

JENIFER CUSHMAN, PhD

July 2023

Over twenty-five years working in higher education, with over nine as head of a campus. Significant involvement in partnerships with higher education institutions and organizations around the world. Extensive experience cultivating donors and securing awards and grants.

EDUCATION

The Ohio State University, Columbus, Ohio, Department of Germanic Languages and Literatures, PhD 1996, MA 1992

Rhodes College, Memphis, Tennessee, Departments of German and Psychology (double major), BA cum laude with honors in German 1989

HIGHER EDUCATION LEADERSHIP TRAINING

Participant, Academic Impressions' "Facilitating Equity Intergroup Dialogue Circles: A Bootcamp for Group Facilitators," July-August 2022

Participant, Harvard Institute for Education Management: attended week-long case-study-based higher education leadership training through Harvard University's graduate school of education, summer 2014

Fellow, American Council on Education (ACE)/ Manhattanville College, Purchase, NY: shadowed president and cabinet members; attended three intensive, week-long ACE higher education leadership training sessions; facilitated a provost's task force for Manhattanville's global and experiential programs; developed a comprehensive plan for international student enrollment management and support for Juniata College, 2010-2011

Presidential Fellow for new Senior International Officers, Association of International Education Administrators (AIEA)/ James Madison University: shadowed JMU chief international officer for a week, met with faculty and staff across campus to explore initiatives including international education funding and international living and learning communities, fall 2009

Participant, American Council on Education's Office of Women in Higher Education *National Leadership Forum*, Washington DC, 19-21 November 2008

HIGHER EDUCATION LEADERSHIP

Leader, strategic planning process, Association of International Education Administrators (AIEA), SU-FA 2023

Chair, Council of Campus Chancellors, Pennsylvania State University, 2022-2023

Member, Collaborative Online International Learning (COIL) Virtual Exchange Foundation Board, August 2020-present

Presidential Sponsor and Member, Pennsylvania American Council on Education Women's Network Board, summer 2017-present

President, Association of International Education Administrators (AIEA), 2015

Elected Member, Association of International Education Administrators (AIEA) Executive Council, 2013-2016

Mentor, Association of International Education Administrators (AIEA) Presidential Fellow Astrid Schmidt King, Notre Dame of Maryland, fall 2013

Elected Member, American Council on Education's Internationalization Collaborative Advisory Council, 2010-2013

President, Keystone Study Away Consortium, 2009-2010
President, Midwest Modern Language Association, 2009
Vice President, Midwest Modern Language Association, 2008
Elected Member, NAFSA Region VI Leadership Team (Ohio State Representative), fall 2006-
spring 2007

PROFESSIONAL EXPERIENCE

University of Maine at Augusta, Augusta, Maine (July 2023-present)

President

Chief Executive Officer of a public university of 5000 students with 200 faculty

Gateway International (2023-present)

Affiliate

Researcher and consultant for international education organization

Major accomplishments

- Conducted study of programs that engage high school and college students in global leadership and entrepreneurship
- On-call for queries regarding topics in international education

Penn State Beaver, Monaca, Pennsylvania (July 2016-June 2023)

Chancellor

Associate Professor of German

Chief Executive Officer of a public Baccalaureate campus of 500 students with 35 full-time and 28 part-time faculty members; collaborate with Beaver community towards regional community development; manage annual operating budget of \$10,000,000

Major accomplishments

- worked with campus development officer to exceed the Beaver campus Penn State campaign goal of \$3.5 million (2016-2022)
- articulated successful grant to Penn State Strategic Fund for \$179,860 to extend Experiential Digital Global Engagement (EDGE) across the 19 Penn State Commonwealth Campuses, 2018-2020
- guided campus to win the Beaver County Chamber of Commerce's Large Business of the Year Award, 2018
- articulated successful grant to the Invent Penn State fund for \$160,000 towards establishing a Beaver County Innovation Hub, 2017-2021
- established and led Bridges and Pathways College Partnership, a higher education consortium including Community College of Beaver County, Geneva College, and Penn State Beaver, 2017-present

Ohio University Zanesville, Zanesville, Ohio (March 2014-June 2016)

Campus Dean

Associate Professor of German

Chief Executive Officer of a public Baccalaureate campus of 2000 students with 50 full-time and over 100 part-time faculty members; headed internationalization of Ohio University's regional campuses; collaborated with Zanesville community for regional development; managed annual operating budget of \$11,000,000; also oversaw operations at nearby Cambridge Center

Major accomplishments

- articulated successful grant application to Ohio University for \$60,000 for Collaborative Online International Learning (COIL) effort across regional campuses, 2015
- articulated successful grant application to the Zanesville Development Corporation for \$9000 to promote Zanesville Education Destination effort (with Zane State College), 2015
- led campus- and community-wide strategic implementation plan to establish OU Zanesville strategic priorities and initiatives, 2014-2015

Juniata College, Huntingdon, Pennsylvania (June 2007- March 2014)

Dean of International Education, Center for International Education

Associate Professor of German, Department of World Languages and Cultures

Senior International Officer of a private Baccalaureate Arts & Sciences institution of 1500 students with 104 full-time and 43 part-time faculty members: supervised staff of 10 including study abroad, international student services, Intensive English Program; oversaw international partner relationships; led on-campus internationalization through the Global Engagement Initiative; collaborated with World Languages and Cultures department, taught World Languages courses; managed CIE annual operating budget of over \$900,000

Major accomplishments

- facilitated successful institutional nomination for 2012 NAFSA Senator Paul Simon Award for Comprehensive Internationalization
- articulated successful grant application to the Council of Independent Colleges NetVUE program for almost \$45,000 to develop a coherent pre-during-post study abroad process that assists students in exploring questions of vocation
- collaborated with the Office of Diversity and faculty members to articulate a Global Engagement Initiative with strategic priorities, through which established a Global Village Living and Learning Community and an Intercultural Learning Assessment Committee
- successfully chaired working group addressing Standard 13: Related Educational Activities for 2013 Middle States Commission on Higher Education accreditation review
- managed the CIE budget from a \$300,000 deficit to a \$200,000 surplus, while identifying new professional development funding for faculty to support international partner site visits

Monterey Institute of International Education, Monterey, California (spring 2014, spring 2013)

Adjunct Professor of International Education Management

Developed and instructed synchronous online study abroad administration course for the graduate school of Middlebury College for students in the International Education Management Program

College of Wooster, Wooster, Ohio (May 2005-June 2007)

Director of International and Off-Campus Study

Adjunct Professor of German

Chief Education Abroad Administrator at a private Baccalaureate Arts & Sciences institution of 2000 students: managed off-campus study office; advised students on study abroad; facilitated international events; worked with faculty to develop short-term programs; collaborated with faculty in world languages; taught German courses as needed; managed office annual operating budget of \$15,000

Major accomplishments

- implemented curriculum integration of study abroad through working with departments to develop study abroad guidelines for specific majors
- re-examined endorsed off-campus study programs to meet curricular and financial needs
- worked to expand the existing International House concept to include off-campus study returnees and domestic minority students

University of Minnesota Morris, Morris, Minnesota (August 1998-May 2005)

Associate Professor of German, promoted with tenure May 2005

Faculty Coordinator for International Programs, Center for International Programs, 2004-2005

Discipline Coordinator, German Discipline, fall 2004

Discipline Coordinator, Russian Program, 1998-2005

Assistant Professor of German and Russian 1998-2005

Full-time tenure-track, then tenured faculty member at a public Baccalaureate Arts & Sciences institution of 1800 students; discipline coordinator (department chair) for German and Russian within the Division of the Humanities: managed discipline budgets, course scheduling, catalogue descriptions and web pages and hired and supervised a Russian instructor; researched and taught courses in German, beginning Russian, and general education; developed and led short-term study abroad programs to Austria, Germany, Italy, Poland, and Russia; advised students on study abroad; guided academic departments in curriculum integration efforts especially developing study-abroad advising guides; assisted faculty members on developing short-term study abroad programs

Major accomplishments

- spearheaded The Big Idea, a chancellor’s campus-wide initiative to bring every UMN Morris sophomore abroad
- worked with University of Minnesota system curriculum integration effort to establish study abroad major guidelines at Morris
- strategized to increase enrollments in German through the production of German language theatre and team-taught interdisciplinary first-year seminars

Pedagogical College of Foreign Languages, Suwałki, Poland (1997-1998)

English Instructor

English language and foreign language pedagogy teacher of education students

Beneficium School of English, Grajewo, Poland (winter 1996-spring 1997)

English Instructor

Teacher of after-school English to elementary and secondary students

Togliatti Pedagogical University, Togliatti, Russia (fall 1996)

US Peace Corps Volunteer/ English Instructor:

English language and foreign language pedagogy teacher to education students

SELECTED GRANTS AND HONORS

Penn State Career Readiness Seed Grant recipient, \$10,000 to develop High-Impact Career Preparatory opportunities for students, 2023

Ambassador of the Year award, Beaver County Chamber of Commerce 2022

French Embassy in the US FACE Foundation “Transitioning to Virtual Exchange” \$7500 grant to convene a faculty summit to develop Experiential Digital Global Engagement (EDGE) partnerships between Penn State and the University of Paris Nanterre, with other international virtual exchange partners, 8 April 2021

American Councils on International Education \$20,000 grant to establish Experiential Digital Global Engagement (EDGE) relationship with S. Seifullin AgroTech University in Kazakhstan, spring-fall 2019

Penn State-University of Split Development Fund two-time \$6000 each application to establish Collaborative Online International Learning (COIL) course, 2018-2019 and 2017-2018

Invited Attendee, United States State Luncheon for French Republic President Macron, Washington DC, 24 April 2018

Penn State Transformative Travel grant recipient, \$9000 for faculty travel to establish EDGE relationships, summers 2018-2020

Fulbright International Education Administrators Program in France participant, France, October 2017

Fulbright -Nehru India International Education Administrators Seminar participant, Delhi, Mumbai, and Kochi, India, March 2013

NAFSA Association of International Educators Senator Paul Simon Award for Comprehensive Internationalization (for Juniata College, with Holly Hayer, Gerald Kruse, David Sowell) 2012

US State Department BECA EducationUSA “Reconnect” delegate to Sydney and Brisbane, Australia, August 2009

Educational Development Grant, "Study Abroad and UMM Foreign Languages" (with Stacey Parker-Aronson & Tammy Berberi), University of Minnesota Morris, summer 2004

Fulbright Group Project Abroad participant, "Post-Soviet Integration and Disintegration in Belarus, Kyrgyzstan, and the Czech Republic" (Dir. Josef Mestenhauser), University of Minnesota, summer 1999

CIVIC ENGAGEMENT

Beaver County, PA

President, Beaver County Tourism Board, 2022-present

Member, Beaver County Education Planning Committee, 2022-present

Facilitator, Community Town Hall, 21 February 2022

Member, Beaver Valley Hub for Innovation, Venture, and Entrepreneurship (B-HIVE) board, 2019-present

Paul Harris Rotary Fellow, 2019

Member, Beaver Rotary Club, 2018-present

Elected Member, Beaver County Chamber of Commerce Board, April 2017-present

Chair, Entrepreneurship Subcommittee, Beaver County Chamber of Commerce Economic Development Task Force, March 2017-present

Member, Beaver County March of Dimes Executive Leadership Team, 2017-2018

Chair, Postsecondary Education Subcommittee, Beaver County Partnership Quality Education Council, November 2016-present

Panelist, Pittsburgh Commercial Real Estate Women (CREW) Breakfast Panel “The Cracker Effect – What the Cracker means to Pittsburgh Regional Real Estate and Economy,” Omni William Penn Hotel, Pittsburgh, PA, 26 April 2017

Member, Beaver County Chamber of Commerce Economic Development Task Force, November 2016-2018

Member, Beaver County Partnership Quality Education Council, October 2016-present

Leader, Beaver County Innovation Hub Planning Committee, September 2016-2017

Muskingum County, OH

Member, Muskingum Recreation Center Board, Jan-June 2016
Elected Member, Zanesville Chamber of Commerce Board, March-June 2016
Testifier to Ohio Governor’s Task Force on Affordability and Efficiency in Higher Education, Bowling Green State University, September 2, 2015
Member, Zanesville All Around Club, September 2015-June 2016
Member, Appalachian Ohio A to Z Winding Road initiative, September 2015-June 2016
Member, Muskingum County Workforce Advisory Board, September 2015-June 2016
Member, Southeast Ohio High School for the Arts Board, January 2015-June 2016
Member, Muskingum County Business Incubator Board, September 2014-June 2016
Member, GREAT Postsecondary Globalization Initiative Team, Ohio Board of Regents (OBOR), Columbus, Ohio
Member, Zanesville Daybreak Rotary, 2014-2016
Member, Zanesville Development Corporation, 2014-2016

INVITED PEER REVIEW

Affiliate Member, Gateway International Group, on-call for executive searches, November 2022-present
Team Member, Accreditation Evaluation Team, Middle States Commission on Higher Education, Fashion Institute of Technology, New York, NY, March 2022
Member, American Council on Education Fellows selection committee, Washington DC, January 2023, 2022, 2021, 2020, 2019, 2018, and 2017
External Reviewer, International Education Program, Appalachian State University, Boone, NC, April 2016
External Reviewer, Global Programs, Doane College, Crete, NE, September 2014
Project Evaluator, US Department of Education’s Undergraduate International Studies and Foreign Languages Program Grant, Elizabethtown College, Elizabethtown, PA, May 2013 and May 2014
External Reviewer, International Education Program, Beloit College, Beloit, WI, April 2014
Team Member, Accreditation Evaluation Team, Middle States Commission on Higher Education, Gettysburg College, Gettysburg, PA, March 2014
Chair, NAFSA 2014 Senator Paul Simon Award Selection Committee, National Association of International Educators, Washington, DC, December 2013
Member, Fulbright National Screening Committee, English Teaching Assistantships in Germany, Institute of International Education, New York, NY, November 2013
Member, NAFSA 2013 Senator Paul Simon Award Selection Committee, National Association of International Educators, Washington, DC, December 2012
External Reviewer, Global Education Office, Keene State College, NH, 17-18 November 2011
Reviewer, American Council on Education’s Luce-funded “At Home in the World” Diversity and Global Learning Good Practice Project, summer 2011

SELECTED UNIVERSITY SERVICE

Pennsylvania State University, University Park, Pennsylvania
Member, University Ukraine Response Working Group, 2022
Member, Commonwealth Study Abroad Travel Grants review committee, 2022
Member, Executive Committee, Institutes of Energy and the Environment, 2018-present
Member, Strategic Outreach Committee, 2018
Nazarbayev University, Kazakhstan

Member, Dissertation Defense Committee for Dinara Mukhamejanova, 6 March 2018
Ohio University, Athens, Ohio

Member, Deans and Executive Team's Table on Globalization (system-wide), 2014-2016

Member, Strategic Internationalization Management Team (system-wide), 2014-2016
Juniata College, Huntingdon, Pennsylvania

Chair, International Education Committee, 2007-2014

Member, campus Fulbright interview committee, 2007-2014
College of Wooster, Wooster, Ohio

Member, International Education Committee, College of Wooster, fall 2005-spring 2007

Member, Cultural Area Studies Curriculum Committee, College of Wooster, fall 2005-spring 2007

University of Minnesota Morris, Morris, Minnesota

Participant, Study Abroad Curriculum Integration Effort (system-wide), 2002-2005

Invited Member, Katherine E. Sullivan Scholarship for Study Abroad selection committee (system-wide), 2004, 2003, 2002

Chair, International Programs Committee, 2001-2003

Special Researcher, Big Idea Study Abroad Project, Chancellor's Office, summer/ fall 2001

Co-Founder and Director (with Edith Borchardt), "Brunnenburg and Beyond" May term study abroad program in cities of the former Austro-Hungarian Empire (Budapest 2002, Kraków 2001, Vienna 2000)

Co-Founder and Director (with Jacqueline Edmondson), "Language and Culture in Russia" May term study abroad program on Culture and Language Learning to Chelyabinsk Pedagogical University, Chelyabinsk, Russia, spring 2000

Coordinator, Russia ELTAP (English Language Teaching Assistant Program), Division of Education, Chelyabinsk Russia, spring 1999

SELECTED SCHOLARSHIP

Articles and Manuscripts

Higher Education Leadership

"Local revitalization during a global pandemic," European Association for International Education <https://www.eaie.org/blog/local-revitalisation-global-pandemic.html> (accessed 14 May 2020) 12 May 2020

"Heavy Lift: Education in Real Life," Op Ed, Beaver County Times
<https://www.timesonline.com/opinion/20190324/jen-cushman-heavy-lift-education-in-real-life> (accessed 25 March 2019) 24 March 2019

International Education

"Assessing Learning Goals for International Study Abroad and At Home" (with Kathryn Westcott). *Internationalizing the Undergraduate Psychology Curriculum: Practical Lessons Learned at Home and Abroad*. Eds. Dana Gross, Kenneth Abrams, and Carol Enns. American Psychological Association, 2016.

"Curriculum Integration through Partner Collaboration: A US/ UK Bachelor's towards Master's Initiative" (with Tom Kyle), *Global Partners in Education Journal* 4:1 (2014) 16-25.

"Improving and Assessing Global Learning" (with Madeleine Green, Jonathan Gordon, Hilary Landorf and Stephanie Doscher), NAFSA National Association of International Educators, 2013.

"The Juniata – Bocholt Transatlantic Double Degree in International Management." *Joint and Double Degree Programs: An Emerging Model for Transatlantic Exchange*. Ed. Matthias

Kuder & Daniel Obst. Freie Universität Berlin & the Institute of International Education (IIE), Nov. 2009.

"The Big Idea at the University of Minnesota Morris." *Internationalizing Undergraduate Education: Integrating Study Abroad into the Curriculum*. Minneapolis: University of Minnesota Learning Abroad Center, August 2005. 54-58.

German Studies

Mother Prague and the Fatherland in the Works of Rainer Maria Rilke, Franz Kafka, and Jaroslav Hašek (unpublished book manuscript) 2005.

"Criminal Apprehensions: Prague Minorities and the Habsburg Legal System in Jaroslav Hašek's *The Good Soldier Švejk* and Franz Kafka's *The Trial*. *Literature and Law*. Ed. Michael J. Meyer. Rodopi 2005. 51-65.

"(Re)Presenting Angels: Ekphrasis and Eikon in Rilke's *Duineser Elegien*." *Iconofile eJournal*, Nov. 4, 2003.

"'Dann sang er:' *Das Marienleben* from Rilke to Hindemith." *Literature and Music*. Ed Michael J. Meyer. Perspectives on Modern Literature series. Rodopi, 2002. 81-103.

"Beyond Ekphrasis: *Logos* and *Eikon* in Rilke's Poetry." *College Literature*. 29 (Summer 2002) 83-108.

"Rilke's Non-Nationalism: A Bohemian Model." *KOSMAS: Czechoslovak and Central European Journal*. 15:2 (Spring 2002) 13-26.

"The Avant-Garde Rilke: Russian (Un)Orthodoxy and the Visual Arts." *Unreading Rilke: Unorthodox Approaches to a Cultural Myth*. Ed. Hartmut Heep. NY: Peter Lang, 2001. 137-148.

Invited Presentations

Higher Education Leadership

Panelist, "Presidential Panel," American Council on Education's Pennsylvania Women's Network conference, 7 June 2022

Closing Speaker, "Economic Opportunities and Workforce Equity," Beaver County's Bridging the Racial Divide: Courageous Conversation Leadership Series Session B, 7 July 2021

Panelist, "Professional Development and Brand," American Council on Education's Pennsylvania Women's Network conference, 7 June 2021

Panelist, "Reflections of ACE Long-Serving/ New Campus Leaders: Building your Executive Presence and Brand," American Council on Education's Council of Fellows Networking Event, remote, 18 March 2021

Panelist, "Pathways from SIO to President, Chancellor, or Provost," Association of International Education Administrators (AIEA) conference, 16 February 2021

Keynote Panelist, President/ Student Panel, 2020 ACE/ AIEA Internationalization Collaborative, Washington, DC, 15 February 2020

Keynote Panelist, "Cross-Sector Partnership Model: Building and Sustaining a Collaborative Model – Education, Community, and Workforce," Pennsylvania Department of Education's Standards Aligned System (SAS) 2019 Conference Bridging the Skills Gap... A Pathway to Employability, Hershey, PA, 10 December 2019

Panelist, Women Presidents, Women's Network State Chairs Leadership Panel, American Council on Education 2018 Annual Meeting, Washington DC, 10 March 2018

International Education

Facilitator, COIL Connect for Virtual Exchange Open House, 2 March 2022

Session Leader, "Introduction to COIL Virtual Exchange," Canadian Bureau for International Education (CBIE) COIL workshop, webinar, 20 July 2020

Workshop Leader, "Integrating COIL Virtual Exchange into University Infrastructure and Curriculum," NAFSA Association of International Educators *2019 Annual Conference*, Philadelphia, PA, 27 May 2019

Session Leader, COIL Leadership Institute, Florida International University, Miami, FL, 4-5 March 2019

Panelist, US-Japan University Partnerships Dialogue Roundtable, American Council on Education *2018 Annual Meeting*, Washington DC, 10 March 2018

Seminar Leader, American Council on Education *COIL Leadership Academy*, Washington, DC, 27-28 April 2017

Panelist "A wealth of nations: trends from around the world," European Association of International Education *2015 Conference*, Glasgow, Scotland, 15-18 September 2015

Plenary Speaker, "Assessing Global Learning," British Columbia Council for International Education *2015 Conference*, Whistler, BC, Canada, 23 June 2015

Closing Plenary Session Speaker and Moderator, "Private Colleges Normalizing COIL" session, SUNY Collaborative Online International Learning (COIL) *2014 Conference*, New York, NY 20-21 March 2014

Workshop Co-Leader, "Mapping and Measuring Global Learning Across Campus" (with Kathryn Westcott), Association of American Colleges and Universities *Global Learning in College: Asking Big Questions, Engaging Urgent Challenges* conference, Providence, RI, 4 October 2013

Plenary Speaker, "Perspectives on Curricular Internationalization from a Range of Stakeholders - Faculty to Provost," SUNY Collaborative Online International Learning (COIL) *2013 Conference*, New York, NY, 3-4 April 2013

Invited Presenter, "Engaging Stakeholders in Internationalization: Building and Implementing a Shared Vision," Symposium on Leadership, NAFSA National Association of International Educators *2012 Annual Conference*, Houston, TX, 29 May 2012

Keynote Speaker, "Liberal Arts and Women's Colleges" MIG Luncheon, NAFSA National Association of International Educators *2012 Annual Conference*, Houston, TX, 1 31 May 2012

Invited Speaker, "Global Engagement and Undergraduate Learning Outcomes," *Canada, United States and Mexico: Trends, Assessment and Challenges for International Education* Conference, University of Veracruz, Xalapa Ver., Mexico, 21-23 October 2009

TEACHING

Ohio University Zanesville, Zanesville, Ohio

Europe Between the Wars (HIST 3640), Moodle-facilitated hybrid COIL course, (with Korcaighe Hale), spring 2016

Monterey Institute of International Studies, Monterey, California

Study Abroad and International Exchange (IEMG 8610), Moodle online graduate course, spring 2013 & spring 2014

Juniata College, Huntingdon, Pennsylvania

Beginning to Advanced German (including Moodle-facilitated hybrid courses), 2008-2013

The College of Wooster, Wooster, Ohio

Beginning and Advanced German, 2005-2007

University of Minnesota Morris, Morris, Minnesota

The Human Being and the Fantastic (IS 2001), Introduction to Honors / Traditions in Human Thought (with Jeff Ratliff-Crain), fall 2004

Diverse Images: Modernist Art and Culture in France and Austria 1894-1914 (IS 1001), First-Year Seminar (with Kristine Butler), fall 2000

Repercussions of Diversity in the Central European Empires (IS 1001), First-Year Seminar, fall 1999

Beginning Russian language courses, 1998-2003

Advanced German literature and culture courses, 1998-2005

Beginning and Intermediate German language courses, 1998-2005