Working with, Supporting, and Recruiting Non-Traditional Student Populations

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Why care about diversity in study abroad?

- Think of study abroad as an integral part of overall educational policy
- Study Abroad profile should mirror the profile on campus
- In a rapidly globalizing world, studying abroad should be an option for all students
- Efforts to diversify study abroad programming will enhance learning outcomes for all students
Barriers to studying abroad

- Finances
- Faculty, advisers and academic fit
- Foreign language
- Family and Friends
- Fear
- Flying
How to Attract and Better Serve “Unlikely” Students

• Ethnically and racially diverse populations
• Students from diverse socio-economic groups
• LGBTQ students
• STEM (Science, Technology, Engineering and Math) students
• Students with disabilities
• Athletes
• Men
Suggestions for all students

• Gather data as a base line and establish goals
• Start with pre-college awareness efforts and build relationships
• Provide information early in their college careers about the benefits, financial aid options and credit transfer. Provide a strong support system when they are abroad and when they return.
Suggestions for all students (cont.)

• Most students have the same needs. Follow the same usual processes for all students.
• Offer a diverse variety of programs models
• Partner with student organizations and student resource units and provide targeted outreach
• Consider heritage programming
Suggestions for all Students (cont.)

• Identify support systems, units and individuals across campus
• Enlist faculty support and involvement
• Establish strong working relationships with staff across campus
Suggestions for all Students (cont.)

• Hire diverse staff, especially peer advisers
• Develop the top reasons to study abroad and adapt the list to fit the group that you are targeting.
• Utilize materials such as Diversity Abroad to dispel myths and explain why it is important to study abroad.
Ethnically and Racially Diverse Populations

• Collaborate:
  – with student organizations and units that serve as effective resources
  – with cultural and minority aides

• Use returned students, especially students of color, as resources

• Promote global opportunities in the residence halls with multicultural councils and resident advisors

• Create:
  – programming on financing the study abroad experience
  – intercultural training and resources

• Outreach:
  – to student organizations, community organizations and family members
  – incoming freshmen or summer programs through student support services
Ethnically and Racially Diverse Populations (cont.)

• Build coalitions with administrators who can articulate commitment to diversity and serve as mentors
• Highlight influential leaders who have been impacted by international experiences
• Reach out to faculty and advisors of color to encourage study abroad
• Hold meetings in the multicultural center to send a message
• Cross training of Study Abroad and Diversity Office staff
• Look for and eliminate bias in your written materials
• Include students of color who have participated in global programs in your promotional materials
Diverse Socio-economical Groups/First Generation Students

- Keep costs down
- Provide complete costs
- Make financial aid available for all programs
- Provide additional need based scholarships
- Provide short term (1-2 week programs)
- Gilman scholarships
- Collaborate with units and academic departments on fundraising efforts
- Remember importance of family
LGBTQ Students

Provide students with tools and information:

• Get to know the destination
• Understand the context, customs and attitudes in the host country
• Learn the laws of the host country
• Think about changes that may occur upon return
• Provide onsite counseling, support and resources
• Provide program/region specific intercultural training for all students to help them manage issues that may arise and support their peers on site
STEM Students

• Provide a variety of programs (exchanges, project-based, research, internships, service learning)
• Collaborate with departments to provide higher level courses that will be approved for the student’s concentration
• Offer programs taught in English
• Offer summer and short term opportunities
• Offer feeder programs
STEM Students (cont.)

- Have clear set out desired outcomes
- Establish study abroad identity for STEM colleges
- Provide recognition for faculty leaders
- Collaborate with departments to establish student funding
- Establish support systems within STEM colleges/units
- Boren Scholarships
Students with Disabilities

• Encourage early disclosure
• Have students register with Disability office and meet with adviser
• Develop an accommodations request form
• Create an onsite plan with the student so they are empowered to make sure their needs are met onsite
Students with Disabilities (cont.)

• Arrange a meeting for the student with disability, study abroad and faculty leaders
• Establish contacts on-site
• Mobility International and other resources
Males

• Conduct Focus Groups to assess their needs
• Make sure your promotional materials highlight the benefits
• Provide workshops to show how studying abroad will set them apart
• Provide programs that have internship opportunities
Athletes

• Collaborate with athletic department and academic counseling center
• Provide programs during all “off seasons”
• Offer programs in collaboration with Kinesiology, Sports Science, Sports Management and other departments with a high level of athletes enrolled
• Promote short term and spring/summer programs
Thank you!

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