Slide 1

Enhancing Career-Preparation Equity for International Students

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Slide 2

What brings you to this session today?

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Slide 3

Background Literature

- The preparation of college graduates to be successful in their future work is an essential purpose of higher education (Pasquerella, 2019)
- A lack of supportive services and support systems to cater the unique needs of international students (Lee, 2008)
- Internships can be a way to expand student learning beyond the classroom (Stansbie et al., 2016)
- International students rate career services as the campus service most in need of improvement (Roy et al., 2016)
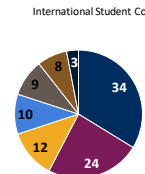- International students often have difficulty getting student visas (Lee, 2008)

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Slide 4

NSSE Data & Respondents

- Data collected from nearly 500 four-year colleges and universities that participated in the National Survey of Student Engagement (NSSE) in 2018 and 2019
  - NSSE is a survey of first-year and senior undergraduates focusing on their participation in effective educational activities
- Nearly 700 international students responded to the item we will focus on in this session

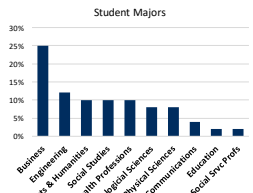International Student Country of Origin

- Asia — 34
- Latin America & Caribbean — 24
- Europe — 12
- Africa Sub-Saharan — 10
- Middle East & North Africa — 9
- Canada — 8
- Oceania — 3

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Slide 5

Career Plans

Student Majors

(Bar chart with majors: Business, Engineering, Arts & Humanities, Social Studies, Health Professions, Biological Sciences, Physical Sciences, Communications, Education, Social Svc Profs; y-axis 0% to 30%)

Immediate plans after graduation
- 54% full-time employment
- 23% graduate or professional school
- 11% part-time employment or internship
- 7% military service, service or volunteering, travel or gap year, other plans

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Slide 6

Is there anything your institution could have done better to prepare you for your career or further education? Please describe.

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Coding Methodology

- **Started with inductive coding**
  - **Explored topics with a review of a selection of comments**
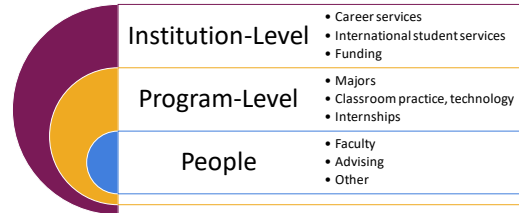 - **Created a rough sketch of themes**
- **Switched to deductive coding**
  - **Placed quotes into our predetermined categories from above**
  - **Quotes could be placed into more than one category**
  - **Two new categories were created during the more rigorous coding process**
  - **Quotes were reviewed for accuracy with respect to the new categories**
- **Thematic analysis**
  - **Quotes were synthesized and summarized by our thematic categories**

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Results Overview

Institution-Level	• Career services • International student services • Funding
Program-Level	• Majors • Classroom practice, technology • Internships
People	• Faculty • Advising • Other

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Career Services

- Help students establish short-term and long-term career goals.
- "It would have been nice to have access to information about internships and job opportunities relating to my major from my freshman and sophomore advisor who did not have enough information on selection of courses or of the preparations needed to get involved with advancing in your career."
- "Most of the companies that come for career fairs on campus don't hire international students and it is very disappointing."

Career services comments were disproportionately written by international students from Asia. $p < .05$

11%

9

International Student Services

- Supportive services (visa, housing, and advising) to international students
- "Our institution is huge, so I found sometimes you need to seek for help and be aware of so that you will not miss activities and resources on campus."
- "Since a huge number of students attending the college are international students, I think it is important for all faculty members to be informed and aware of basic policies for immigration and how certain situations can impact the overall study and path of international students."
- "Don't charge students for the bus because not everyone uses it."

13%

10

Funding

- Scholarship opportunities and financial supports
- "Should have resources to support International students who befall financial needs due to unplanned circumstances"
- "Cheaper international tuition fees and more involvement and more opportunities for international students."
- "Concerned for future students to study in this college as the fees are very high."
- "More scholarship chance please."

3%

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Internships

8%

- Part-time and summer work opportunities
- "For my major, I have two required internships in my degree work. We also have lots of internship and job opportunities posted in school website."
- "I personally believe nothing is done by the university to aid international students in their quest to obtain internships and or full time positions. We always feel left out when there is career fairs and scholarship opportunities at the University."
- "Probably mandatory internship program integration for related major."

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Technology

1%

- Technical support and technology infrastructure
- "For the multimedia journalism program and communications department, we need definitely better equipment. We struggle a lot with the slow computers that do not run programs like Adobe Premier and Photoshop fast enough."
- "The computer center for the exam."
- "I wish we had gotten a chance to learn more about tech stuff."
- "Improving their approach to technology. Professors should try to teach students how to approach and use the tools to solve problems, I learned mostly on my own."

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Classroom Practice

21%

#1 Topic

- The methods and styles of instructions used in classrooms
- "More hands-on experience in the classroom about how to apply what we have learned."
- "I think that it would be helpful to learn how our degrees can actually be useful in the workforce."
- "Having more practical based classes would help students understanding and performance."
- "Provide more help for students to develop interpersonal skills during course work."

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Majors

13%

- Mostly included programs or specific fields of study that students were looking for.
- "Had more classes related to my field"
- "I was misinformed that I couldn't change my major, but now I know I could"
- "Pre-med majors have no clinical application and the classes do not set students up to excel on the MCAT which is the next step for all pre-med majors. Having classes geared to the MCAT or an MCAT prep program at the school would help a lot of students"

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Faculty

10%

- Professors/instructors within the institution
- "More diversity in terms of professors. Also a higher amount of professors provided for a class."
- "Some professors are super professional in their field, but they were not professional teachers. In other words, they know a lot, but they do not know how to teach us."
- "More engaged professors that really care about their classes."
- "Have faculty that teach better."

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Advising

3%

- Support services provided to students
- "It would have been nice to have access to information about internships and job opportunities relating to my major from my freshman and sophomore advisor who did not have enough information on selection of courses or of the preparations needed to get involved with advancing in your career (student leadership programs, networking events, internships, etc)."
- "The advisors should be more aware of how to guide students with different characteristics, like transfer students. Transfer the Transcripts from other college or University should be a more clear process too."

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Other, Honorable Mentions

31%

- "My institution can build more student teams with more   activities. And it can provide more volunteer activities. It is an excellent institution!!"
- "Please spent more resources on dealing with student's mental issues and educate them on how to deal with it. Please teach people how to love and appreciate others than making money."
- "More inclusivity of international students -more green space"
- "Be inclusive not exclusive"

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How do these findings align (or not) with your experience?

What resonates most for you?

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Action Plans!

What's one thing you can do *tomorrow* to improve the experiences of international students' career preparation?

What about next week?

Moving forward?

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Questions? Thanks so much for joining us!

Find our slides as well as other information about NSSE at nsse.indiana.edu

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