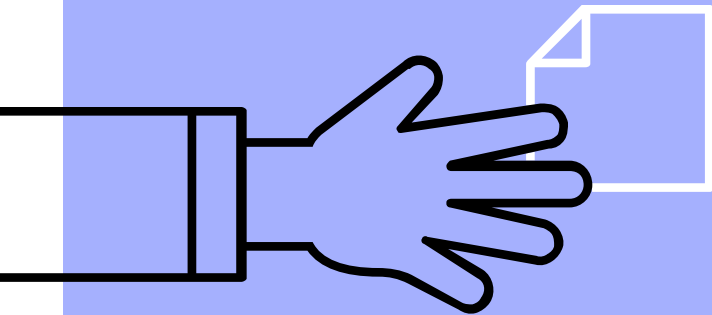
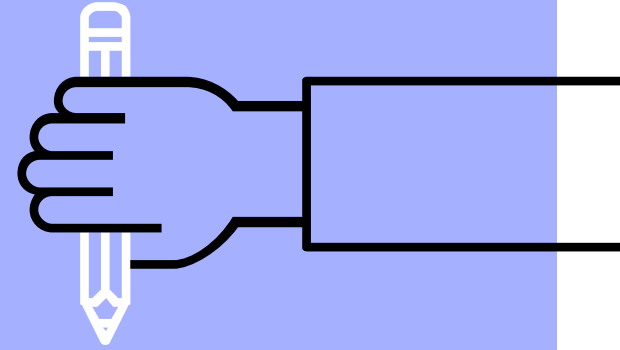


Solving the diversity and talent paradox in the melting pot of the Higher Education: A case study on the benefits of H1B visa employees in academics



Harika Rao; Assistant Professor,
College of Business and
Management
Walid Abo Shanab; LMS
Administrator, Academic Affairs

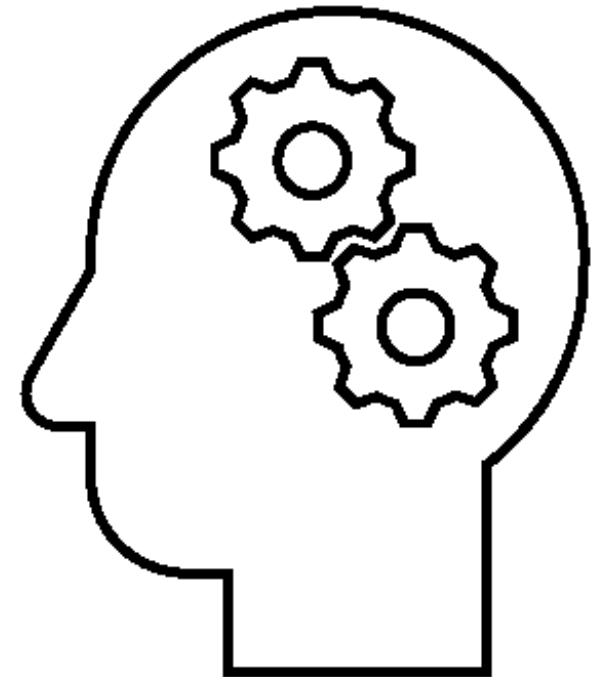
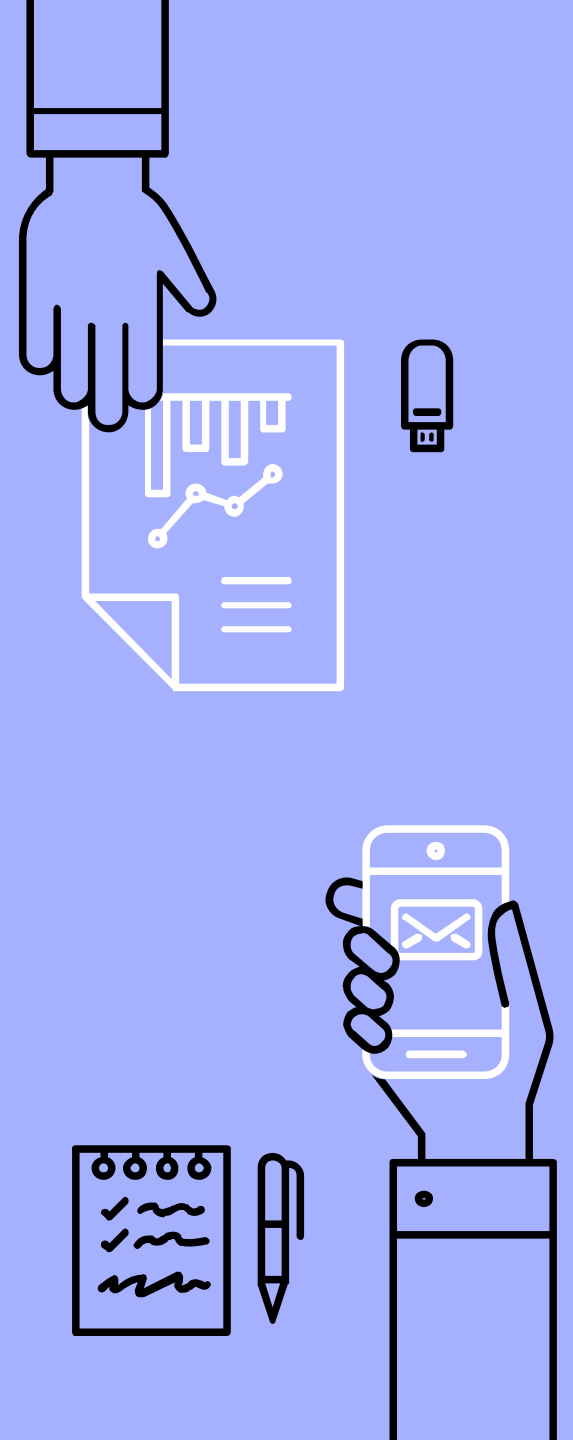


Table of Contents

- Purpose
- Problem Statement
- Context
- Challenges
- Research Methodology



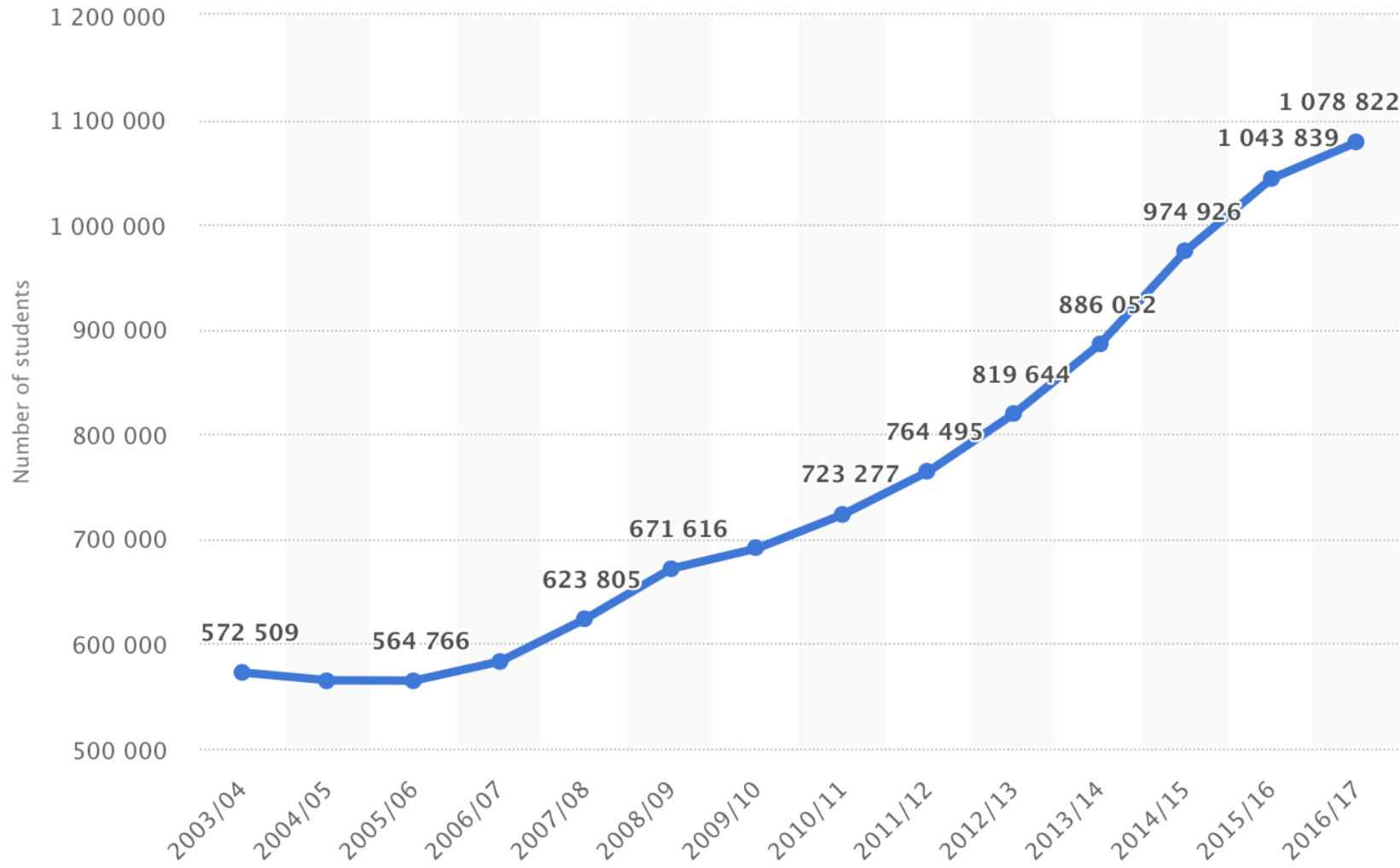


Purpose

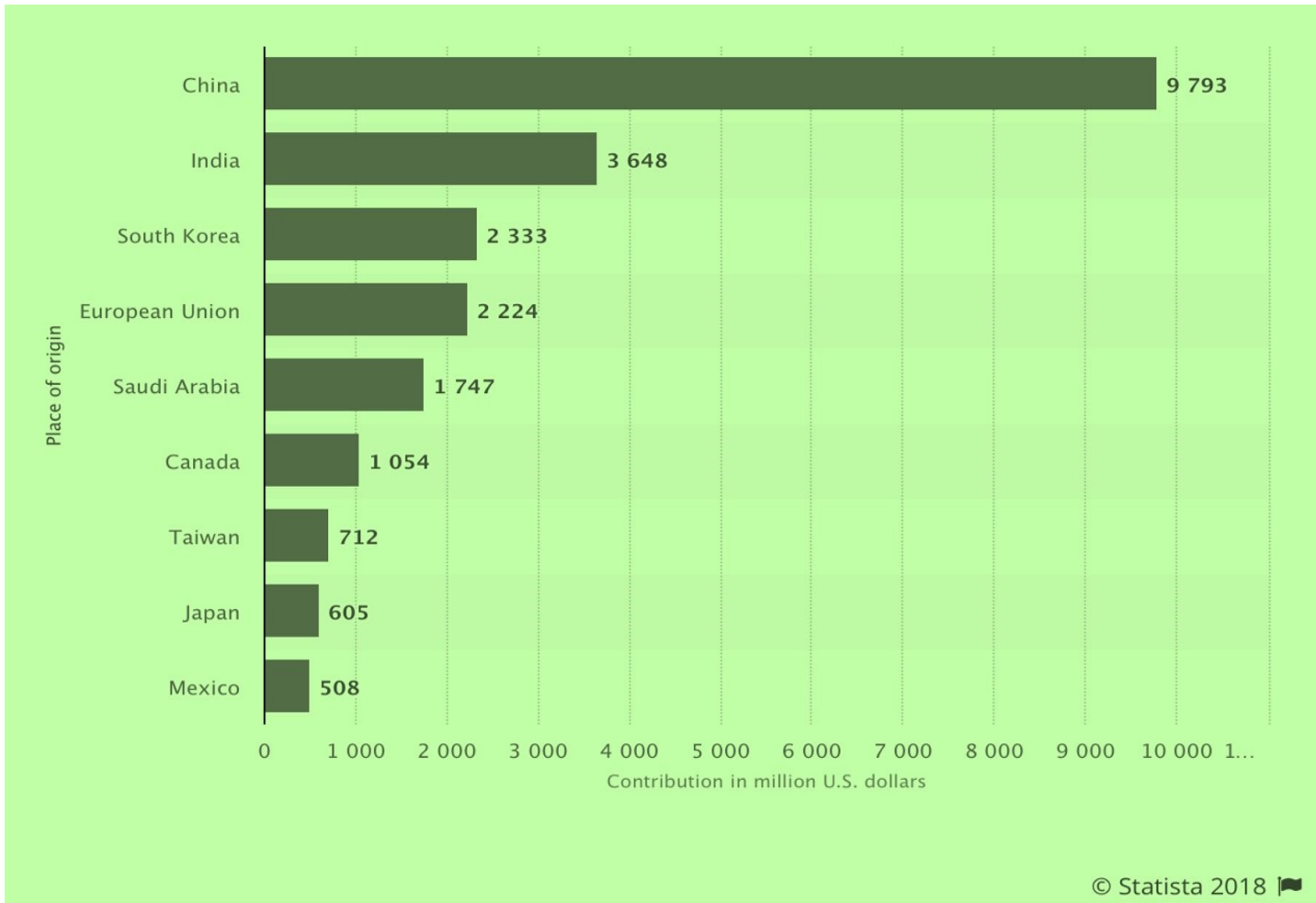
The purpose of this qualitative research is to solve the diversity and talent paradox in higher education.

The research study focuses on the significance of employees with H1B visa in higher education to design global educational experience for students.



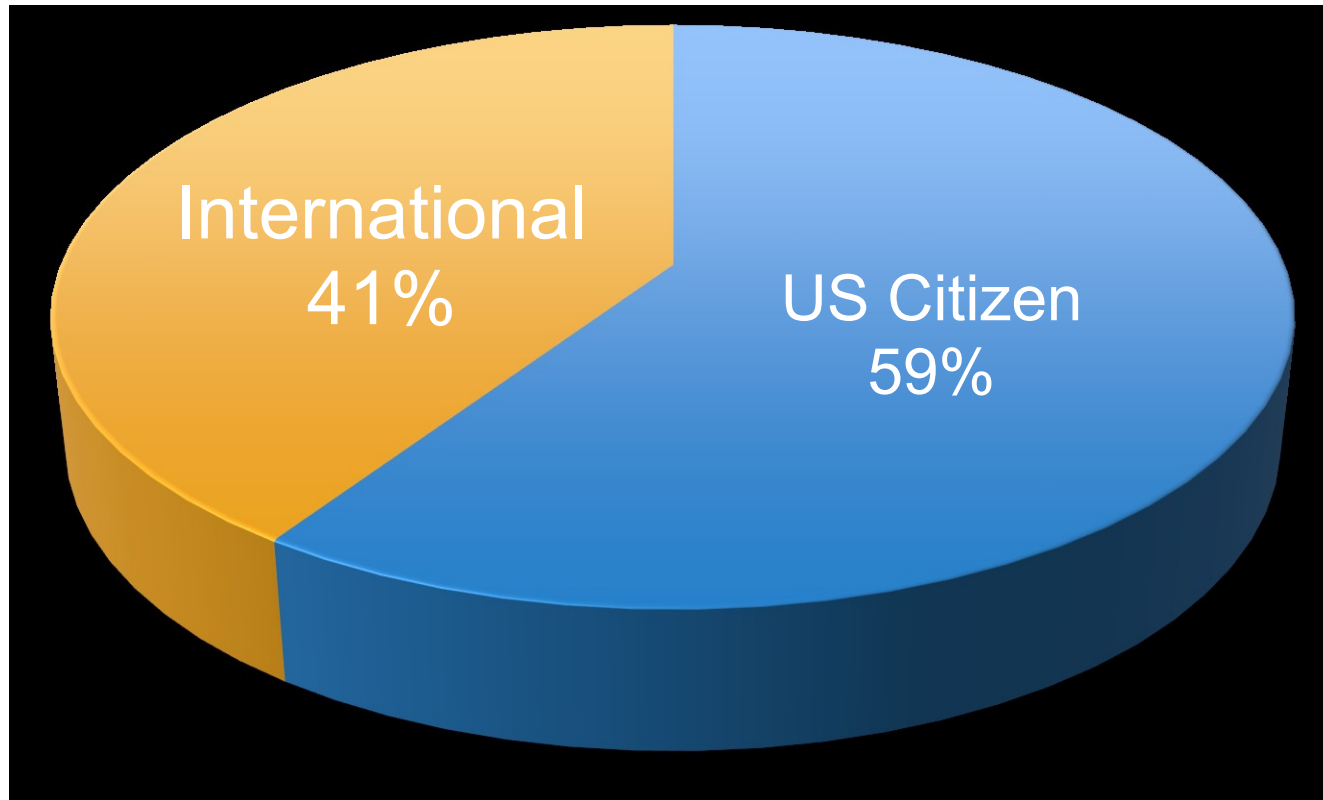


**Number of
international
students in the
United States
from 2003/04 to
2016/17**

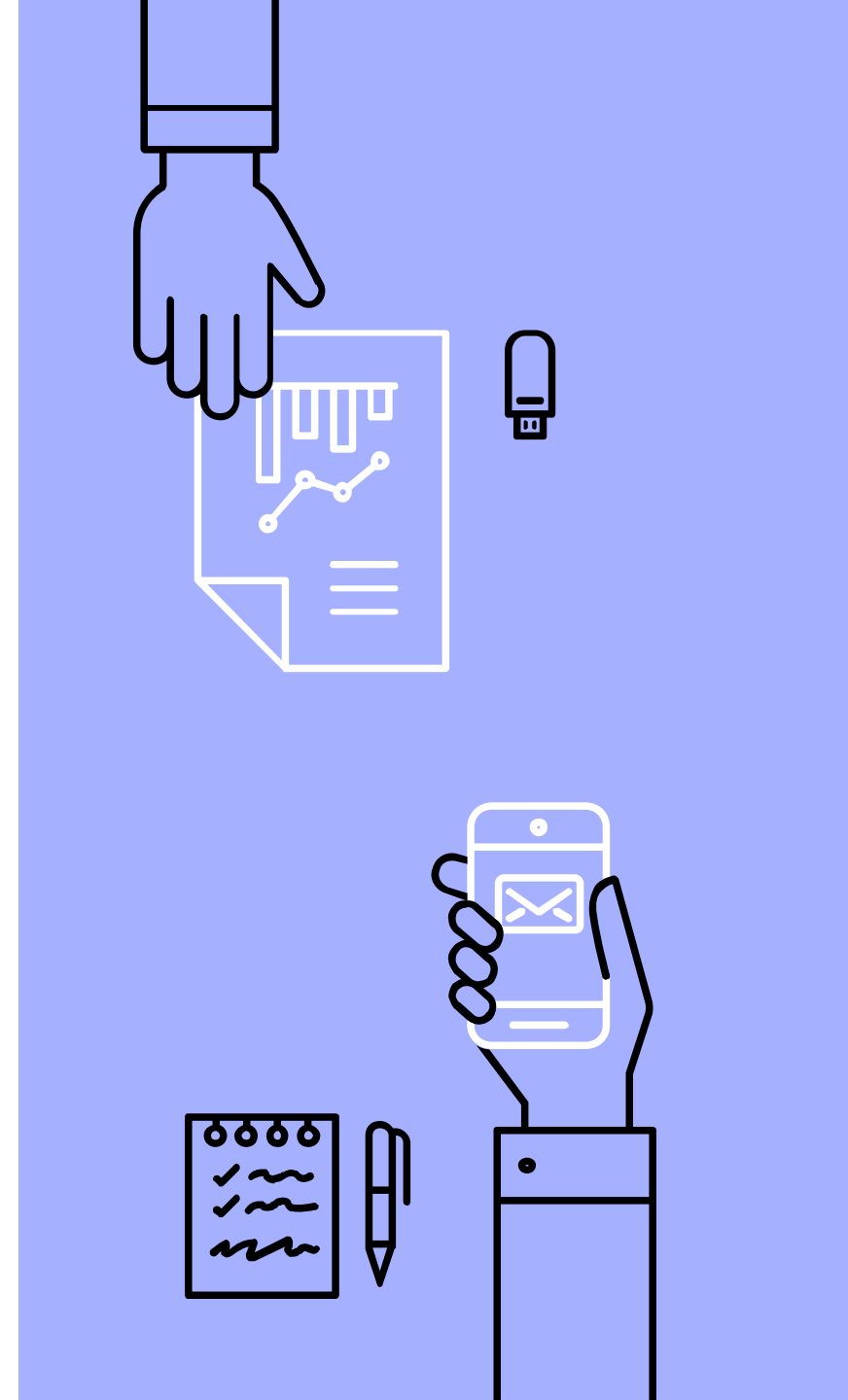


**Total contribution
of international
students to the
U.S. economy in
2014, by country
of origin (in
million U.S.
dollars)**

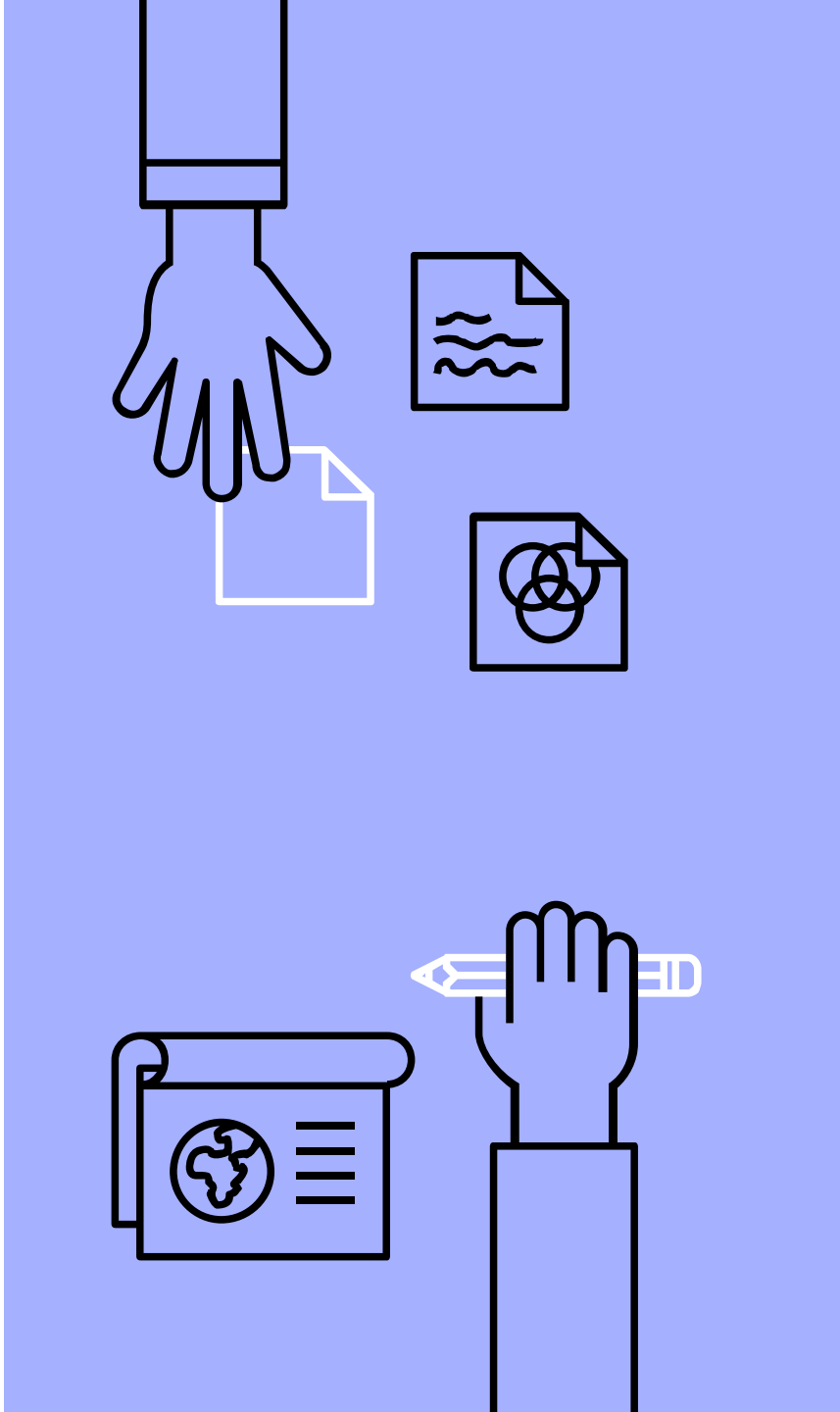
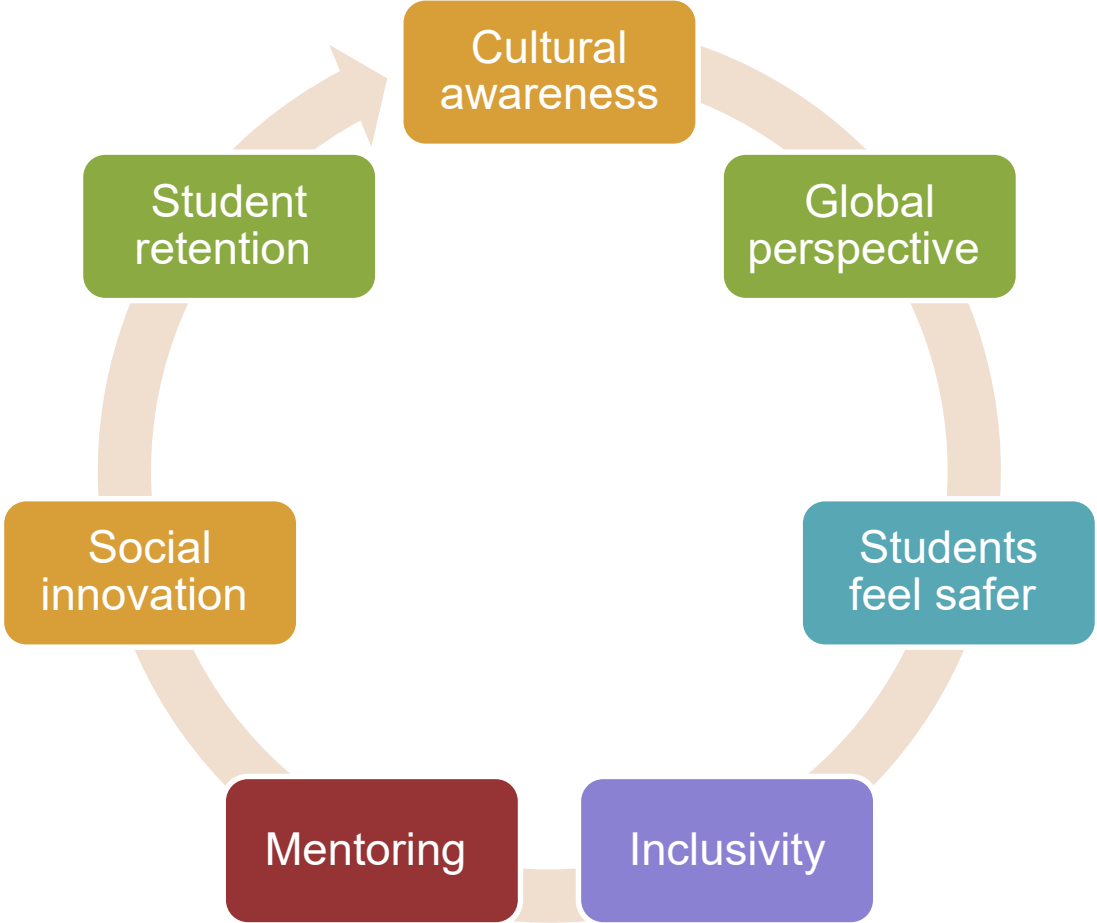
Sample of students from Lynn University showing number of internships across students



■ US Citizen ■ International



Diversity and Talent Paradox





Pankaj Ghemawat

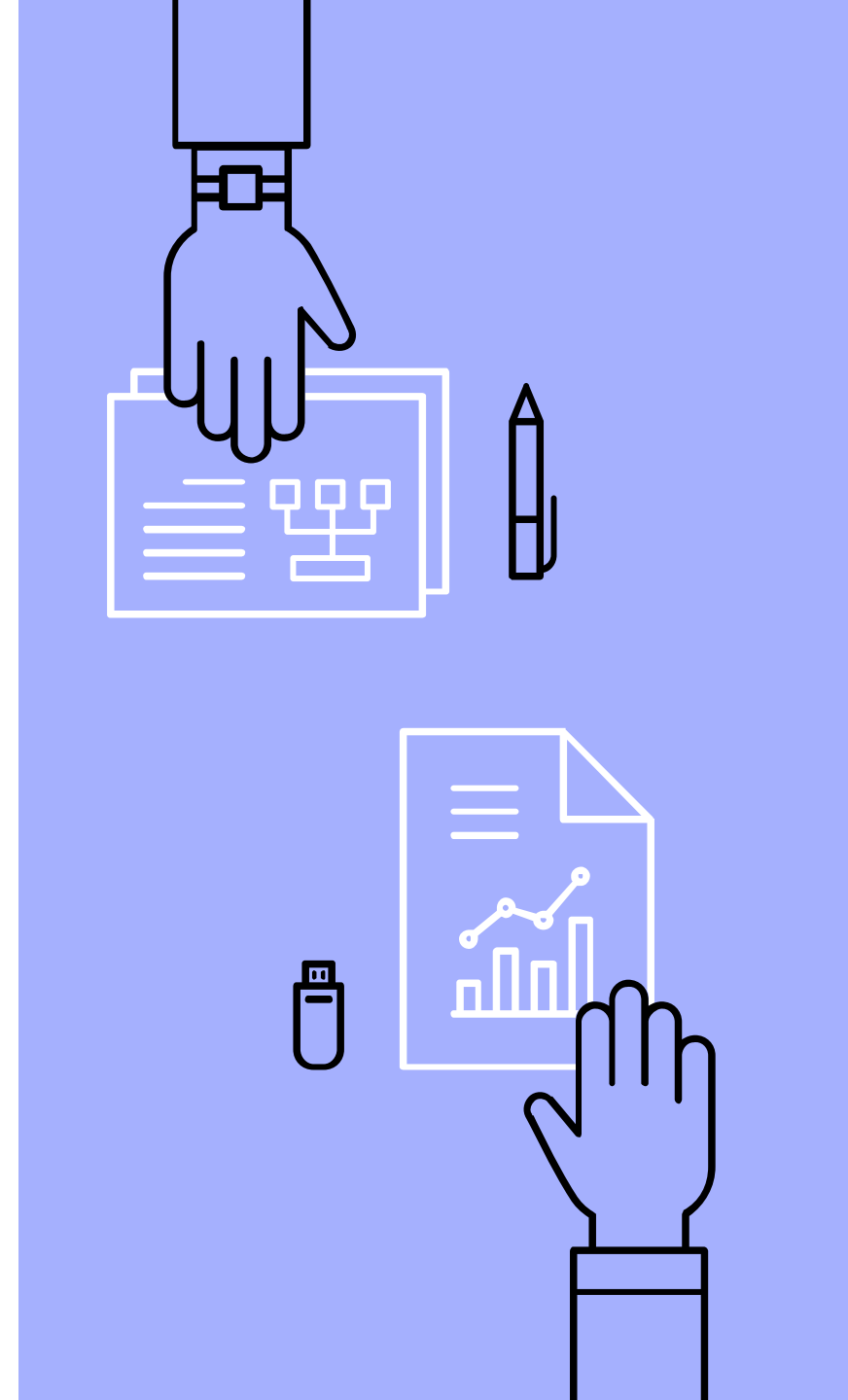
- Born and raised (partly) in India
- Moved to the United States
- Indian-American Economist
- Global Strategist
- Globalization
- The World Isn't Flat!

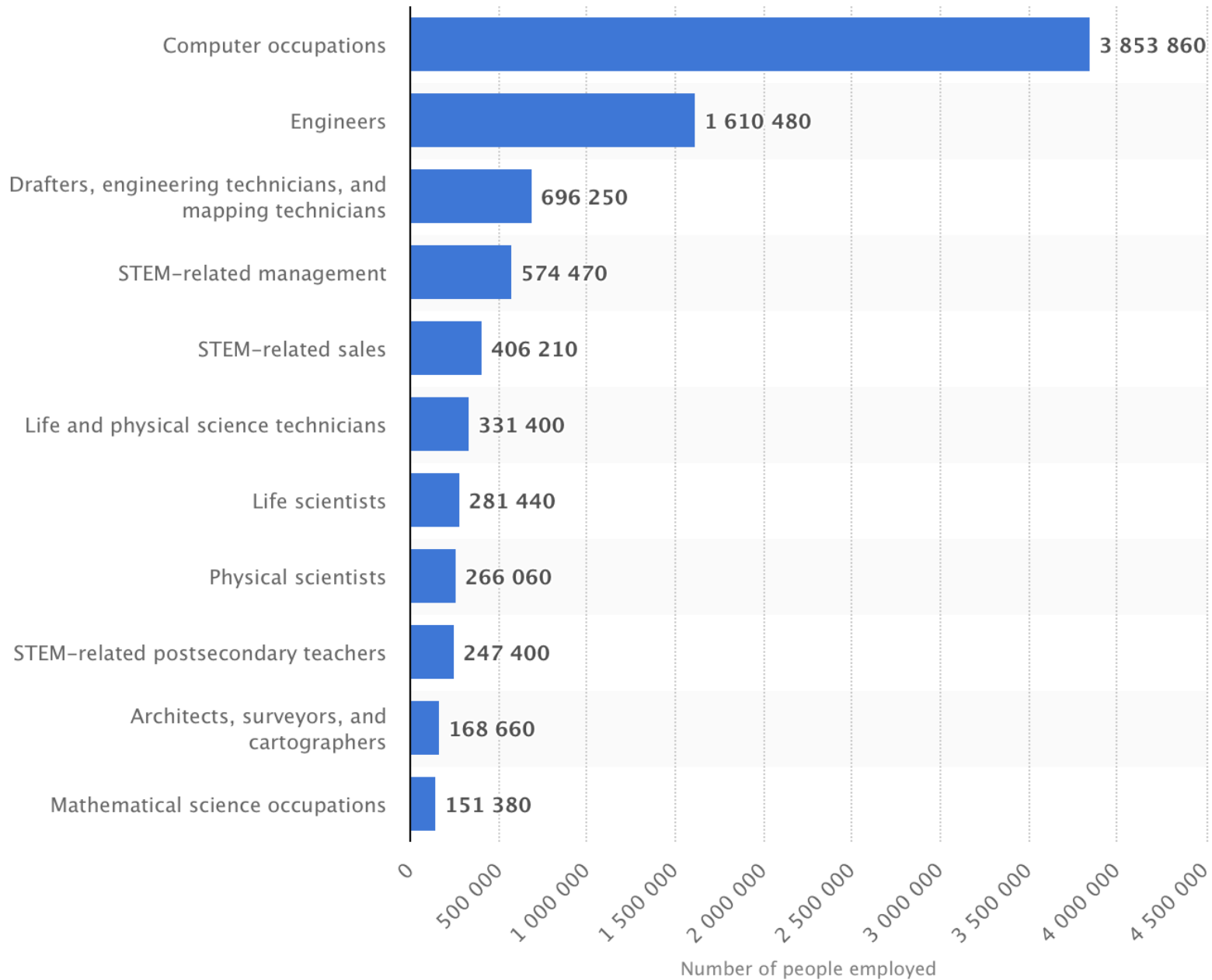
Ahmed Zewail

- Born and raised in Egypt
- Moved to the United States
- Egyptian- American Scientist
- Nobel prize winner
- Father of Femtochemistry
- California Institute of Technology (CalTech)

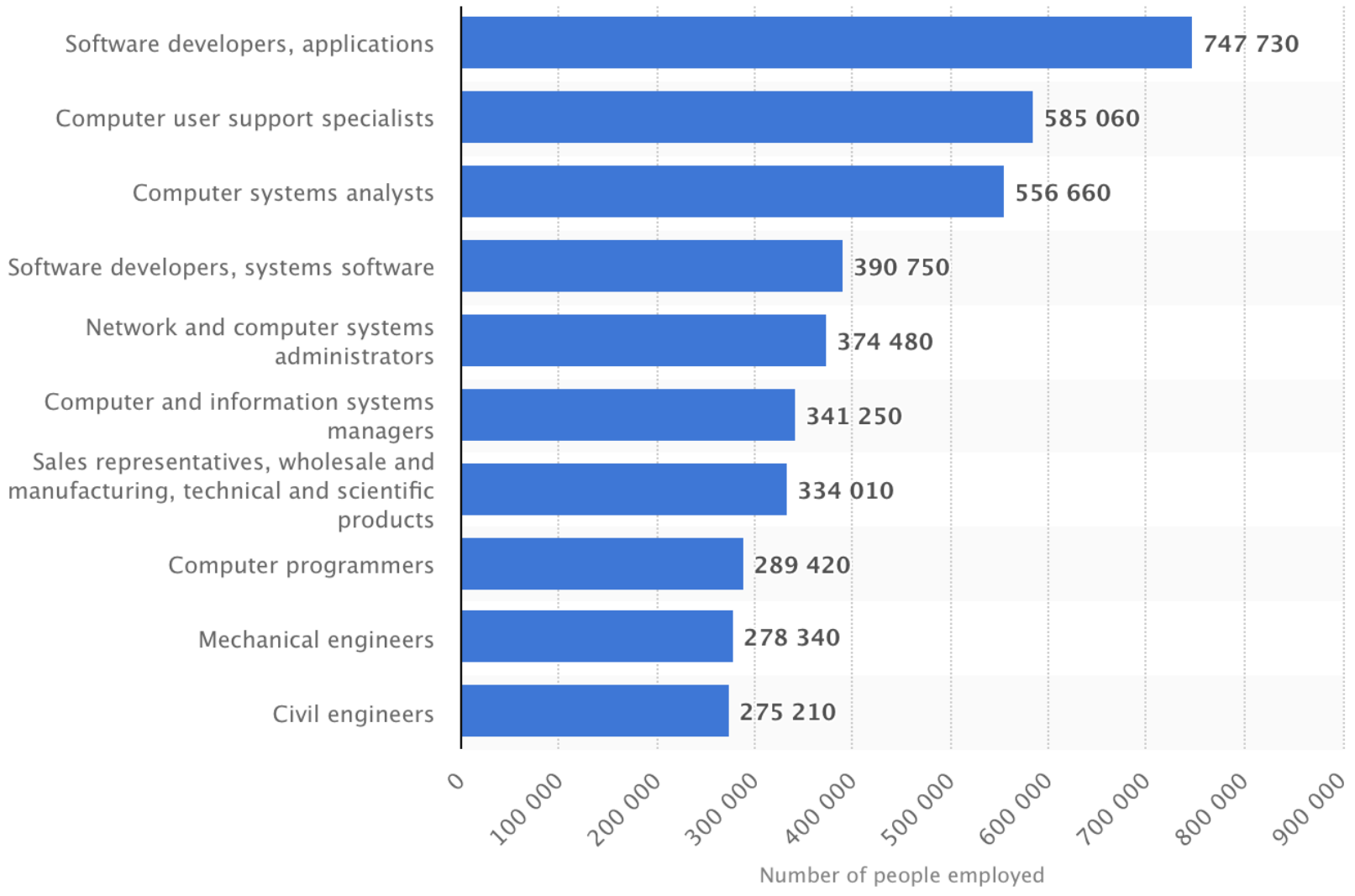


Types of Visa – Based on the USICS



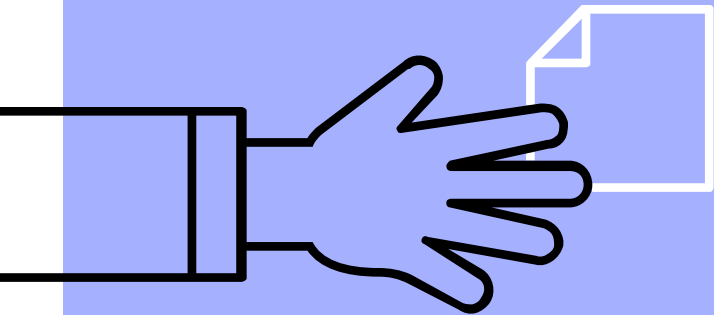
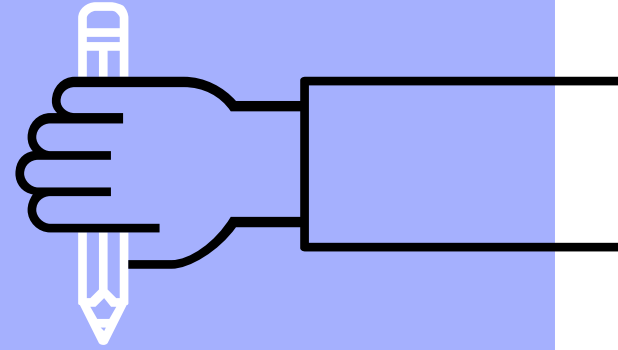


**Number of
people employed
in STEM
occupations in
the United States
in 2015, by
occupational
field**



STEM occupations with the most employed persons in the United States in 2015

WHY DOES
THIS
MATTER?



THANKS
YOU!

Any questions?

