

Title of Grant: Intercultural Coaching and Research Project SU2008-174P-PF

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Abstract:

This research proposal requests funding for a VCCS faculty member to attend an Intercultural Development Inventory (IDI) Coaching seminar and conduct a research project. The seminar will enable the faculty member to develop specific coaching strategies and techniques for guiding intercultural development. The faculty member will use these tools to analyze the intercultural competence of the 2008 VaCIE-VCCS international faculty exchange participants. Participants will be given the IDI in the fall of 2008 and again when they return from their exchange in June of 2009. The training seminar will ensure that the faculty researcher has the potential to evaluate, coach and understand the results of the IDI given to VCCS faculty exchange participants.

Actual Outcomes:

This project is an on-going project. The researcher of this grant spent the summer at the Intercultural Development Inventory Coaching Seminar in Minneapolis, MN. This intensive three (3) day seminar was devoted to a deeper analysis of the IDI and its implications for individuals. The information included reading the IDI with emphasis on understanding how an individual needs to be exposed to an initial evaluation of the results of the IDI. The seminar then demonstrated how individuals would need to be guided through the results of the IDI. The seminar included discussions on each of the categories of the IDI. The information gained from this seminar is being utilized as the researcher evaluates IDI results for VCCS faculty members.

At the time of writing this report, the researcher has collected IDI surveys from the individuals who are participating in the VACIE-CEMP exchange for the 2008-09 year. The IDIs will be maintained until the summer of 2009, when the participants will be asked to complete a second IDI. The results of the two surveys will then be compared in a group fashion. The individuals who take the IDI will be given their personal results but only group data will be compared and analyzed.

Additionally, several previous VACIE-CEMP participants have been asked to complete the IDI. The research is waiting for all of these to be submitted electronically. This sub-group of participants will be analyzed for group data. The results will be later compared to the pre-post data collected on the current travelers. This data should be ready for presentation at during the 2009 school year.

The researcher presented preliminary data on one individual (not named) at the International Peer Group Meeting that was held October 23, 2008. This presentation included an in-depth discussion of the area of minimization which is the most common survey indicator for Americans who take the IDI. Strategies for dealing with minimization were presented to the group. These strategies were directly related to the coaching sessions that were taken by the researcher.

Other Colleges:

The current research topic includes a variety of colleges throughout the VCCS. The colleges that sent VACIE-CEMP exchange partners this year were involved in the project. Former VACIE-CEMP participants were also involved in the project. It is a research grant that is being conducted with the cooperation and support of the VACIE-CEMP coordinator.

Discussion and Critique:

This grant is one that will span at least one year of participants and former participants in the VACIE-CEMP exchanged. It is hoped that the research will encourage further participation by the VCCS colleges in the exchange. It is also expected that the results will indicate some of the real changes that happen to an individual from the experience of the exchange. The IDI was administered before the VACIE-CEMP exchange partners arrived in the USA and it will be again administered after the VCCS faculty have returned from their exchanges overseas. Hopefully, specific information will be generated to explain and document the impact of the exchange on faculty members. Historically, antidotal information has been collected on the impact of the exchanges (almost always positive). It is the hope of this research project to be able to show systematic, statistical change with participants in the exchanges.

Evaluation:

This project will be evaluated when it is completed through the publishing of the information that was derived from a pre and post test of the current participants in the VACIE-CEMP 2008/9 Exchange. During the summer of the 2009, the participants will be asked to complete a second IDI. The group results of this will be compared to the group results of the pre-departure IDIs. This will provide specific data on the movement of individuals due to the exchange. The project will also include group data from previous participants with the VACIE-CEMP Exchanges. It is hoped that the three pieces of data will be used

Dissemination:

The results of this information will be disseminated in a number of ways. First, the data will be collected and written up giving it to the VACIE-CEMP Exchange Director. The data can then be presented at peer group meetings at the New Horizons conference in 2010. Additionally, it is hoped that the researcher of this study along with Exchange Director will publish the results in VCCS publications and elsewhere.