CONSISTENTLY ENGAGED: AN EXPLORATION OF THE INTERSECTION OF JUSTICE, EQUITY, INCLUSION AND INTERNATIONALIZATION

Association of International Education Administrators (AIEA), American Council on Education (ACE), Tampere University, Pennsylvania State University and The Ohio State University

SPONSORS

AIEA Thematic Forums
Office of Diversity and Inclusion, Ohio State
Office of International Affairs, Ohio State
Penn State Global Engagement Network
Tampere University

OVERVIEW

This AIEA thematic forum aims to explore how justice, equity, inclusion and internationalization intersect, and to give higher education professionals tools and strategies for enhancing global-mindedness and for deepening their community’s understanding of discrimination and prejudice. The Ohio State University is offering this forum through virtual participation with partner institutions that include: the American Council on Education (ACE), Pennsylvania State University and Tampere University, Finland. Panelists will share European and U.S. perspectives and approaches for tackling contemporary critical issues, and compare lessons learned. Participants will both pose questions and comments and interact in small group discussion.

A repository of relevant readings is available at u.osu.edu/aieaforum. We welcome your insights in the comment section.

PROGRAM

U.S. Eastern Time

8-9 a.m.

**Pre-Session:** Creating an Equal and Inclusive International Academic Community Learning from the Finnish Context

Identify sustainable mechanisms, providing inclusion and equal opportunities for learners from diverse backgrounds and language skills.

Moderator: Kaisa Kurki, Manager of International Affairs, Tampere University

Panelists:

- **Juha Teperi**, Vice President for Research, Equal Opportunities Committee Chair, Tampere University
- **Elisa Sinikallio**, Education Specialist, OHO! Accessible Studies in Higher Education Institutions, Tampere University
- **Heli Tiitinen**, Project Manager, SIMHE Supporting Immigrants in Higher Education: KORKO Project, Tampere University
- **Aliisa Toivanen**, Specialist in International Affairs and Advocacy, Tampere University TREY, Student Union Action Project: Strengthening the Global Community
- **Laura Kaipia**, Specialist in Social Affairs, Student Union, Tampere University TREY, Student Union Action Project: Strengthening the Global Community

9-9:15 a.m.

**Welcome**

- **Gil Latz**, Vice Provost for Global Strategies and International Affairs, Ohio State
- **Juha Teperi**, Vice President for Research, Equal Opportunities Committee Chair, Tampere University
- **James Moore III**, Vice Provost for Diversity and Inclusion, Chief Diversity Officer, Executive Director of the Bell National Resource Center

9:15-10:45 a.m.

**Session 1: The Big Picture: Identifying Intersections and Impact**

Explore how social justice, equity and inclusion intersect with internationalization on multiple levels, including in the composition of student populations, curriculum and teaching content and methodology, expected learning outcomes, engagement with global partners, and how institutions support and interact with local and global communities.

Panelists will examine these meeting points from the perspectives of their roles as leaders, researchers and practitioners. They will discuss how the pandemic, racial justice movements and other recent events have impacted their work, as well as challenges and expectations for the field going forward.

**Moderator:** **Robin Helms**, Assistant Vice President for Learning and Engagement, ACE

**Panelists:**

- **Chris R. Glass**, Associate Professor, Educational Foundations & Leadership, Old Dominion University
- **Alex Hughes**, Deputy Vice–Chancellor, Global Engagement and Employability, University of Westminster
- **Noelle W. Arnold**, Associate Dean for Equity, Diversity and Global Engagement and Professor of Educational Administration, College of Education and Human Ecology, Ohio State

**Break:** 15 minutes
11 a.m.-12:45 p.m.

**Session 2: Higher Education Leadership: Accelerating Internationalization, Justice, Equity and Inclusion**

Identify the ways university leaders, faculty, staff, and students can assemble and organize a repertoire of promising practices that create more diverse, inclusive and equitable teaching and learning.

Introduction: **Andrew Gordon**, Founder and CEO, Diversity Abroad

Moderator: **Penelope Pynes**, Senior Associate for Internationalization, ACE

Panelists:
- **Tamara T. Cunningham**, Assistant Vice President for Global Initiatives and Confucius Institute American Director, New Jersey City University
- **Phillips Thomas Hornbuckle**, Director, Office of Intercultural Student Life & Global Programming, York College of Pennsylvania
- **Sheila Schulte**, Associate Vice President - International Programs, University of North Georgia

12:45-1:30 p.m.

**Lunch Break & Networking (Optional)**

1:30-3 p.m.

**Session 3: Campus Internationalization: Cultural Differences, Diversity and Social Justice: Students’ & Practitioners’ Views**

Sharing programmatic initiatives that provide students opportunities to engage with one another while developing global diversity and social justice perspectives. The panel will discuss cultural differences, intentionality and vulnerability, lessons learned, and the challenges we are facing while exploring students’ intersectionality and their global identities.

Introduction:
- **Roger Brindley**, Vice Provost for Global Programs, Pennsylvania State University

Panelists:
- **Megan Lawther**, Program Manager, Global Engagement, Ohio State
- **Rick Lee**, Director, Global Programs, Rutgers University
- **Dan Thomas**, Program Director, Office of Diversity and Inclusion, Ohio State
- **Mel White**, Interim Director, Global Operations, Pennsylvania State University
3-3:30 p.m.

**Forum Closing Remarks**

- **Andrew Gordon**, Founder and CEO, Diversity Abroad
- **Roger Brindley**, Vice Provost for Global Programs, Pennsylvania State University
- **Jewell Green Winn**, Senior International Officer, Executive Director for International Affairs, Chief Diversity Officer, Tennessee State University, and AIEA President-Elect

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**FORUM PLANNING COMMITTEE**

- Esther E. Gottlieb, Senior Advisor for International Affairs and Program Manager, Office of International Affairs (OIA), Ohio State
- Alison Horrox, Business Operations, OIA, Ohio State
- Kaisa Kurki, Manager of International Affairs, Tampere University
- Megan Lawther, Global Engagement Manager, OIA, Ohio State
- Melinda Mc climans, Middle East Studies Center Assistant Director, Ohio State
- Maureen Miller, Communications Director, OIA, Ohio State
- Alessa F. Rosa, Public Relations Coordinator, OIA, Ohio State
- Fernando Unzueta, Associate Vice Provost for Global Strategies and International Affairs, OIA, Ohio State
- Louise Yahiaoui, Global Education Specialist and Office of Diversity and Inclusion Liaison, OIA, Ohio State

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**SPEAKER BIOS**

[In order that they appear in the program]

**Kaisa Kurki** is Manager of International Affairs within the Strategic International Development team at Tampere University, which serves as a strategic development, policy and coordination unit for internationalization. In addition, she oversees 16 international university network memberships and the international partnership portfolio development.

**Juha Teperi** is Vice President for Research at Tampere University. Teperi served as Dean of the Faculty of Social Sciences at the former University of Tampere and as Dean of the School of Health Sciences, where he directed an innovation program in Finland’s Ministry of Social Affairs and Health and headed numerous research and development units operating in the fields of social services and healthcare. Teperi has participated in the drawing up of Finland’s national innovation strategy. In addition, he has worked at the London School of Hygiene and Tropical Medicine and led an R&D unit in the Sendai-Finland Wellbeing Center in Japan. Teperi’s research interests cover a broad range of topics in health policy, social and healthcare services and the assessment of methods in healthcare.

**Henna Juusola** is a Postdoctoral Researcher at the Faculty of Management and Business, Tampere University. Her research focuses on issues of international education (including education export), social justice and youth engagement in decision-making processes (in society). She has also been NIAS SUPRA fellow at the Nordic Institute of Asian Studies, University of Copenhagen, in June 2018, and she worked in the international services at Haaga-Helia University of Applied Sciences 2011-2016.
Elisa Sinikallio works as an Education Specialist at Tampere University. She is the chair of Accessibility Group. She holds a master’s degree in social sciences from Tampere University.

Heli Tiitinen works as a Project Manager in the Pedagogical Innovations Unit at Tampere University of Applied Sciences. She holds a master’s degree in education from Tampere University.

Aliisa Toivanen and Laura Kaipia work for the Student Union of Tampere University. Kaipia is a Specialist in Social Affairs and Toivanen is a Specialist in International Affairs and Advocacy. The Student Union of Tampere University, TREY, represents the 18,000 students at Tampere. TREY protects the interests of students, facilitates the work of student associations and creates a sense of community.

Gil Latz is Vice Provost for Global Strategies and International Affairs at The Ohio State University. Latz is a leading expert on curricular internationalization and has extensive experience advancing international education, research and engagement at institutions of higher education. He serves as Ohio State’s senior international officer and his work is dedicated to fully integrating international and cross-cultural experiences within the academic units and expanding and enhancing the university’s global reach.

James L. Moore III is the Vice Provost for Diversity and Inclusion and Chief Diversity Officer at The Ohio State University, while serving as the first Executive Director of the Todd Anthony Bell National Resource Center on the African American Male. Additionally, Moore is the inaugural Education and Human Ecology (EHE) Distinguished Professor of Urban Education. From 2015 to 2017, he served as a program director for Broadening Participation in Engineering in the Engineering Directorate at the National Science Foundation in Alexandria, Virginia, and from 2011 to 2015, he was an Associate Provost for Diversity and Inclusion at The Ohio State University, where he managed numerous programs and units. His research agenda focuses on school counseling, gifted education, urban education, higher education, multicultural education/counseling and STEM education.

Robin Matross Helms is Assistant Vice President for Learning and Engagement at the American Council on Education (ACE). Her portfolio includes the Internationalization Laboratory and Learner Success Lab, professional learning program development, and ACE’s international research agenda. Helms’ previous experience includes program management for the Institute of International Education, EF Education, and CET Academic Programs, and faculty development program management at the University of Minnesota. She has also worked as a consultant to a number of organizations in the international and higher education fields. Helms holds a bachelor’s degree in East Asian studies from Princeton University and an MBA and doctorate in higher education administration from Boston College.

Chris Glass is an Associate Professor in Educational Foundations and Leadership at Old Dominion University. His research focuses on issues of equity, sustainability, and belonging in global student mobility. He is Editor-in-Chief of the Journal of International Students and co-Editor of the Routledge Studies in Global Student Mobility book series. Glass has a deep commitment to the transformative power of international education, developed through years of leading study abroad programs and strengthened by personal connections with international students and scholars around the world.

Alex Hughes is an experienced university leader who has worked in institutions across the spectrum of U.K. Higher Education. As Deputy Vice Chancellor for Global Engagement and Employability at the University of Westminster, Hughes leads the university’s internationalization, employability and employer engagement activities. She is a member of the Executive Committee of the SGroup Universities in Europe network.

Noelle Arnold holds a doctorate in educational leadership and administration and social foundations from the University of Alabama and is the Senior Associate Dean and Professor of Educational Administration in
the College of Education and Human Ecology (EHE) at The Ohio State University. In addition to other units, Arnold oversees the EHE Office of Equity, Diversity and Global Engagement. Arnold has written and presented extensively and has nine books published or in press and over 70 publications.

Andrew Gordon is the Founder and CEO of Diversity Abroad. As an international education expert, he has written and spoken extensively on topics pertaining to access, diversity, inclusion, and equity in international education. Gordon has consulted higher education institutions, non-profit and for-profit organizations, and government agencies on developing strategies for increasing access to international education for diverse, first generation and high financial need students.

Penelope Pynes is the Associate Provost for International Programs at the University of North Carolina at Greensboro (UNCG). Pynes leads the internationalization efforts at UNCG and since 1995 has worked to promote student/faculty exchange at UNCG and in the state. She is a former Fulbright scholar to Heidelberg, Germany, and was awarded a Rotary Club Study Exchange Scholarship to Norway. She earned her master's degree from the University of Alabama and a doctorate in Germanic linguistics from the University of North Carolina at Chapel Hill.

Maija Airas is Counsellor of Education at the Finnish National Agency for Education. She has devoted a major part of her professional career to promoting internationalization in Higher Education. Airas led a national evaluation team, nominated by the Finnish Education Evaluation Centre, on Immigrants in Higher Education, and currently chairs the joint forum on supporting immigrants in Higher Education. Airas holds a master’s degree in political science from the University of Helsinki.

Tamara Cunningham has been a leader in higher education for 20 years and has held instrumental roles in both Academic Affairs and Student Affairs. She is currently the Assistant Vice President for Global Initiatives at New Jersey City University (NJCU) where she oversees the institution’s strategic internationalization plan. Cunningham serves with a number of professional international organizations, and she is currently completing a doctorate in educational leadership at St. Peter’s University. She holds a master’s degree in communications and information studies from Rutgers the State University, and a bachelor’s degree in English from NJCU.

Phillips Thomas Hornbuckle graduated Phi Beta Kappa from the University of Alabama (UA) and earned her Juris Doctor at UA School of Law. As York College of Pennsylvania’s Director of Intercultural Student Life and Global Programming, she manages diversity programming, international student support and the campus food pantry. She also supervises spiritual and Jewish student life, oversees grants for sexual violence prevention and education and serves as York’s NCAA Athletics Diversity and Inclusion Designee.

Sheila Schulte is Associate Vice President for International Programs at the University of North Georgia (UNG) and her role is focused on managing the Center for Global Engagement and creating innovative strategic initiatives that promote global learning. Schulte has been at UNG since 2018 and has been an international education practitioner since 1995 working at the University of Idaho, Emory University, Georgia Tech and the Association of International Educators.

Roger Brindley is Vice Provost for Global Programs at the Pennsylvania State University overseeing 100 professionals who manage education abroad programs, advise international students and scholars, and facilitate the university’s many international partnerships around the world. As Vice Provost, he works with senior administrators to promote Penn State’s comprehensive strategic foundation in global engagement and guides Penn State’s international agenda. Brindley recently concluded a six-year term on the Association of Public and Land-grant Universities Commission for International Initiatives.

Megan Lawther is the Program Manager for Global Engagement in the Office of International Affairs at The Ohio State University. As part of her position, she creates and delivers cross-cultural programs for students, faculty and staff. She currently serves as co-chair of the university’s International Student Support
Committee. Lawther earned her bachelor’s degree in political science and her master’s degree in African-American and African studies. She is a 2013 recipient of the university's Distinguished Staff award. Lawther has held positions within NAFSA including Region VI Chair, NAFSA Trainer Corps and the Membership Engagement Committee.

Rick Lee is Director of Global Programs at Rutgers University. He serves on NAFSA’s international education leadership knowledge community; on the executive committee of APLU’s Commission on International Initiatives and as co-chair of the CII DEI subcommittee; and on AIEA’s professional development and engagement committee. He earned his PhD at Rutgers and is the recipient of the School of Arts and Sciences Award for Distinguished Contributions to Undergraduate Education and the Clement A. Price Human Dignity Award.

Dan Thomas is Program Director of the Bell National Resource Center on the African American Male at The Ohio State University in the Office of Diversity and Inclusion. Thomas received a bachelor’s degree in human ecology focusing on family studies while also receiving a minor in African and African American studies at The Ohio State University. Thomas has a strong interest in working collaboratively with college students, promoting higher education to underprivileged school-aged children and providing educational enrichment programs for students outside the classroom.

Mel White is the Interim Director for Global Operations and Learning at the Pennsylvania State University’s Global Programs Office. White is part of the team providing support for international initiatives around global safety, sponsored relations, partner agreements, connecting with international alumni and building intercultural skills within the Penn State community. White joined Global Programs in 2016 after 25 years of service in the U.S. Army, during which time he spent more than 10 years overseas working with U.S. partners pursuing common interests. Global Programs represents the intersection of two of White’s key values: education and international cooperation.

Jewell Green Winn serves Tennessee State University as Senior International Officer, Executive Director for International Affairs, Chief Diversity Officer and Assistant Professor in the Department of Educational Administration. She serves on the Board of Directors for the National Association of Diversity Officers in Higher Education (NADOHE), Tennessee Diversity Consortium and Alignment Nashville. She is a graduate of Leadership Nashville, the Maxine Smith Fellows Program, the Middle Tennessee Leadership Development Program, the Millennium Leadership Institute, the American Council on Education's Spectrum Executive Leadership Program and the Senior International Officer's Institute. Winn is currently the President-Elect for AIEA.