



- A look at ownership of business and employment, extent of export and import trade and economics, community cultural diversity, and cultural differences in local community will begin the session. The group will then discuss how the university responds to these societal changes and needs in the characteristics of the graduates and community leaders.

## changing demographics of our communities

- how vital it is for successful leaders to have a global perspective, as they lead beyond traditional boundaries.

## History of Program

- faculty sabbatical - relationships
- build memorandum of agreement
- grow carefully
- many requests
- safety, academics, quality of experience



## GOALS

- Create an environment for staff and volunteers that acknowledges values, and respects inherent differences in a pluralistic society.
- Create domestic and international opportunities for staff to broaden and enrich our understanding of the interdependence within a multicultural global society.

## RECOMMENDED STRATEGIES AND ACTIONS

- Create a Multicultural/Diversity Specialist position for CES with a primary responsibility for providing leadership in cultural diversity training and recruitment and retention of a diverse extension staff.
- Create and fill a position at the Associate Director level under CES and in the International Programs in Agriculture Office to provide leadership and program implementation in internationalization.
- Establish a standing multiculturalism/internationalization committee with the purpose of advising and implementing identified educational opportunities.
- Provide multicultural and international training to extension staff and volunteers on a regular and a continuing basis.
- This training should result in staff capable of assessing needs of multicultural groups, designing appropriate programs, delivery systems, and providing services to all the cultural groups they encounter.
- Develop a series of fact sheets and provide opportunities that would increase the awareness and understanding of the importance of multiculturalism for our traditional extension stakeholders and supporters e.g. P-CARET.

## RECOMMENDED STRATEGIES AND ACTIONS

- Develop partnerships with 1890, 1994 Land Grant and Hispanic Serving Institutions to provide exchange opportunities for staff to experience a different perspective on culture and programming.
- Create a database to provide staff and their audience with access to program goals, resources, and delivery systems to develop and enhance competencies related to multiculturalism.
- Include and engage voices from the community in the decision-making process relative to program planning and activities that impact them. The Plan of Work will be reflective of multicultural needs and efforts.
- Provide international opportunities for extension staff to participate in study teams and exchange programs, and to conduct extension program delivery systems in other countries.
- Create a Multicultural/International award to recognize outstanding CES staff and programs and activities.

## Purdue's Strategic Plan - Purpose

- ...."train a new generation of university graduates who have the knowledge, skills, attitudes, and aspirations to understand not only the new international economic system but also its cultures, languages, and scientific output" .....



## Purdue University International Experience

- .....“As globalization increases and the importance of national borders diminishes, students and employers are placing greater value on international experiences.”
- Goal of 15% of all undergraduates have some international experience before they graduate by 2015 - currently 9%
- 200 programs in 42 countries currently

## Types of International Experiences in the School of Agriculture

- International Understanding Requirement
  - nine credit hours across the curriculum
- International Maymester Courses - three
- Summer Work / Internships
- Independent Semester-Long Exchanges
- International Agriculture Minor
  - language, culture, experience, seminar



## School of Agriculture Program

- choose from 20 study abroad or internship programs in 15 different countries.
- During the past year, 80 students participated in a study abroad program or internship experience.
- Approximately 14% of the agricultural graduates of 2000-2001 completed an overseas program prior to graduation.
- During this same time period 15 students completed the requirements for the International Studies minor in the School of Agriculture.

## Exchange Program

- programs are based on student exchange agreements that Purdue maintains with universities around the world
- tuition costs are the same as Purdue's
- always Purdue students / Purdue credits
- units are graded - full-time >12 hours
- well organized by participating institutions
- not a travel agency

## Application

- on line  
(<http://www.ippu.purdue.edu/sa/applications/applicat.htm>)
- essay, recommendations, transcript, photo, departmental approval
- GPA of 3.0 & at least sophomore
- six months in advance
- ambassadors for your program



## Purdue School of Agriculture Exchange Destinations



## Selection of partner universities

- Developing countries
  - require funding to allow students to participate
  - host families often help students coming to US and provide cultural understanding beyond the normal university experience
- Developed countries
  - fostered by agreements that allow students to pay tuition at their home campus.

## Selection of partner universities

- identify quality, comparable partners
- safety and health
- language and culture
- credits - academic Integrity
- grading / educational systems
- relationships with known people

## Challenges to Sustainability

- personnel at BOTH ends
- mentors with a strong interest in students and knowledge of the programs
- when exchanges are ongoing, students tend to form networks between universities that are beneficial to new students
- combine with work and travel - known contacts in partner country



## Challenges to Sustainability

- Accommodations - insist on campus housing
- Scholarships and other financial assistance are often provided
  - School
  - Departments
  - Placement Partners

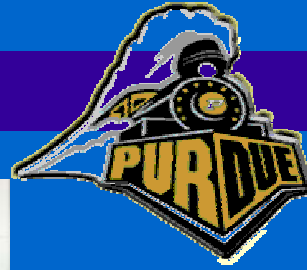


## Challenges to Sustainability

- student ambassador quality -
  - who should represent you? Don't send all
- must fit destination
- pre-arranged student relationships
- student orientations
- best with those who return and those who "here from there"



## Already Overworked?



## Observations of Recent Employers

- International experience helps employees be more productive and effective even here at home.
- Employees with international experience are better able to work with persons who are different from themselves.
- Overseas experience is important for working in the global marketplace.
- It is no longer enough to have a workforce that speaks only English.
- Overseas living develops a sensitivity to new market opportunities.
- Students who study abroad tend to be risk-takers; they are more independent, flexible, creative, and goal-oriented.

## Benefits to the University

- Scholarships from alumni & friends has doubled in four years
- host institutions are requesting more and promoting more to their students
- increased collaboration with other research and education
- fewer exiting seniors “regret not having gone”

## Conclusion



- selfish - seeking opportunities for our graduates - so we have to host
- time and money constraints - too focused?
  - Some don't see the “big picture”
- always increased counseling and sorting our personalities and cultures
- good alumni & employer relations
- students always return changed
- VERY REWARDING FOR ALL

## Contact Us



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