

2022 State of the Field: Individual Survey of International Educators

Start of Block: Welcome!

Q56 Welcome to the Individual Survey of International Educators portion of The Forum on Education Abroad's 2022 State of the Field Survey!

Responding to demand in our field for new and better data to recruit and retain talent, develop professionals and build capacity, and benchmark job responsibilities and professional pathways, we're conducting the most comprehensive survey of the field we've ever undertaken. Thank you for taking the time to respond to this survey. For more information about the State of the Field survey and to view previous survey results, visit [our website](#).

CONFIDENTIALITY: Your privacy is important to us. The answers provided in this survey are confidential. Only essential Forum staff will have access to the individual survey response data. Any publications or presentations prepared by The Forum will include only information about group data or fully anonymized individual comments in such a way that responses will not be identifiable to any individual institution or organization. For more information about The Forum's Privacy Policy [click here](#).

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End of Block: Welcome!

Start of Block: About You (Demographic and Background Information)

Q2 Please select the gender with which you most identify:

- Male (1)
 - Female (2)
 - Non-binary / third gender (3)
 - Prefer not to say (4)
 - Prefer to self-describe: (5)
-

Q3 Do you identify as:

- Heterosexual or straight (1)
 - Gay (2)
 - Lesbian (3)
 - Bisexual (4)
 - Queer (5)
 - Prefer not to say (6)
 - Prefer to self describe: (7)
-

Q5 Race/Ethnicity. I identify as (select all that apply, and/or add one that is missing):

- Indigenous or aboriginal American, American Indian (1)
- Indigenous or aboriginal Oceanian, Pacific Islander (2)
- Asian or of Asian descent (3)
- Black, African, African American or of African descent (4)
- Latino/a/x (5)
- Middle Eastern or North African (6)
- White/European/Caucasian (7)
- Other: (8) _____
- Prefer not to say (9)

Q6 Country of Origin:

▼ AF:Afghanistan (1) ... ZW:Zimbabwe (244)

Q7 Do you have a long-lasting or chronic condition (such as physical, visual, auditory, cognitive, emotional or other) that requires ongoing accommodations for you to conduct daily life activities (such as your ability to see, hear or speak; to learn, remember or concentrate)?

- Yes (1)
- No (2)
- Prefer not to answer (3)

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Q1 What is your experience level in international education?

- 0-6 years of direct or related experience in international education (1)
 - 7-20 years (2)
 - 20+ years (3)
-



Q9 How many total years of work experience do you have? (including in international education and other professions)



Q8 How many years of experience do you have working specifically in education abroad?

Q10 Prior to your work in education abroad, had you ever lived or studied abroad (outside your country of citizenship)? (Check all that apply.)

- Yes, I lived or worked abroad in a previous role. (1)
 - Yes, I studied abroad when I was a student. (2)
 - No. (3)
-

Q11 Have you lived abroad (outside your country of citizenship) while working in education abroad?

- Yes, in the past. (1)
 - Yes, I am currently living abroad. (2)
 - No. (3)
-

Q12 How long have you lived abroad while working in education abroad?

- Never (8)
 - Less than one year (1)
 - 1-2 years (2)
 - 2-4 years (3)
 - 4-6 years (4)
 - 6-8 years (5)
 - 8-10 years (6)
 - More than 10 years (7)
-

Q13 What is the highest degree you have obtained to date?

- High school/secondary school or equivalent (1)
 - Bachelors/Undergraduate degree or equivalent (2)
 - Masters or equivalent (3)
 - Professional doctorate or equivalent (e.g., JD, MD, EdD) (4)
 - Research Doctorate (e.g., Ph.D., Eng.D.) or equivalent (5)
 - Other (Associates degree, vocational school, Ed.S., etc.) (6)
 - Degree in progress (please specify): (7)
-



Q15 In how many non-native languages have you reached functional professional proficiency?
(enter a number)

End of Block: About You (Demographic and Background Information)

Start of Block: About Your Current Employer

Q16 Please select the type of institution or organization for which you currently work:

- a community or technical college (1)
- a public institution that offers bachelor's degrees (or equivalent) (2)
- a public institution that offers bachelor's and master's degrees but not doctoral degrees (or equivalent) (3)
- a public institution that offers bachelor's, master's and doctoral degrees (or equivalent) (4)
- a public institution that offers graduate degrees only (or equivalent) (5)
- a private institution that offers primarily bachelor's degrees (or equivalent) (6)
- a private institution that offers bachelor's and master's degrees but not doctoral degrees (or equivalent) (7)
- a private institution that offers bachelor's, master's and doctoral degrees (or equivalent) (8)
- a private institution that offers graduate degrees only (or equivalent) (9)
- a consortium of educational institutions (10)
- a college/university consortium that serves as a program provider (11)
- a non-profit program provider (12)
- a for-profit program provider (13)
- a non-profit independent program (14)
- a for-profit independent program (15)
- a service provider or professional organization (18)
- consultant (19)
- retired (20)
- currently unemployed (21)

not listed here (16)

other (17)

Q17 In what type of office do you work (choose the selection that is most specific to your current case)?

an Education Abroad office (1)

an International Programs office (more comprehensive than just education abroad) (2)

an Academic Department (3)

a School or College office at a University (4)

an Academic Affairs office (but not a specific academic department, e.g. a Provost's office) (5)

a Student Affairs/Services office (6)

an Administrative/Business Affairs office (7)

Central Administration (i.e. the highest level at your institution, "cabinet level") (8)

Institutional Relations or Partner Management (e.g. at a provider organization) (9)

Human Resources (10)

Sales/Marketing/Recruiting (e.g. at a provider organization) (11)

On-Site Center (12)

Other, please specify: (13)

Q18 What is the next level above your office in your organizational hierarchy (choose the one answer that best fits your current situation)?

- an Education Abroad office (1)
 - an International Programs office (more comprehensive than just education abroad) (2)
 - an Academic Department (3)
 - a School or College office at a University (4)
 - an Academic Affairs office (but not a specific academic department, e.g. a Provost's office) (5)
 - a Student Affairs/Services office (6)
 - an Administrative/Business Affairs office (7)
 - Central Administration (i.e. the highest level at your institution, "cabinet level") (8)
 - Institutional Relations or Partner Management (e.g. at a provider organization) (9)
 - Human Resources (10)
 - Sales/Marketing/Recruiting (e.g. at a provider organization) (11)
 - On-Site Center (12)
 - Other, please specify: (13)
-

End of Block: About Your Current Employer

Start of Block: About Your Work



Q19 What is your current job title?



Q22 What position did you hold prior to your current role? (enter job title)

Q26 How many years of experience in international education or a related field are required for your current position? (enter a number, or enter "DK" if you don't know)

Q28 What level of education is required for your current position?

- High school/secondary school or equivalent (1)
- Bachelors/Undergraduate degree or equivalent (2)
- Masters or equivalent (3)
- Professional doctorate or equivalent (e.g., JD, MD, EdD) (4)
- Research Doctorate (e.g., Ph.D., Eng.D.) or equivalent (5)
- I don't know (6)

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Q24 Are you a...

- Full-time employee (1)
 - Part-time employee (2)
 - Fixed term/temporary employee (3)
 - Independent contractor (4)
 - Other (please describe): (5)
-

Q21 Please choose the one category that best fits your current position. (We realize you may fit in multiple categories, but please pick the one that best characterizes your current position.)

- Hourly administrative or professional staff without benefits (1)
 - Hourly administrative or professional staff with benefits (2)
 - Salaried administrative or professional staff without benefits (3)
 - Salaried administrative or professional staff with benefits (4)
 - Program director (5)
 - Tenure-track or tenured faculty (6)
 - Non tenure-track faculty (7)
 - Faculty with administrative appointment (e.g. dean) (8)
 - Other: e.g., stipend; paid by project; multiple positions (please describe): (9)
-

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Q23 Where is your work based? (Where is your home office? Or from where do you work remotely?)

City/Town (1) _____

State/Province/Region (2)

Country (3) _____

Q29 How would you best characterize the location in which you work (compared with other locations in the same country)?

Very low cost of living (1)

Low cost of living (2)

Medium cost of living (3)

High cost of living (4)

Very high cost of living (5)

Q30 Is your work:

In office (1)

Virtual/Remote/Distributed (2)

Hybrid (3)

Q31 If hybrid, what percentage of your work hours do you spend in-office? (please enter numbers only, no % symbol)



Q32 Approximately what percent of your time do you anticipate spending on work travel in the coming year? (please enter numbers only, no % symbol)

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Q33 We'd like to know about your significant responsibilities in Education Abroad. Please select from the list below all responsibilities you engage in as a function of your current position. (Select all that apply).

- General office support (1)
- Advising (2)
- Outreach and marketing (3)
- Student selection (4)
- Enrollment management (5)
- Orientation (6)
- Academic records processing (7)
- Re-entry programming (8)
- Teaching courses (9)
- Education Abroad program development (10)
- Education Abroad program management (11)
- Program evaluation (12)
- Risk management (13)
- Crisis management (14)
- Curriculum integration (15)
- Personnel management (16)
- Strategic management and planning (17)

- Department/Unit Leadership (18)
 - Faculty development & support (19)
 - Legal issues, including working with agreements (20)
 - Billing and Accounting (21)
 - Financial aid (22)
 - Finance/budget management (23)
 - Information technology development or support (24)
 - Other responsibilities outside of education abroad (Please describe briefly) (25)
-



Q57 To the best of your ability, please rank the functions of your current position from greatest responsibility to least.

- _____ General office support (1)
 - _____ Advising (2)
 - _____ Outreach and marketing (3)
 - _____ Student selection (4)
 - _____ Enrollment management (5)
 - _____ Orientation (6)
 - _____ Academic records processing (7)
 - _____ Re-entry programming (8)
 - _____ Teaching courses (9)
 - _____ Education Abroad program development (10)
 - _____ Education Abroad program management (11)
 - _____ Program evaluation (12)
 - _____ Risk management (13)
 - _____ Crisis management (14)
 - _____ Curriculum integration (15)
 - _____ Personnel management (16)
 - _____ Strategic management and planning (17)
 - _____ Department/Unit Leadership (18)
 - _____ Faculty development & support (19)
 - _____ Legal issues, including working with agreements (20)
 - _____ Billing and Accounting (21)
 - _____ Financial aid (22)
 - _____ Finance/budget management (23)
 - _____ Information technology development or support (24)
 - _____ Other responsibilities outside of education abroad (Please describe briefly) (25)
-

Q35 If you were responsible for program management/coordination in 2021-22, how many...

programs did you manage or coordinate? (1)

students participated in these programs? (2)



Q36 If you were engaged in student advising, how many students do you personally advise each year?

Q37 If you teach, how many classes do you typically teach in a year? Please add any information that would help us understand your teaching load (i.e. credits, subjects).



Q38 Please enter the number of employees, including graduate assistants and student workers, you directly supervise (i.e., the number of people, not FTE)

Q51 Are there any skills required by your job which you have been asked to perform but for which you have not received formal education or training? If so, please describe.

End of Block: About Your Work

Start of Block: Your Compensation

Q41 REMINDER: Your participation in this survey is anonymous AND the right to disclose and discuss your compensation with others is legally protected in the U.S. and many other jurisdictions.

What is your current annual salary range in U.S. dollars (please convert if you are not paid in U.S. dollars)?

▼ Below \$20,000 (1) ... \$351,000 or more (24)

Q42 Do you receive any other kind of financial compensation in addition to your annual salary?
If so, what:

- Bonus (1)
 - Incentives (2)
 - Other (please describe) (3)
-

Q43 Which of the following additional benefits do you receive as a part of your compensation and benefits package:

- Healthcare (1)
 - Dental care (2)
 - Life insurance (3)
 - Retirement plan/retirement savings matching (4)
 - Childcare assistance (5)
 - Tuition remission/assistance (6)
 - Housing provided (7)
 - Vacation time/Annual leave (8)
 - Sick/Medical leave (9)
 - Other (please describe) (10)
-

Q44 Please indicate the ways your institution supports your professional development (Check all that apply):

- Support for conference attendance (1)
 - Support for workshop/training attendance (2)
 - Support for membership in professional associations (3)
 - Travel allowance for professional development (4)
 - Tuition remission or reimbursement (5)
 - Other (please identify) (6)
-
- They don't (7)

End of Block: Your Compensation

Start of Block: The Changing Landscape

Q49 Have you been unemployed at any time during the past 3 years?

- Yes, forced (1)
- Yes, it was my choice (2)
- No (3)

Q50 If so, for how long? (Please identify in number of months. Enter 1 for anything 1 month or less.)

Q45 Do you currently hold the same position that you held in March 2020?

- Yes (1)
 - No (2)
-

Q46 Are there any new areas of responsibility that have been added to your position since 2020 for which you did not receive a title adjustment?

- Yes (1)
 - No (2)
-

Q47 Are there any new areas of responsibility that have been added to your position since 2020 for which you did not receive a pay increase?

- Yes (1)
 - No (2)
-

Q48 If you answered "yes" to either of the previous two questions, please share what those responsibilities include.

Q52 How many hours of vacation or personal leave did you take between July 2021 and June 2022?

End of Block: The Changing Landscape

Start of Block: Talent Management and Retention

Q53 Considering your years of experience, skills, and education in relation to the level of responsibility and requirements of your current position, how appropriately compensated do you feel?

- Very poorly compensated (1)
- Poorly compensated (2)
- Neutral (3)
- Well compensated (4)
- Very well compensated (5)

Q54 Are you currently or have you in the past year been seeking a new position?

- Yes (1)
- No (2)

Q55 If so, why?

Q56 What strategies or benefits could your manager use to keep you in your role?

Q57 If not, what strategies or benefits keep you happy in your role?

Q60 Please share any additional comments you would like about how appropriately compensated you feel, given your years of experience, education, and level/volume of responsibility.

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Q63 How diverse is the staff in your current workplace?

- Not diverse at all (1)
 - Not very diverse (2)
 - Somewhat diverse (3)
 - Very diverse (4)
-

Q62 What, if any, strategies has your organization using to increase diversity in its workforce in the past year?

Q58 If you are a manager, what strategies are you using to recruit and retain talent?

Q59 If you are a manager, do you believe you are offering competitive pay for roles under your purview?

Yes (4)

No (5)

Not sure (6)

End of Block: Talent Management and Retention
