

**SCIE Meeting**  
**Friday, September 30**

**Call to Order:** 10:00 a.m.

**Attendees:**

Ashwani Monga (USG), Chris Green (USG), Tammy Rosner (USG), Sheila Schulte (UNG), Farrah Bernardino (GSU), Christy Flatt (Gordon State College), Eric Kendrick (GSU), Eric Spears (Columbus State Univ), Kristin R. Kasting Karam (GA Southern Univ), Tabitha Webster (U. of West GA), Christine Shaw (Columbus State Univ), Dr. Veela Hughes (Albany State Univ), LD Newman (Augusta Univ), Ann Gaquere (U. of West GA), David Huffman (Valdosta State), Erin Bentley (Columbus State), Fernando Garcia (Dalton State), Trent Hester (Abraham Baldwin Agric College), Kendra Russell (Middle GA State Univ), Jody Pritt (GSU), Tara McDuffie (KSU), Marwan Zabdawi, Laura Boudon (GSU), Kathryn Gaylord-Miles (KSU), Bethany Ramos (UWest GA), Tsu-Ming Chiang (GCSU), Heather Jarema (UNG), Jason Tatlock (GA Southern), Carmine Palumbo (East GA State College), Tina Rousselot de Saint Ceran (GA Tech), Ivan Nikolov (Valdosta State), Lorie Johns Paulez (GA Tech), Jarris Lanham (GCSU), Jennifer Ryer (GA Southwestern State Univ), Martin Kagel (UGA), Charles Ubah (GCSU), Kathleen Kirk (GA Tech), Nneka Osakwe (Albany State), Robin Catmur (UGA)

**Address by Dr. Monga, Chief Academic Officer, USG**

Shared his first-hand knowledge of international education, which includes enrolling in U.S. higher education as an F1 student. He has also led students abroad, was involved in international agreements related to research and students throughout his career. He shared his appreciation for the work of state international educators.

**Question:** How does the group encourage best practices?

This can be achieved by providing a platform for those that are carrying out strategies well to share with others. A USG policy that all institutions have to include is not realistic, because of the diversity of the institutions in the state.

**Question:** What's your perspective of expanding the USG International Office?

It's wonderful that the office is providing such a benefit with small staff. The budget may not support expansion at this time.

**Workforce Development in Higher Education**

Workforce Development is one of the Chancellor's priorities, and the following presentations shared today focused on this topic.

- Workforce Development - Chris Green, Director of Economic Development, USG
- USG International Education State of the Field – Tammy Rosner, USG
- Onboarding Best Practices – Dr. Jody Pritt, GSU & Ms. Kathryn Gaylord-Miles, KSU

Chris Green, Director of Economic Development, USG provided an overview of what economic development is, an overview of the Georgia Department of Economic Development (GDEC), and the role it plays in the state. Of the 7 GDEC divisions, the International Trade and Global Commerce divisions were highlighted to show the connection between the work of international educators and that of state economic development.

Economic development state highlights were shared, such as that FY 22 was a record-breaking year for GA in terms of jobs created and investments.

The USG Office of Economic Development is the central point of contact for the university system in this area.

Chris highlighted that one of the USG Strategic Plan 2024 Goals is Economic Competitiveness. (The other 3 are: Student Success, Responsible Stewardship, Community Impact).

### **How can we work together?**

“Economic development is a team sport”. Aligning talent demand with talent development is an important approach, and one of Chris’ goals for the role is to build bridges between the companies in Atlanta and the university system.

He also works with Tammy to showcase the economic impact of international students on our campuses.

**Question:** Is there a way to support graduating international students who want to find internship opportunities in businesses around GA?

- Yes, employers are posting these opportunities on Handshake. It is advised to use Handshake, and Chris Green is happy to collaborate on this topic.

### **USG International Education State of the Field**

Tammy Rosner shared the link to view results on State of the Field Survey that was completed by SIOs in the system.

- 22% lost positions due to RIF
- 22% have positions, but many are vacant
- 16.7% experienced turnover, but full staffed
- 38.9% positions and staffing remained consistent

Because of the many changes in staffing happening in the state, we want to highlight best practices for onboarding employees.

**Kathryn Gaylord-Miles, Director, KSU and Jody Pritt, Director, ISSS, GSU presented Onboarding Best Practices.**

They outlined four areas where one may improve onboarding practices.

#### HR Basics

- Share an expectation with new employees with respect to how they will be engaging with the University's HR office, so they understand and know what they should be expecting in terms of communication with HR; ask new employee to keep you in the loop of HR communications

#### Office Culture & Philosophy

- Share what workplace culture is
- Explain when things need to be escalated
- Explain how to engage with other offices, and give examples of when supervisors need to be notified

#### Technical Process Training

- Highlight the importance of having good documentation of office policies/processes, so staff have something to refer to

#### Long-Term Professional Development

- Have the conversation early with your new employee about what their long-term goals are

Jody and Kathryn shared a QR Code with sample on-boarding plans, training materials, and more!

Subcommittees and Regional Councils will meet at 2pm today.

#### **Next Meeting:** January 27, 2023

The role of Sheila Schulte's position as SCIE Chair is coming to an end. At the next meeting, SCIE will vote on the next Chair. The Chair's position description was shared in the chat and via email. If anyone is interested, please let Sheila or Tammy know.

**Meeting Adjourned:** at 11:00 a.m.