

Ann Hubbard, Ph.D.

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Professional Experience

THE ASIA INSTITUTE

Academic Lead

January 2021 to present

- Develop new course topics on 14 Asian countries and regional issues with a focus on the U.N. Sustainable Development Goals
- Write course syllabi for virtual internship seminars
- Build course content into LearnDash/LMS and coordinate virtual project-based internships
- Present online sessions on intercultural competence and career skills development
- Build partnerships with U.S. universities focused on education abroad in Asia

AMERICAN INSTITUTE FOR FOREIGN STUDY (AIFS Abroad)

Vice President; Director of University Relations for Customized Programs and Academic Assessment

November 2011 to April 2020

- Design and implement a comprehensive plan for academic assessment and student learning outcomes including evaluation design, data analysis and dissemination of results across organization
- Establish new and maintain existing institutional relationships to expand and support customized faculty-led programs at the AIFS program sites in 24 countries across five continents; collaborate in the development of faculty-led programming abroad
- Lead professional training and development webinars for Resident Directors on topics related to student development and intercultural learning
- Present webinars for AIFS alumni and campus advisors on topics such as building intercultural competence; and the impact of study abroad on employability
- Establish, regularly review & revise AIFS Program Standards which serve as a guide for continuous improvement
- Created and manage Global Scholars Certificate for semester program participants
- Manage the administration of the Global Perspectives Inventory (GPI) to semester program participants; report findings across the organization
- Designed and administer alumni survey; published longitudinal study with 2500+ participants spanning from 1990 to 2017
- Co-led site visits for U.S. campus advisors and directors representing 15-20 institutions: London, 2013; France: Cannes, Grenoble & Paris, 2015; London & Paris: 2019
- Represent AIFS at U.S. university events to faculty, staff and students
- Represent AIFS at national and regional meetings and conferences; presenter and trainer

UNIVERSITY OF ST. THOMAS, International Education Center, St. Paul, Minnesota

February 1991 to November 2011

Director of Study Abroad & Associate Director of the International Education Center

July 2000 to November 2011

- Responsible for operation of education abroad programming for the university
- Member of leadership team for international campus programming and initiatives
- Manage 24 program affiliations & maintain exchange agreements with 14 universities abroad
- Administer St. Thomas faculty-led programs: London Business Semester and Catholic Studies in Rome including program design, curriculum, selecting faculty directors, hiring of adjunct instructors, enrollment projections and budgeting
- Support faculty in identifying opportunities to teach abroad, partner with foreign institutions and host scholars for collaborative projects

- Liaise with Institutional Advancement, current donors and other alumni on fundraising initiatives; manage awarding of all university/donor scholarships designated for study abroad
- Manage four program accounts (\$4M annually), eight scholarship accounts and three endowed funds
- Hire & supervise staff: two advisors, program coordinator, systems specialist, and graduate assistant who promote, recruit, advise, and manage enrollment & reporting
- Design and host workshops and events on international topics including EarthTrek series to highlight international experience of faculty
- Design curriculum and implement a Global Scholar certificate for semester study abroad students
- Develop and implement policies and procedures in order to ensure students' health & safety and manage institutional risk for both international and domestic off-campus programs
- Manage the working relationships with other offices on campus including Dean of Students, Alumni and Constituent Relations, University Relations, Student Health Services, Admissions, Institutional Research
- Chair Study Abroad Advisory Committee

Instructor, 2006 to 2011

- Co-taught an interdisciplinary honors seminar entitled "The Foreign Experience" for students studying abroad that combined intercultural theory, travel literature and written reflection

Advisor, 1991 to 2000

- Advise students preparing for and returning from study, internships and volunteering abroad
- Liaise with co-sponsored programs and placement sites
- Awarded a NAFSA: Co-op Grant to develop a study abroad & career series for students
- Hire, train, and supervise a cohort of 5-7 student employees (peer advisors) annually
- Coordinate policies and procedures with Registrar, Financial Aid, Campus Safety, Students Affairs.
- Develop orientation programming and events for students upon returning from abroad

Education

- Doctor of Philosophy, Higher Education Internationalization, December 2019
Università Cattolica del Sacro Cuore, Milan, Italy
Dissertation: *Study Abroad & Employability: Assessing a Reflection Session for Students to Articulate Their Transferable Skills*
- Master of Arts, Speech Communication
California State University, Northridge
- Bachelor of Arts, French and International Relations
Minors in Economics and Foreign Studies
University of Minnesota, Minneapolis
- Diplôme d'Etudes Françaises, Academic Year Abroad
Université de Haute Bretagne, Rennes, France

Other Qualifications & Skills

- Professional Certification from The Forum on Education Abroad (valid through October 2022)
- QUIP (Quality Assurance Program) Reviewer for The Forum on Education Abroad, 2012 - present
- Certification Program Workshop Facilitator, The Forum on Education Abroad, 2020 – present
- Myers-Briggs Type Indicator (MBTI) certified administrator
- Intercultural Development Inventory (IDI) and Intercultural Conflict Styles Inventory (ICS) qualified administrator
- Proficient in reading, writing and speaking French
- Proficient in MS – Word, Excel, PowerPoint, Outlook; SalesLogix/CRM, Cognos, Banner, LearnDash/LMS, Moodle/LMS, GoToWebinar & GoToMeeting, Survey Monkey, google+, Zoom, Prezi

Memberships & Board Appointments

- Member, NASFA: Association of International Educators. Served on Trainer Corps as presenter for pre-conference workshops: *Fundamentals of Intercultural Communication, Managing the Education Abroad Office, Theory & Training for Effective Culture Learning for Education Abroad, Foundations of Education Abroad Advising*, 2004-2012. Served as a coach for NASFA Academy, 2014-2015
- Peer reviewer, *Frontiers: An interdisciplinary journal of study abroad*. 2018 – present

- Board of Academic Advisors, American Institute for Foreign Study (AIFS), 2006 – 2011
- National Advisory Board, Arcadia University Abroad, 2004 - 2008. Member of site review team to Scottish and Northern England universities, April 2007
- National Advisory Council, Institute for Study Abroad (IFSA), Butler University, 1993 – 2001

Publications

- Hubbard, A. & Rexeisen R. J. (2020). Investing in Study Abroad and Cultural Engagement: A Win-Win for Career Development. *Frontiers: The Interdisciplinary Journal of Study Abroad*, 32(3), 3-21. DOI: <https://doi.org/10.36366/frontiers.v32i3.577>
- Hubbard, A. (2020). *Study Abroad & Employability: Articulating Transferable Skills Through Reflection*. In *NAFSA Research Symposium Series Vol. IV*, Washington DC.
- Hubbard, A. & Rexeisen, R.J. (2020), Study abroad and cultural immersion: an alumni retrospective. *Intercultural Education*, 31(2). Taylor & Francis. DOI: 10.1080/14675986.2020.1728500
- Smith, C. & Hubbard, A. (2018). Good Practices and Program Standards: Considering the Unique Needs of Community Colleges, In *Study Abroad Opportunities for Community College Students and Strategies for Global Learning*, G. Malveaux & R. Raby (Eds). IGI Publishers. DOI: 10.4018/978-1-5225-6252-8
- Hubbard, A. & Manginelli, A. (2017) *Using electronic portfolios to highlight international experience*. In *Career Integration: Reviewing the impact of experience abroad on employment*. CAPA, University of Minnesota. Retrieved from <https://umabroad.umn.edu/professionals/career-int/resources/publications>
- Anderson, P., Hubbard, A. & Lawton, L. (2015). Student Motivation to Study Abroad and their Intercultural Development. *Frontiers: The Interdisciplinary Journal of Study Abroad*. 26(1), 39-52. DOI: 10.36366/frontiers.v26i1.354
- Kaltved, D. & Hubbard, A. (2015). Beyond Amazing & Awesome: Crafting a Passport of Skills, in *Career Integration: Reviewing the Impact of Experience Abroad on Employment* No. 1. University of Minnesota & CAPA. Retrieved from <https://umabroad.umn.edu/professionals/career-int/resources/publications>
- Rhodes, G., Hubbard, A. & Loberg, L. (2014). Historical & Philosophical Issues in Global Learning. In *New Directions for Student Services Sourcebook, Undergraduate Global Education: Issues for students, faculty and student services staff*. DOI: 10.1002/ss.20085
- Rexeisen, R.J., Anderson, P., Lawton, L. & Hubbard, A. (2015). Study Abroad and Intercultural Development: A Longitudinal Study, in *Frontiers: The Interdisciplinary Journal of Study Abroad*, 17(1), 1-20. DOI: 10.36366/frontiers.v17i1.241
- Anderson, P., Lawton, L., Rexeisen, R.J., and Hubbard, A. (July 2006). Short-Term Study Abroad and Intercultural Sensitivity: A Pilot Study in *International Journal of Intercultural Relations*, 30(4), 457-469. DOI: 10.1016/j.ijintrel.2005.10.004
- Ann Hubbard, "Hopes and Fears" and "The Zebra's Stripes," cross-cultural training lessons in *Experiential Activities for Intercultural Learning*, edited by H. Ned Seelye; 1995, Yarmouth, ME: Intercultural Press.

Selected Presentations

- *Study Abroad & Employability: The Impact of Reflection on Students' Ability to Articulate Transferable Skills*, NAFSA Research Symposium, Gallaudet University, Washington, DC, November 2019.
- *Start in the Middle: On-site to Re-Entry & Back to Maximize Student Learning*, co-presenter at CIEE Annual Conference, Brooklyn, New York, November 2019.
- *Study Abroad & Employability: A new mandate?* California Townhall Meeting, University of California, Irvine, April 2019.
- *Begin with the Outcomes: Building a Learner-Centered Faculty-Led Program*, co-presenter at Northwest Symposium on International Faculty-Led Programs, Portland State University, Portland, Oregon, April 2019.
- *NASA Competencies and Career Print: Tools for Your Professional Development*, co-presenter at NASA Region IV Conference, Duluth, Minnesota, October 2018.
- *Connecting the Dots: Integrating Learning Abroad and Career Skills through portfolios*, co-presenter at Career Integration Conference, hosted by CAPA and University of Minnesota, Washington, DC, August 2018.
- *Making the Case for Study Abroad: Connecting outcomes to employability*, California Townhall Meeting, University of California, Irvine, April 2018.

- *Value of International Experience in the Contemporary Workplace*, panelist at pre-conference round table at the Institute of International Education's (IIE) Best Practices conference, New York, March 2018.
- *Study Abroad & Employability as a Component of Comprehensive Internationalization*, presentation to the Hospitality School faculty at Saxion University, Deventer, Netherlands, February 2018.
- *Career Development and Study Abroad: research, resources and programming models*, NASA Region XII conference, Sacramento, California, October 2017.
- *Integrating Career Development into Study Abroad: Research, Resources and Programming Models*, IIE Summit: Generation Study Abroad, Washington, DC, October 2017.
- *Study Abroad & Employability*, panelist at IIE Summit: Generation Study Abroad, Washington, DC, October 2017.
- *Building and Designing Career Development into Education Abroad Programming*. Pre-Conference Workshop, The Forum on Education Abroad, Seattle, March 2017.
- *Making an actual impact with data: New approaches to reach your target*. IIE Summit – Generation Study Abroad conference, Washington, DC, October 2016.
- *Students in a Nutshell: How to Use e-Portfolios to Market Campus and International Experience for Career Development*, Career Integration Conference, CAPA and University of Minnesota, Boston, August 2016.
- *Making the Case for Study Abroad: Measuring the impact of study abroad on career*. California Abroad Town Hall Meeting, California State University Dominguez Hills, Los Angeles, May 2016.
- *Building and Designing Career Development into Education Abroad Programming*. Pre-Conference Workshop, The Forum on Education Abroad, Atlanta, April 2016.
- *Leveraging study abroad in the career development process: A collaboration*. NASA conference: Boston, May 2015.
- *Best Practices: Building a collaborative partnership between faculty and provider*. Northwest Symposium on Best Practices in Faculty-Led Programming, Portland, OR, April 2015
- *Minnesota Health & Safety Incident Legislation: Implementation and implication*. The Forum on Education Abroad conference, New Orleans, March 2015.
- *The Big Think: "Alone Together: Why we expect more from technology and less from each other."* Panel facilitator, The Forum on Education Abroad conference, New Orleans, March 2015.
- *Best Practices to maximize learning, retention, success and career relevance in the student study abroad experience*. Community Colleges for International Development (CCID), Newport Beach, CA, February 2015.
- *The Minnesota Health & Safety Reporting Legislation: Current steps to implementation*. NASA Region IV Conference, St. Paul, MN, October 2014.
- *Impact of Student Motivation to Study Abroad on Development of a Global Perspective*, co-presenter at The Forum on Education Abroad annual conference, San Diego, April 2014.
- *What Makes Students Tick? And How Does Their Motivation Impact their Development Abroad?* Co-presenter, CIEE Conference, Minneapolis, November 2013.
- *Context for Understanding Today's Students: Development of the student abroad*, co-presenter at The Forum on Education Abroad annual conference, Chicago, April 2013.
- *Developing Your Passport of Skills*. Co-Presenter of Keynote Plenary at the Minnesota Returnee Conference, University of Minnesota, Minneapolis, September 2012.
- *Study Abroad and Assessing Student Development*. Chair of session at The Forum on Education Abroad conference, Boston, April 2011.