



Association of International  
Education Administrators

# 2020 ANNUAL CONFERENCE

*Rethinking Comprehensive  
Internationalization for a  
Global Generation*

## **Preparing the Next Generation of International Education Leaders**

Monday, February 17, 2020

Jill Blondin, Virginia Commonwealth University

Malaika Marable Serrano, WorldStrides

Heather Ward, University of North Carolina at Chapel Hill

Dawn Michele Whitehead, Association of American Colleges & Universities

# Welcome and Overview

- Introduction of the Panel
- Demographics of Senior Higher Education Leaders
- Panel Discussion
- Open Conversation
- Closing

# Demographics of Senior HE Leaders

## ACE College Presidents (2016)

- Men 70%; Women 30%

## ACE College Presidents (2016)

- American Indian/Alaska Native 1%
- Asian or Asian American 2%
- Black, Afro-Caribbean, or African American 8%
- Caucasian/White, 83%
- Hispanic/Latino(a) 4%
- Middle Eastern or Arab American 1%
- Multiple Races 1%

## AIEA (2017)

- Men 51%; Women 49%
- White 69%, African-American 10%, Asian 5%, and Latinx 5%

## Diversity Abroad (2019)

- 65% White; 35% Persons of Color
- 18% LGBTQ+
- 60% Millennials; 30% GenX; 85 Boomers; 2% GenZ

# Questions for the Panel

1. How have you adapted or adjusted your working style, communication style, or approach in to find success in the field?
2. What are the challenges that leaders from underrepresented backgrounds face?
3. How do we encourage greater diversity throughout the international education pipeline?
4. How do we structure professional advancement opportunities that are truly inclusive?

# Open Conversation

- What are the barriers in your institution/system for achieving greater equity among senior professionals in international education?
- How much of "yourself" (or how "authentic") are you able to be in the workplace?
- What strategies have you undertaken to achieve greater diversity on your staff?
- In looking at the wider IE community, how can we structure professional advancement opportunities that are truly inclusive?

# Thank You!

Jill Blondin, Virginia Commonwealth University, [jblondin@vcu.edu](mailto:jblondin@vcu.edu)

Malaika Marable Serrano, WorldStrides, [mserrano@worldstrides.com](mailto:mserrano@worldstrides.com)

Heather Ward, University of North Carolina at Chapel Hill, [hhward@email.unc.edu](mailto:hhward@email.unc.edu)

Dawn Michele Whitehead, Association of American Colleges & Universities, [whitehead@aacu.org](mailto:whitehead@aacu.org)