Assignments in China, Spain, France, Germany, Poland/Netherlands, and Uganda. This is an increase from the 2006/07 academic year when only three (3) faculty members were provided opportunities to participate in this program. The increase is partly a result of efforts to make these opportunities known widely to the campus community by putting the information on OIED’s website and reaching out to faculty through their department chairs. These faculty members continued to receive full salary and benefits from Appalachian while they were abroad. OIED provided backfill money to the departments of the faculty participating in the exchanges and paid for travel to and from the exchange countries. Appalachian supported the six faculty members with a total of \$550,344 in salaries, backfill money, and international travel costs. The departments represented by the faculty include: Communication, English, Health and Leisure Sciences, Curriculum and Instruction, and Leadership and Educational Studies. During the reporting period, the name of the program was changed from “International Faculty Exchange” to “International Scholarly Assignment (ISA)” to reflect the true nature of this program in that it is not truly an exchange. Also, new guidelines and policies were developed to harmonize with policies governing the Off Campus Scholarly Assignments (OCSA).



- During the reporting period, OIED invited the campus community to participate in a Forum on “Common Practices for Faculty-Led Study Abroad Programs at Appalachian State University.” This was the first time that OIED had organized something like this.

Seventy five (75) faculty and staff accepted the invitation and signed up to participate in the Forum which took place in January 2008. The Forum agenda included three major segments: (1) health, safety, and liability issues abroad; (2) group development and cultural identity development; and (3) perspectives on learning abroad. Presenters from different departments and offices including faculty, University Attorney, Student Health Services, Counseling Center, Student Judicial Affairs, Student Development, Appalachian and Community Together (ACT) Office, University College, Hubbard Center, and OIED supported the event. The evaluations were overwhelmingly positive and provided valuable information on key areas where additional faculty training and development is needed. Participants recommended that OIED offer the Forum on an annual basis.

- The Fulbright Committee and the Hubbard Center organized a Fulbright workshop in which about 15 faculty members attended. The workshop was facilitated by Ms. Debra Egan from the Council for International Exchange of Scholars (CIES) in Washington, DC and supported financially by OIED. The Committee is co-chaired by Dr. Jeanne Dubino, Chair of English Department and Dr. Nina-Jo Moore, Associate Dean in the College of Fine and Applied Art. Our efforts to encourage Appalachian faculty to apply for Fulbright opportunities are slowly bearing results. As a result of these efforts, the number of Fulbright applications from Appalachian and awards to faculty continue to increase.

During the reporting period, we developed new policy guidelines that clarify the faculty and Appalachian's responsibilities especially as it relates to faculty members who receive Fulbright Fellowships. The policy states that:

...a faculty member/EPA administrative staff receiving Appalachian's International Scholarly Assignment [including Fulbright Fellowship] will continue to receive his or her full salary and benefits from the University. The faculty member/EPA administrative staff cannot be paid salary while on an international scholarly assignment (a honorarium in lieu of housing would be allowed). This does not include summer or off campus scholarly assignments.

Additionally, a faculty member/EPA administrative staff receiving a fellowship [including Fulbright] will pay back to his department at Appalachian the salary portion of the fellowship. Supplemental support from outside sources for travel including subsistence will not be counted in computing the salary.

- The Associate Vice Chancellor for International Education and Development established one new country committee focusing on Spain. This committee, chaired by Dr. Benito del Pliego, is designed to broaden the faculty’s participation in designing comprehensive programs in Spain. Appalachian has had long-term partnerships in Spain. Other committees already established include the Angers Committee (France), South Asia Committee, and Germany Committee. New committees of this nature that will be established in the next academic year include China, Mexico/Latin America, and South Africa. Additionally, an International Science Committee will be established to facilitate increased involvement of natural sciences faculty and students in international education experiences.

C. Welcoming International Students and Hosting International Scholars/Visitors

- Seventy-seven (77) international students were enrolled at Appalachian during the reporting period: 28 undergraduate degree-seeking students, 21 graduate degree-seeking students, and 28 exchange students. Ten (10) international students participated in the optional practical training (OPT) after completing their studies at Appalachian. There



There were 63 new international students during the 2007/08 academic year: 22 undergraduate degree-seeking students, 14 graduate degree-seeking students, and 27 exchange students representing 36 countries. This was not the largest number of new international students at Appalachian but a very active group. These students enhanced the cross-cultural experiences of American students on campus and enriched discussions in the classrooms. The students also participated in the AS-U-Go International Outreach Program where they made dozens of presentations at local K-12 schools to an aggregate audience of more than 2,500 as reported by the Outreach Unit. They fully participated in our fall International Café and made it more than usually successful. They joined in the Chinese New Year Celebration and made it among the most well attended events of the year. They came out in large numbers for a range of INTAPP events, notably the spring International Ball. Based on NAFSA: Association of International Educators’ equations and estimates, Appalachian international students and their families contributed \$1.4 million to the local economy in Boone/Watauga County.

- The purchase of the *fsaATLAS* software to meet the needs of ever-changing immigration rules and regulations under the Student and Exchange Visitor Information System (SEVIS) reporting requirements mandated by the Department of Homeland Security was completed early in the reporting period. The *fsaATLAS* software will help Appalachian to comply with the newest SEVIS changes and better support international students and scholars. This software provides key functions, including: comprehensive case management



tracking, dynamic reporting capabilities on all fields in the system, elimination of non-SEVIS form manual entry, and management and organization of student and scholar changes and will be a very significant database management step for OIED and ASU. This \$67,000 software package is a wise investment for Appalachian and will for the first time enable comprehensive cross campus management of our growing numbers of international students, scholars, faculty, and other guests. In October 2007, the *fsaATLAS* leadership team spent two days on campus completing the campus survey/needs analysis. The team submitted its report in late October 2007. In January 2008, the team spent a day with OIED and Information Technology (IT) personnel leading a technical workshop. In June 2008, the team met for a day with OIED and IT staff for the preliminary use training. OIED, IT, and the stakeholders around the campus in Business Affairs, Housing, the Registrar's Office, undergraduate and graduate Admissions, Student Employment, and other offices will work during the 2008 summer months with the training environment. OIED's goal is to go live and into full production and use in the fall of 2008.

- OIED organized a four-day field trip to Washington, DC for 17 international students and visiting scholars during the 2007 fall break. This trip was designed to enrich the experience of international students on our campus through the visit to our nation's capital.
- Appalachian continued to maintain a robust international visiting scholar program. During the 2007/08 academic year, 18 international exchange scholars were hosted at Appalachian. These scholars came from China, Denmark, France, Germany, Italy, Japan, Korea, New Zealand, Poland, Romania, Spain, Switzerland, Thailand, and Uganda. OIED provided visa assistance, housing, ground transportation support, stipends, health insurance coverage, and other types of support to these visiting international scholars.

These scholars taught classes, held seminars, collaborated with Appalachian faculty on research projects and made presentations to various segments of the campus and local community, thus enriching the experience of our students, the campus community, and the local community at large.



- OIED processed 15 extensions, transfers, and new H-1B visa petitions for new, tenure track, international faculty hired during the 2007/08 academic year. Though not our busiest year, this represents a continued steady engagement of processing H-1B visa petitions filed by Appalachian since 2003: 24 H-1B petitions in 2006/07; 14 in 2005/06; 9 in 2004/05; 8 in 2003/04; and 5 in 2002/03. This growth reflects Appalachian's continuation of institutional policy and support for hiring international faculty that started in the 2002/2003 academic year. This level of continued activity is a clear recognition that international faculty bring a unique experience to our campus and classrooms. OIED has maintained a 100% success/approval rate with H-1B petitions filed. Since 2003, 75 H-1B visa petitions have been successfully filed. For the first time, two Research Scholars were brought to Appalachian on H visas during the reporting period.
- During the 2007/08 academic year, Appalachian continued a successful transition into the new Department of Homeland Security's electronic-based application process for petitioning permanent residency for international tenure-track faculty, commonly known as PERM. Due to the very successful spring 2007 hiring season, 11 additional international faculty members were hired. Eleven PERM Labor Certifications were filed for those new faculty members and two were awarded Labor Certifications. However, nine of those petitions were selected for audit by the United States Department of Labor and are yet unresolved and await final adjudication. Based on international faculty hires completed in the spring of 2008, OIED expects to file four PERM petitions during the 2008/09 academic year.
- Six additional Appalachian faculty members gained full permanent residency status (Green Card) during the reporting period. When added to the five faculty members who have achieved this status in the years since Appalachian began the proactive process of supporting Permanent Residency in 2003, our total of successfully completed Permanent

Residency Petitions by Appalachian Faculty stands at 11. There are additional 17 international faculty already under contract, holding H visas, and in process toward the ultimate goal of Permanent Residency Status. OIED is also completing the H visa process to bring an additional four new international faculty to campus in the fall of 2008. This brings our aggregate total of candidates for Appalachian sponsored Permanent Residency to 32. There has been some attrition and loss of previous hires, but the good news is that Appalachian now employs an international faculty of about 60.

- During the reporting period, OIED directly hosted 66 international visitors, many of whom came on short-term training programs or from Appalachian's partners abroad. The countries from where these visitors came include: Britain, Costa Rica, Egypt, India, Jordan, New Zealand, Pakistan, and Uganda. The duration of stay at Appalachian for these visitors ranged from two days to six weeks.

D. International Outreach

- Appalachian continues to facilitate the internationalization process of K-12 schools in our area. Dr. Bergstedt who was hired as Director of the new International Outreach Unit started well and this unit is already making a positive impact on campus and in the community. Below are some of the highlights of what has already been achieved in the one-year period since the arrival of Dr. Bergstedt:



- **Pakistani Fulbright Teacher Exchange Program, (August 2007):** During the six weeks of this program, the 15 Pakistani biology teachers were involved in teaching biology classes at Watauga High School and five middle school classes (Blowing Rock, Hardin Park, Bethel, Mabel, and Valle Crucis). They also spoke with students about the Pakistani culture with students at those schools. The Pakistani teachers also interacted with and had an evening forum with Teaching Fellows at Appalachian. The Pakistani teachers interacted with a total of 619 students, teachers, administrators and community members during their stay in our area. This program was funded by the U.S. Department of State and administered by the USDA Graduate School.

- International Connections: Friendship Family Program:** In October, a welcome-matching-dinner and orientation was held involving 60 persons (20 international students and 20 local families). On April 13, 2008, “An International Afternoon of Desserts and Music” was held. This event was organized by a recreation management student team, community, and the International Outreach staff primarily to recruit more community members to be involved as “Friendship Families” in the International Connections programs. Also, this event provided a social interaction venue for Appalachian international students, International Appalachian (INTAPP) students, community members, and our visiting group of Egyptian educators to have cultural exchange in an informal, social setting. A local old-time musicians’ band entertained the 70 people who attended.



- CGELS: “Connecting Globally: Explore, Learn, & Share”:** This program was a continuation of the Longview grant implemented jointly by the Teaching Fellows Program in the College of Education and OIED. International Outreach recruited international students to participate in three sessions held during the fall semester. The fall series involved 19 international students, 45 Teaching Fellows, and four staff members. The final program featured Dr. Suzy Mills from the School of Music who taught and led music and dances from Zimbabwe where she had lived, taught and studied. Several other international students also provided music and dance examples, demonstrations, and overviews from their home countries.
- Visiting Jordanian Fulbright Administrator:** In November 2007, OIED together with the College of Education co-hosted Mr. Ismail Al-Abia, a principal of a boys’ high school in Jordan. Mr. Al-Abia was participating in a Fulbright Administrator Program of the U.S. Department of State, administered by the USDA Graduate School. While in Boone, Mr. Al-Abia made several presentations in a wide range of educational settings. These included K-8 classrooms, high school classrooms, a presentation for K-12 faculty, and attending the meetings of principals at the county and district levels. Mr. Al-Abia

spent a full day at Hardin Park Elementary, as well a day at Watauga High School. The Hardin Park principal and her family served as host family during his stay in Boone. On the Appalachian campus, Mr. Al-Abia participated in a panel discussion presentation on Jordanian education system for 45 Teaching Fellows. Other members of the panel included a Jordanian scholar at Appalachian under the Fulbright Foreign Language Teaching Assistant and Dr. Curtis Ryan, a professor in the Department of Government and Justice Studies.

- **AS-U-Go K-12 Outreach Program:** During the reporting period, three training workshops for 60 student presenters were conducted by Dr. Bergstedt and Ms. Meredith Casper (Graduate Assistant), 24 of the students were U.S. study abroad returnees and nine were international students. One workshop “refresher” was conducted for 11 returnee students and it included information on changes that had been made in the program. During the 2007/08 academic year, 51 AS-U-Go presenters visited 23 K-12 schools, made 134 cultural presentations and had an impact on 2,793 K-12 students, and involved 150 teachers and staff.

- **Egyptian Curriculum School Reform Project – December 2007 and April 2008:** Dr. Bergstedt was involved in the implementation of the two, 15-day Study Tours on Comprehensive School Reform for the 42 Egyptian Educators. She served as Project Coordinator with increased responsibilities during the April 2008 group. Funded by the U.S. Agency for International Development and administered by the Academy for Educational Development, the project was aimed at exposing the Egyptian educators to various successful comprehensive school reform models in the U.S. The Egyptian educators interacted with about 10,000 students, teachers, and community members through their site visits to schools, and by participating in receptions, home visits, dinners, and panel discussions, during each of the two project visits in North Carolina.



- **International Education Week (IEW):** Initiated a Planning Group of INTAPP students and Mr. Tim Zacher that began meeting every two weeks beginning January 2008 to plan IEW for the fall 2008. Student leaders from INTAPP have

been identified to take responsibility for planning programmatic activities for IEW, including publicity, involving other student organizations, and designing programs to include the local community and K-12 schools. Members of INTAPP attended the International and Community Outreach Committee (of the International Education Council) meetings during the 2008 spring semester as well. International Outreach will initiate a website on the OIED web page specifically for IEW to promote and encourage the campus and local community to check for programs, resources, and opportunities to participate.

- **Appalachian Global Council.** During the reporting period, OIED through its International Outreach Unit established the beginning of a campus/community volunteer council to assist with programming and adjustment issues for international students, scholars, and their families. Two meetings were held during the spring of 2008 which culminated in an initial event in April 2008, “An International Afternoon of Desserts and Music.” This event was very successful (See “International Connections Program” paragraph above), in generating interaction between international students and community members. The Appalachian Global Council hopes to expand its membership through building the International Connections: Friendship Family Program, as well identifying the needs and developing programs for international students, scholars and the local community to cultivate more support systems for our international community at Appalachian, to result in substantive and frequent cultural exchange experiences between the local and international communities in Boone and on our campus.
- **Collaboration with the Turchin Center for the Visual Arts (TCVA):** OIED and TCVA are coordinating field trips in September 2008 that will bring all 7th grade social studies classes from the Watauga County public schools to the TCVA. Each class will be led on a tour of the Center's Chinese contemporary art exhibit featuring works by our Chinese artists-in residence, Zheng Xuewu and Guo Xin Xin. The tour will be followed by a cultural presentation on China, given by one of the AS-U-Go Outreach presenters. OIED and TCVA are also co-sponsoring a Chinese Film Festival in September 2008, featuring outstanding Chinese films followed by faculty facilitated



discussions in the Green Briar Theatre. This series will be free and open to all members of the campus and local community.

- **Global Awareness: Resources to Bring the World to the Classroom Workshop:** In May 2008 OIED provided financial support for three Watauga County teachers (two elementary and one high school) and the International Outreach Graduate Assistant, Meredith Casper to participate in a workshop entitled “Global Awareness: Resources to Bring the World to the Classroom.” The workshop took place in Enka, North Carolina and was sponsored by the Western Regional Education Service Alliance (WRESA) and several other international education organizations.
- **Projects in Planning Stages:** OIED’s International Outreach is in the planning stages of a professional development workshop for teachers in the Appalachian Public Partnership Schools in October 2008 entitled, “Resources for Infusing K-12 Curriculum with Global Perspectives.”
- In recognition of the important role played by INTAPP, a student organization that promotes Appalachian’s internationalization efforts, OIED continued its commitment to develop and capacitate the leadership of this organization. OIED provided financial resources for two INTAPP members to attend the NAFSA: Association of International Educators Region VII Annual Conference in Atlanta in November 2007.
- OIED, in collaboration with the Multicultural Center, conducted nine Coffee Hours during the 2007/08 academic year. The Coffee Hour provided an avenue for 13 international students, visiting international scholars, and returning study abroad students to make presentations about their home countries or countries they had studied in while abroad, and to share their experiences with a wider campus community. More than 180 individuals attended the Coffee Hour.
- OIED collaborated with several units to support internationally focused activities on the Appalachian campus. OIED provided a total of \$7,109 to support these activities. In 2006/07, a total of \$5,278 was provided to support these kinds of activities on campus.

E. University Service and Service to the Profession

- **University Service:** The OIED staff continues to devote their talents, time and energy to provide services to a wider university community by serving on campus-wide committees and task forces. Cumulatively, the OIED staff served on more than 15 campus-wide committees and task forces during the 2007/08 academic year. These included, but were

not limited to: International Education Council, Diversity Celebration Planning Committee, RCOE's International Education Committee, Watauga College Task Force, Student Fulbright Program Interview Committee, Chancellor's Task Force on Diversity, and Strategic Planning Commission.

- **Service to the International Education and Development Profession:** During the reporting period, the OIED staff served the wider international education and development profession by contributing their talents, time, and energy to leadership positions in professional organizations (e.g., Ms. Nancy Wells serves as Past-Chair of the NAFSA Region VII and completed her tenure on the UNCEP Board; Dr. Bergstedt started a three-year term on the NAFSA Region VII Team as Campus & Community Programming Liaison); making presentations at professional conferences (e.g., Ms. Meg Marck-Kennedy presented at the Service Learning Workshop in October 2006); serving on review panels for international projects or student scholarships (e.g., Ms. Nancy Wells served on the Gilman Scholarship Selection Committee and Dr. Jesse Lutabingwa on international project review panels for the U.S. Department of Education and the Higher Education for Development organization); and advising and mentoring new and/or young members to the profession.

F. Recognition and Special Awards

- Ms. Jeanne d'Arc Gomis, Assistant Director for Study Abroad and Exchanges, was awarded the Baden-Württemberg Scholarship. This scholarship is designed to educate international educators about the education system in Germany. The seminar was hosted by the University of Stuttgart from October 14 to October 26 2007.
- Mr. Robert White, OIED's Executive Director and Director of International Student and Scholar Services, received a Fulbright International Administrators Program award. Mr. White participated in a two-week seminar in October 2007 designed to introduce participants to the society, culture, and higher education systems in Germany. The program included campus visits, meetings with foreign colleagues and government officials, attendance at cultural events and briefings on the educational system in Germany. The award covered all of the costs associated with the travel to Germany.

G. OIED Organizational Development

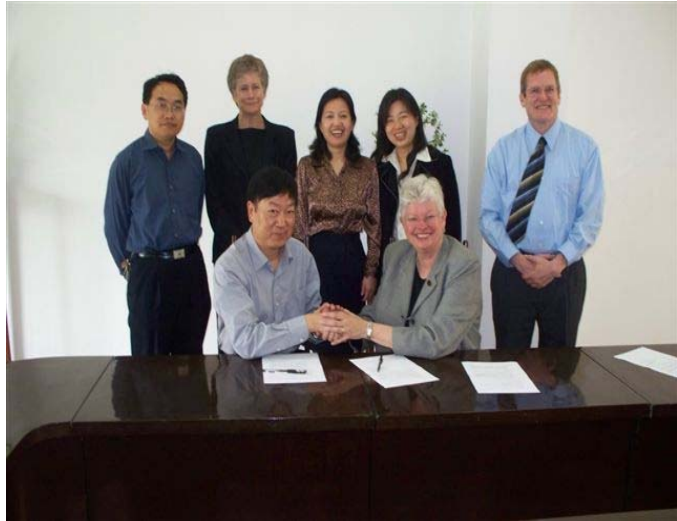
- **Personnel Changes:** During the reporting period, Mr. Tim Zacher, International Student Advisor reigned to assume responsibilities in a family business. Three positions were reclassified and upgraded from Advisor/Coordinator to Assistant Director. These include: Assistant Director for International Scholar and Student Services, Assistant

Director for Appalachian Overseas Educational Programs, and Assistant Director for Study Abroad and Exchanges. Dr. Sarah Bergstedt was hired in July 2007 as Director of a newly created International Outreach unit. The unit is responsible for coordinating the K-12 international outreach programs. This unit is also responsible for providing opportunities for the local community to host and interact with international visitors. Ms. Natalie Best was hired in June 2008 as Assistant Director for International Scholar and Student Services to replace Mr. Zacher. Ms. Kelley Wolcott was hired in April 2008 as Office Manager. Ms. Wolcott is responsible for supervision of all work-study and temporary student employees and graduate assistants, as well as overseeing the front office procedures and management of workflow through OIED. For now, staffing within OIED seems to have stabilized with a full team in place. Ms. Marty McCormick, Executive Assistant to the Associate Vice Chancellor, maintains primary responsibility over budgetary and accounting procedures and reporting, as well as grants management and all other duties pertaining to the Associate Vice Chancellor.

- **Visit to Partner Institutions Abroad:** During the reporting period, OIED staff and University officials visited various partner institutions abroad.
 - In September 2007, the Associate Vice Chancellor for International Education and Development visited two prospective partners in South Africa and initiated the discussion that will lead to the signing of partnership agreements in December 2008. He visited the University of Johannesburg and the University of Zululand in KwaZulu Natal.
 - In September 2007, the Associate Vice Chancellor for International Education and Development visited Senegal to continue discussion with the prospective partners in that country. Meetings were held with representatives of the West Africa Research Center (WARC) and the Université Cheikh Anta Diop in Dakar. Appalachian is exploring the possibility of starting programming activities in Senegal to provide an alternative to Europe for students who are studying French. These discussions will continue during the coming academic year.



- In October 2007, the Assistant Director for Study Abroad and Exchanges visited Appalachian's partners in Germany (University of Stuttgart, Pädagogische Hochschule Karlsruhe, and Berufsakademie Mannheim).
- In November 2007, the Associate Vice Chancellor for International Education and Development led a delegation of four administrators and faculty members to China where they visited Appalachian's long term partners at Fudan University (Shanghai) and Soochow University (Suzhou), as well as a new partner, Beijing Normal University.
- In February 2008, the Provost and Executive Vice Chancellor led a delegation of four Appalachian administrators and faculty to India where he signed Agreements with five institutions: Kristu Jayanti College (Bangalore), Madras Christian College (Chennai), Bishop Heber College (Trichy), The American College (Madurai), and Madras Christian Council of Social Services (Chennai).
- In March 2008, the Associate Vice Chancellor for International Education and Development led a delegation of three administrators and faculty members to Mexico where they visited Appalachian's long term partners at Universidad de las Americas Puebla (UDLAP), University of Quintana Roo (UQROO), The American School Foundation in Guadalajara, and D'Amicis School in Puebla. The delegation also visited Appalachian's new partner, Benemerita Universidad Autonoma de Puebla (BUAP). An agreement was reached with CANACO (Chamber of Commerce) in Chetumal to provide internship opportunities for Appalachian students.
- In April 2008, the Assistant Director for Study Abroad and Exchanges visited Appalachian's partners in Spain (University Pablo de Olavide, University of Alicante, Ronda, Fundacion Estema, and University of Santander).
- In April 2008, the Director of Study Abroad and Exchanges led a delegation of five Academic Advisors on an International Exchange Program to Britain and Spain. They visited the Kingston University (UK), Keel University (UK), Pablo Olavide University (Spain), and PIEEE/University of Malaga (Spain).
- In May/June 2008 while leading a study abroad program in South Africa, the Associate Vice Chancellor for International Education and Development visited three prospective partner universities to continue discussion on developing



partnerships. The institutions visited include: the University of Johannesburg, University of Zululand (KwaZulu Natal), and University of Stellenbosch. A telephone discussion was also held with representatives of the University of the Free State (Bloemfontein). These discussions will culminate in the signing of partnership agreements in December 2008.

- In May 2008, the Director of Study Abroad and Exchanges visited partner institutions in New Zealand.

- **OIED Staff's Professional Development Activities:** OIED believes in providing professional development opportunities for the staff to enhance their skills and keep up with their profession. During the reporting period, the OIED staff attended the following professional development events:
 - **Dr. Sarah Bergstedt:**
 - November 2007 – Attended fall NAFSA Region VII Annual Conference in Atlanta, GA
 - March 2008 – Attended NCAIE conference in Wilmington, NC
 - Attended two full days of *fsa*ATLAS training as a cross-training endeavor as the International Student & Scholar Services Unit within OIED adapts to this new software and database system.
 - May 2008 – Attended a day-long “Summit on US/China K-12 Education: Global Collaborations and Partnerships” at the Friday Institute of the North Carolina State University, in Raleigh, NC.
 - Wrote a two-page article for the on-line publication for the North Carolina in the World’s newsletter on the impact of the Egyptian educator’s visit on North Carolina schools and communities.
 - June 2008 – Attended ACE’s “Bridging the Gap: Cultivating Collaboration between Internationalization and Multicultural Education” symposium, Washington, DC.

 - **Mr. Robert White:**
 - November 2007 – Participated in the General Administration-sponsored H and Permanent Residency visa seminar conducted by Margaret Wheeler, Immigration Specialist for the UNC System, Chapel Hill.
 - March/April 2008 – Participated in the training to use the newly purchased *fsa*ATLAS immigration software.
 - May/June 2008 – Joined Dr. Shawn Arthur of the Philosophy & Religion Department in leading a Study Abroad trip to China. This was White’s first return to China in a decade. The two welded together White’s expertise in Modern Chinese Revolutionary History and Arthur’s expertise

in Traditional Chinese Social-spirituality. This teaming met a new goal of OIED: to partner senior faculty leaders of Study Abroad with new faculty who have not had taken the opportunity to lead students abroad and thus provide the direct experience in the company of a mentor. This particular trip faced the rather remarkable challenge of dealing with the largest Earthquake to hit China in the past 40 years while they were in Chengdu, Sichuan, only 40 miles from the epicenter. Ironically, the natural disaster provided a unique opportunity to observe China and the Chinese facing calamity with all of their traditional patterns of engagement and behavior on full and unreserved or mitigated display. This gave the students and the program leaders an unparalleled opportunity to observe, participate, and learn.

- **Ms. Meg Kennedy:**
 - July/August 2007 – Traveled to Uganda on Dr. Jacob Matovu’s Communication Study Abroad Program.
 - September 2007 – Attended meeting and presentation on the Legal and Risk Management Issues Involving Faculty-Led International Programs, Raleigh, NC.
 - September/October 2007 – Attended the Intercultural Development Inventory Qualifying Seminar, Portland, OR.
 - March 2007 – Traveled to Panama on an Alternative Spring Program filling in for a faculty member who was not able to obtain his passport on time.
 - April 2008 – Attended the Forum on Education Abroad Annual Conference, Boston, MA
 - April 2008 – Attended the NCAIA Meeting, Cary, NC.
 - May 2008 – Attended NAFSA National Annual Conference, Washington, DC.
 - June/July 2008 – Traveled to China on Dr. Zhiyuan Chen Culture and Language Study Abroad Program.

- **Ms. Nancy Wells:**
 - October 2007 – Attended NAFSA Region VII Conference, Atlanta, GA.
 - December 2007 – Attended UNCEP Board and UCIP meeting, UNC-Charlotte.
 - January 2008 – Attended NAFSA Washington Leadership Meeting, Washington, DC.
 - February 2008 – Attended UNCEP Board and UCIP meeting, UNC-Chapel Hill.
 - February 2008 – Attended NAFSA Region VII Team meeting, Columbia, SC.

- April 2008 – Attended the Forum on Education Abroad Annual Conference, Boston, MA.
 - April 2008 – Attended UNCEP Board and UCIP meeting, UNC-Wilmington.
 - May 2008 – Attended NAFSA National Annual Conference, Washington, DC.
- **Ms. Nathalie Turner:**
 - September 2007 – Attended meeting and presentation on the Legal and Risk Management Issues Involving Faculty-Led International Programs, Raleigh, NC.
 - September/October 2007 – Attended the Intercultural Development Inventory Qualifying Seminar, Portland, OR.
 - April 2008 – Attended the Forum on Education Abroad Annual Conference, Boston, MA
 - April 2008 – Attended the NCAIA Meeting, Cary, NC.
 - May 2008 –Traveled to Greece on Dr. Rick Spencer’s Philosophy and Religion Study Abroad Program.
- **Ms. Jeanne d’Arc Gomis:**
 - Taught an Intermediate French course in Fall 2007.
 - Presented her Master’s thesis at the Appalachian Women Seminar Series on September 7, 2008. The topic dealt with the role of micro-credit in mapping the road toward women’s economic self-sufficiency.
 - July 2007 – Attended the UNCEP Workshop, Asheville, NC
 - March 2008 – Attended the North Carolina Association of International Educators (NCAIE) State Conference, Wilmington, NC
 - May 2008 – Attended the NAFSA Annual Conference, Washington DC
- **Mr. Tim Zacher:**
 - October 2007 – Participated in the PHP Training.
 - October 2007 – Attended NAFSA Region VII Conference, Atlanta, GA.
 - November 2007 – Participated in the General Administration-sponsored H and Permanent Residency visa seminar conducted by Margaret Wheeler, Immigration Specialist for the UNC System, Chapel Hill.
 - March/April 2008 – Participated in the training to use the newly purchased *fsa*ATLAS immigration software.

- **Ms. Natalie Best:**
 - May 2008 – Attended the NAFSA Annual Conference, Washington DC
 - June 2008 – Attended ACE’s “Bridging the Gap: Cultivating Collaboration between Internationalization and Multicultural Education” symposium, Washington, DC.

- **Ms. Marty McCormick:**
 - May 2008 – Participated in an Appalachian Overseas Education Program and accompanied 16 students and two faculty members to the Caribbean on a one week cruise. The course, HLES 3535 – Recreation Management-Cruise Ships, explored the tourism and management aspects with various “behind-the-scenes” tours conducted shipboard by the Food Services Director, the Cruise Director and his assistant, the Liquor and Beverages Manager, the First Mate, the Director of Children Services and various wait staff personnel. The cruise visited the diverse countries and cultures of Jamaica, Grand Cayman, and Mexico.
 - March 2008 – Attended Annual Meeting of North Carolina Society of Research Administrators (NCSRA) to keep current in grant management policies and procedures
 - Attended monthly Budget Administrator meetings conducted by Ms. Amy Roberts, Special Funds Accounting Director.
 - Attended training sessions on Website Management as the maintenance of OIED’s homepage will become the responsibility of the front office.

- **Ms. Kelley Wolcott:**
 - Attended training sessions in Excel, Facilities Work Order, and Banner
 - Attended monthly Budget Administrator meetings conducted by Ms. Amy Roberts, Special Funds Accounting Director.
 - Attended training sessions on Website Management as the maintenance of OIED’s homepage will become is the responsibility of the front office.

- **Dr. Jesse Lutabingwa:**
 - October 2007 – Attended Directors’ annual meeting for Business and International Education Grant organized by the U.S. Department of Education, St. Louis, MO.
 - November 2007 – Attended American Council on Education (ACE) Chief Academic Affairs Officers’ meeting with Provost Stan Aeschleman, Washington, DC.
 - Served as Guest Editor (with Christelle Auriacombe) of *Administratio Publica*, Journal of the Association of Southern Africa Schools and

Departments of Public Administration and Management, Vol. 15, No. 1, November 2007.

- Co-authored two journal articles with two historically disadvantaged junior faculty members at the University of Johannesburg. The articles were published in *Administratio Public*, Vol. 15, No. 1, November 2007.
 - Co-authored three journal articles with four faculty members at the University of Johannesburg. The articles were published in *Journal of Public Administration*, Vol. 42, No. 6, November 2007.
 - February 2008 – Attended ACE Annual Meeting, Washington, DC.
 - May/June 2008 – Led a Study Abroad Program to South Africa focused on Apartheid and Post-Apartheid South Africa.
 - June 2008 – Attended ACE’s “Bridging the Gap: Cultivating Collaboration between Internationalization and Multicultural Education” symposium, Washington, DC.
-
- **Development of Policies and Procedures:** During the reporting period, OIED continues to revise, develop and standardize policies and procedures for various international education and development activities. New policies and procedures have been developed and approved for the following areas: (1) payment for short-term visiting scholars and international visitors, (2) process and procedures for hiring foreign nationals, (3) process and procedures for collecting and keeping records for foreign nationals hired at Appalachian to comply with immigration rules and procedures, (4) salaries for faculty/staff receiving Fulbright Fellowships and International Scholarly Assignments, (5) harmonization of the International Scholarly Assignments and Off Campus Scholarly Assignment policies and procedures, and (6) procedures and policy for establishing partnerships with institutions abroad. This is a process that will continue for the 2008/09 academic year.
 - **Redesigned OIED Website:** OIED redesigned and continued to update its website. While more work still needs to be done on the website, we have made good progress. Many forms and more information have been uploaded on the website to facilitate easy access to various documents used regularly by the campus community. We have witnessed a noticeable increase in the number of students, faculty members and staff who are now using the OIED website to get the necessary information they need. This has helped in many ways to cut down the number of inquiries on many issues related to the work of OIED. It has also help OIED staff to respond promptly to the inquiries received in the office because people are directed to the information on the website. The goal for the coming year will be to convert all forms on the website into PDF-fillable forms.

- **Front Office Makeover:** In November 2007, Dr. Lutabingwa won a “complete office makeover” as the grand prize winner in the State Employees Combined Campaign drawing. Director Mike O’Conner of the Physical Plant generously donated new carpeting and paint to OIED’s front office. The new color scheme and carpeting was chosen by Ms McCormick and implemented by various crews from the Physical Plant. Academic Affairs provided funds for new furniture to complete the office makeover. Ms. McCormick selected the new office furniture and it was installed in May 2008. The office now has a much needed new welcoming look and a feeling of both warmth and professionalism.
- **System and Procedural Changes:** Ms. McCormick has designed and directed the creation of a new information/accounting database for the OIED front office. The new database is being developed by Mr. Patrick “Coty” Sutherland, student employee, a senior majoring in computer sciences. This database should be implemented during the 2008/09 fiscal year.

Charged two years ago with the duty to aide all Program Directors in completely assuming their budgetary reporting responsibilities as mandated by the Associate Vice Chancellor, Ms McCormick developed and dispersed budget reporting tools and supplied training to each Program Director and to each Associate Director as required. The transition should be complete at the end of the fiscal year 2007/08 (June 30, 2008).

III. MAJOR CHALLENGES/OPPORTUNITIES

- **Registration of Incoming International Exchange Students:** Appalachian does not currently have a system that enables incoming exchange students to register on their own in courses they select once admitted to the university. The Assistant Director for International Exchanges and Study Abroad spends an inordinate amount of time figuring out for each individual exchange student: If preferred courses are offered for the term, if each course is open, and what the pre-requisites are for each course. If a student meets the pre-requisites for each course listed, then the Assistant Director for International Exchanges and Study Abroad must contact the appropriate professors individually to request permission to enroll that exchange student. This is a process that is repeated for all exchange students.

Given the difficulties and discipline-specific knowledge needed for registering incoming exchange students, OIED proposes that colleges/departments should be encouraged to follow the example of the College of Business and assign a professor of record to assist incoming exchange students with course registration. The professor of record will serve as a liaison between the Assistant Director for International Exchanges and Study Abroad

and the students. OIED is willing and ready to provide relevant training to the designated professors of record. We believe that this will have the added benefit of creating “buy-in” from the various colleges and departments.

- **Scholarships for Study Abroad Students:** While Appalachian students are studying abroad in increasing numbers, cost continues to be a challenge for many students who would like to participate in the education abroad experiences. Historically, OIED has had only \$10,000 per year devoted to providing scholarships to support students who wish to participate in long-term study abroad experiences but are unable to afford the cost. During the 2006/07, OIED created a new International Scholarship Fund supported by grant money. At the end of the 2007/08 fiscal year, there was about \$50,000 in this fund. We view this to be a short-term measure. In the long-term, there is a need to create an International Endowment Fund to ensure that Appalachian students who want to study abroad but are not able to afford it can access scholarship funds to do so. The Associate Vice Chancellor for International Education and Development and the new Vice Chancellor for Advancement have started discussing possible strategies for raising funds to support Appalachian students to study abroad.
- **Scholarships for International Students:** One of the limiting factors for Appalachian’s ability to attract an increasing number of talented degree-seeking international students is lack of scholarships and other forms of financial assistance. Appalachian also has limited out-of-state waivers that can be made available to international students. Given Appalachian’s goal of increasing the number of international students on campus through purposeful recruitment, there is a great need for creating a new scholarship fund and other financial assistance for international students. In the long-term, there is a need to create an International Endowment Fund to provide financial support to international students. At the graduate level, increasing an externally funded research project might also be another avenue that could generate financial resources to support international students.
- **Immigration (PERM) Audits:** During the reporting period, Appalachian responded to nine PERM Audits. When the U.S. Department of Labor initiated PERM in mid-2006, immigration officers in the U.S. academy were informed that regular and random audits would be initiated once the system was up and operating. We were firmly informed that we should prepare for those audits in our record keeping and thus be ready for timely response when the audits were announced. That moment arrived with the nine Audit Notifications in April 2008. With the excellent counsel of Ms. Margaret Wheeler, University of North Carolina System Immigration Specialist, and the collegial assistance of Dr. Linda Foulsham, Appalachian’s new Compliance Officer, OIED prepared a template for departments to use when international hires were made. When the nine audit

announcements were made to Appalachian without prior notice, OIED was able to complete the demanding task of response to each one in timely and complete manner. It should be noted that the nine hiring departments and the respective search committee chairs, in coordination with Dr. Folsham in the Office of Compliance were superlative partners in assisting OIED with the institutional response. It should also be noted that the preparation was very time consuming. It took the majority of the month of April to complete the responses for all of the audits.

This was OIED's first experience with the federal audit process. Appalachian's response will be easier in the future through familiarity gained by this initial experience. Compliance will include the Audit Template in the rewrite of compliance instructions to be given to search committees when they receive their compliance charge in the future. In addition, OIED policy will include the requirement that the PERM Audit Template be completed and submitted to OIED when a search committee completes its hiring task and submits the required Compliance Report to the Compliance Office. As a matter of Policy, OIED will not act on the PERM Labor Certification filing for any international tenure track faculty member until the PERM Audit Report is completed by each search committee and has been placed in OIED files. In sum, the record keeping and preparation for this process was a success. New policy regarding the audit file is in place both in OIED and in the Compliance Office.

IV. NEW AND UNIQUE INITIATIVES

- **American Council on Education Internationalization Lab:** During the reporting period, Appalachian was actively involved in the American Council on Education's (ACE) Internationalization Laboratory for 2007/2008. This laboratory aims to engage a limited number of institutions in finding new ways to internationalize their teaching, learning, research, and service functions. Participation in the ACE Internationalization Laboratory is assisting Appalachian to review its current internationalization efforts; articulate students' global learning outcomes and assessment; and help the university to make further progress by developing a plan to get to the next level of internationalization. Representatives from various segments of the Appalachian community are participating in the Leadership Team for this initiative. During the 2007/08, the Leadership Team collected data from various sectors of the university to assess the extent of internationalization efforts. The Leadership Team also worked to develop global learning outcomes and assessment for a select number of academic programs. This process was greatly facilitated by the fact that just prior to Appalachian's involvement in the ACE Internationalization Lab, the university had mandated all academic programs to develop program-level learning outcomes and assessment methods.

The work of the Leadership Team will continue during the 2008/09 academic year where activities will focus on the following areas: Analysis of the internationalization review data collected from the campus community, development of assessment approaches to be suggested to the selected programs, sharing of the preliminary reports with the campus community through a series of three forums (September 26, October 3, and January 23), site visit by a team of ACE and peer institutions, and the writing of the final report to be submitted to the Provost.

Appalachian is part of a cohort of eight universities from across the United States. Other universities include: City University (Washington), Seton Hall University (New Jersey), SUNY College at Cortland, SUNY University at Albany, University of Kentucky, University of Wisconsin—Stout, and Western Kentucky University.

- **Four Strategic Countries—China, India, Mexico, and South Africa:** During the reporting period, Appalachian selected four countries to become strategic location where more programmatic efforts will be focused: China, India, Mexico, and South Africa. OIED has embarked on these new initiatives to expand Appalachian students and faculty opportunities around the world.

As part of these initiatives, the Provost and Executive Vice Chancellor or the Associate Vice Chancellor for International Education and Development have led Appalachian delegation in India to initiate new activities. New programs have been initiated in China, India, and South Africa. During the next academic year, the Provost will lead Appalachian delegations to China and South



Africa to sign new Agreements and initiate new programs in those countries. The selection of the four strategic countries does not mean that Appalachian will abandon its historical partners in Western Europe and other regions. However, it means that efforts and resources will be directed more in the strategic countries and there will be more focused programming of activities.

- **Global MBA:** OIED is working collaboratively with the College of Business and the Graduate School to explore the possibility of starting a new Global MBA. This unique program will be based on the University of North Florida model whereby students from four different countries study together in a cohort and travel together in the four countries. Discussions have already started on campus and we are in the process of

identifying three to four international partners who will be part of this program. Several partners in Europe and Asia have already expressed interest. If all goes well, we would like this program to start in the fall of 2009.

- **Bridging the Gap: Cultivating Collaboration between Internationalization and Multicultural Education:** There is a point of intersection between internationalization and multicultural education. At Appalachian OIED and the Office Development are working together to complement each other where these two areas intersect. For this reason, Appalachian was invited to participate in the American Council on Education's symposium, "Bridging the Gap: Cultivating Collaboration between Internationalization and Multicultural Education." The symposium took place in June 2008 in Washington, DC and began a national dialogue on strategies to maximize the common ground between these areas for institutional and student benefits. Appalachian was represented by six staff persons, three from OIED (Dr. Lutabingwa, Dr. Bergstedt, and Ms. Best) and three from Student Development (Ms. Tracey Wright, Mr. Gus Pena, Ms. Kinyata Adams). Appalachian received the invitation to participate in the symposium through a competitive process. Dr. Bergstedt and Ms. Wright developed Appalachian's successful application. The Appalachian team brought several new ideas back to campus. These ideas will start to be implemented in the coming academic year.

- **New Funded Projects:** During the reporting period, OIED submitted 10 project proposals with a cumulative value of \$1,764,631. Two of the 10 project proposals were withdrawn because Appalachian and funding agencies could not reach mutually agreeable contractual terms. Four projects were awarded with a value of \$485,872. This represents a respectable 50%



success rate based on the eight project proposals that were evaluated and considered by funding agencies. The funded project are the following:

- *Egypt – Preparing Faculties of Specific Education and Faculties of Kindergarten for Accreditation* for 33 Egyptian educators, July/August 2008 (\$125,231), funded by the U.S. Agency for International Development (USAID) and administered by the Academy for Educational Development (AED).

- *Pakistan Fulbright Teacher Exchange Program* for 15 biology teachers, July/August 2008 (\$143,727), funded by the U.S. Department of State and administered by USDA Graduate School.
- *Egyptian Curriculum School Reform Project* for 20 Egyptian educators, April 2008 (\$111,651), funded by USAID and administered by AED.
- *Egyptian Curriculum School Reform Project* for 21 Egyptian educators, December 2007 (\$105,263), funded by USAID and administered by AED.

V. CONCLUSION

We are grateful for the tremendous support OIED has received from the Chancellor, Provost, Deans, faculty, staff, students and the Boone/Watauga County community. Without this support, OIED could not have accomplished all that was achieved during the 2007/08 academic year. The vision of internationalizing Appalachian cannot be achieved by OIED alone. The contribution and efforts of all members of the Appalachian family are necessary to make it a reality. We are optimistic that by working together, we will accomplish what may sometimes seem to be impossible. We have an ambitious internationalization agenda and big dreams of facilitating the development of our students' global competencies. We are certain that the 2008/09 academic year will be even more productive year.