

# Curriculum vitae

## Penelope June Pynes, Ph.D.

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### PROFILE:

Energetic and committed academic leader/university administrator with over 25 years' experience in higher education. Able to prioritize goals, foster collaborative decision-making based on mutual trust and integrity, and carry projects from conception to completion. Creative problem solver and multi-tasker. Experienced liaison, coordinator and project manager. Excellent logistical, organizational, communication and interpersonal skills. Demonstrated competencies in working in international higher education including facilitating faculty and student exchange, designing study abroad programs, intercultural training, intercultural conflict, orientation design (and in particular incorporating intercultural sensitivity), credential evaluation, understanding international education systems, the Bologna process, risk management, student visa regulations, proficiency-based language training, community outreach and international leadership.

### EDUCATION:

Ph.D.	Germanic Linguistics, University of North Carolina at Chapel Hill	May 1995
	Universität Heidelberg ( <b>Fulbright recipient</b> )	1987-88
M.A.	German, University of Alabama	May 1984
B.S.	Psychology and Sociology, University of Alabama	May 1975

## ACADEMIC APPOINTMENTS:

**Director of Study Abroad and Exchange Programs**, International Programs Center (IPC), University of North Carolina at Greensboro (UNCG), *January 2001-present (since 20003 IPC's Senior Director)*

Develop, maintain and manage our **student exchange programs** with over 50 bilateral partners abroad. Exchange approximately 310 students on semester and year-long programs. Admit all undergraduate exchange students and coordinate graduate admissions. Design and coordinate all pre-departure and re-entry orientation activities and publications. Administer approximately \$160,000 per annum for student travel and the travel funds for the Lloyd International Honors College (LIHC). Oversee all aspects of transfer credit. Serve as ARO for J-1 and DSO for F-1 visa programs. Liaise with International Student Exchange Program (ISEP) and the University of North Carolina Exchange Program (UNC-EP). In collaboration with the Bryan School, develop and manage the **UNCG Disney College Program** for international students (ca. 160 students academic year 2007/08). Coordinate and direct **short-term faculty-led programs** including developing policies, procedures, handbooks for administering programs and providing faculty director training (ca. 15 programs with about 250 students). Teach one course per academic year (most recent courses related to preparing students for work, study and life in a global society [HSS 198, INS 233B, and HSS 208]). Serve on International and Global Studies Committee and the Lloyd International Honors Council. Contribute to UNCG's internationalization plan by facilitating intercultural workshops and administering Intercultural Development Inventory (IDI) in different contexts. Continue as **Chair of the North Carolina/Baden-Württemberg (NC/BW) Committee** (see below).

**Achievements** include doubling the number of students participating in study abroad and exchange since 2000. By working intensively with the Bryan School dramatically increased the number of Business students on exchange. Have worked with the School of Education to promote exchange opportunities for students (16 this current year). Served a crucial training and mentoring role for the IPC staff during leadership change. Helped establish UNCG's new Global Leadership Program.

Split appointment: ½-time **Lecturer in German** in the Department of German & Russian; ½ -time appointment in the UNCG International Programs Center (IPC) as **Chair of the NC/BW Advisory Committee** and **Academic Advisor for Study Abroad**, University of North Carolina at Greensboro, *January 1996- December 2000*

As **Lecturer** taught all levels of German. Active in American Association of Teachers of German (AATG). Teaching portfolio available upon request.

As **Chair of the NC/BW Committee** piloted (under the direction of Charles Lyons) the program that later became UNC-EP. Duties were to develop procedures and materials (including web pages and brochures) for administering the program, promote and coordinate the system-wide Baden-Württemberg (BW) exchange, disseminate

information to interested parties (administrators, faculty, students); organize visits and host international guests, visit host and home universities, participate in orientations for incoming and outgoing students; and facilitate system-wide short-term faculty and staff exchanges. After the establishment of UNC-EP and Steve Flynn's appointment as Director of UNC-EP in 1998 duties also included conducting workshops for system administrators and faculty and negotiating new state-to-state agreements.

As **Academic Advisor for Study Abroad** duties included determining policies for transfer credit, liaising with various units on campus to assure appropriate credit transfer, advising outgoing and incoming students (including matters related to recruitment, selection, academic issues, orientation, budgeting [e.g., fees, travel grants]), making presentations to potential exchange students and their parents, reporting activities to IPC Advisory Committee and Study Abroad Committee, and serving in an advisory capacity as liaison for IPC.

**Achievements:** played crucial role in establishment of UNC-EP; served as President-elect and President of the NC AATG (1997-2001); inaugurated the UNCG German Day which brought 300 secondary students to UNCG to compete for prizes.

**Lecturer** in the Department of German & Russian, University of North Carolina at Greensboro, *August 1991-December 1995*

Taught all levels of German; actively engaged in all aspects of the UNCG Office of International Programs' burgeoning exchange program (including, but not limited to, developing procedures for recruiting, advising, selecting and orientating outgoing students, determining criteria for travel grants and fees; and supporting activities of the office). Activities at that time were considered departmental service.

**Accomplishments:** established a local chapter of Delta Phi Alpha, the National German Honorary; received the first UNCG College of Arts and Science Teaching Excellence Award (1995); sent UNCG's first 2 exchange students abroad.

**TA** in the German Department, University of North Carolina at Chapel Hill (introductory, intermediate and advanced composition and conversation), *1989-1990, 1984-1987*

**Instructor** in the German Department, University of Alabama (all levels), *1981-83*

**TA** in the German Department, University of Alabama (introductory and intermediate levels), *1978-81*

### **SELECTED HONORS (1995-present):**

Selected by General Administration to represent the UNC system in an administrative exchange (*Hospitantin*) at the Baden-Württemberg Ministry of Science, Research and Arts, Stuttgart, Germany, 8 June -9 July 2005

Selected to participate in *Stop the Hate Training* at UNCG, February 2005 [member of 12 person team to facilitate workshops for faculty, staff and students (three-year commitment)]

Co-leader of System-wide Delegation to Baden-Wuerttemberg (with Gretchen Bataille of the UNC GA), May 2004

Nominated and selected for BRIDGES Program for Women in Administration in Higher Education, for North Carolina, fall 2003

Selected to participate in the Anti-Defamation League's *A Campus of Difference Train the Trainers* program at UNCG, May 2003 [member of 18-person Building Bridges team to facilitate multicultural workshops for UNCG faculty, staff and students (three-year commitment)]

DAAD (German Academic Exchange Service) administrative trip to Bonn, Berlin and Brussels to discuss European higher education reform and student mobility, November 2002

Honorary inductee into the Freshman Honorary Society, Alpha Lamda Delta, at UNCG for efforts on behalf of Freshmen, May 2002

Co-leader of System-wide Science Delegation to Baden-Württemberg (with Jasper Memory of UNC GA), May 1998

Member of System-wide Delegation to establish the North Carolina/Baden-Württemberg Exchange (led by Jasper Memory and Charles Lyons), November 1995

Rotary International Study Group Team member to Norway (representatives of various professions in the Greensboro District 7690), May 14- June 25, 1995

Recipient of the First Annual UNCG College of Arts and Sciences Teaching Excellency Award, April 1995

## **ADDITIONAL PROFESSIONAL DEVELOPMENT RELATED TO INTERNATIONAL EDUCATION ADMINISTRATION:**

17th Tübingen University *Family Meeting*, 2 - 6 December 2007 (hosted by Wolfgang Mекle, International Relations/Dezernat für Internationale Beziehungen, Eberhard Karls Universität Tübingen)

ASK! Assessment, Skills and Knowledge: Tools you can use, assessment workshop offered by UNCG, 20 January 2006 (led by Jean M. Yerian and Stephen Zerwas)

Intercultural Development Inventory (IDI) Qualifying Seminar, 19-22 May 2005, Portland, Oregon (Milton Bennett and Mitch Hammer)

The Intercultural Conflict Style Inventory: An Effective Tool for Managing Disputes, 7-9 November 2004, NAFSA, Region VII Conference, Myrtle Beach, South Carolina (Offered by plenary speaker, Mitchell Hammer)

Foundations of International Education Workshop: Foreign Educational Credentials Evaluation, 5-9 November 2004, NAFSA, Region VII Conference, Myrtle Beach, South Carolina (Led by Mike Lisano, Ph.D., Auburn, Alabama)

Preparing International Education Leaders for the 21<sup>st</sup> Century, May 12, 2004, NAFSA 56<sup>th</sup> Annual Conference, Baltimore, Maryland (Led by Jerome B. Booking-Weiner et al.)

Study Abroad for Universities: Insurance & Risk Management Workshop, 28-29 August, North Carolina Department of Insurance, Raleigh, NC (Led by Betsy Bunting).

J Regulations for Beginners, 26 May 2003, NAFSA 55<sup>th</sup> Annual Conference, Salt Lake City, Utah (Led by Martha Wailes)

DSO 101: F-1 Immigration Basics, 6 March 2003, NCAIE, UNC-Pembroke (Presenters: Lois Yelverton, Duke University and Sherri Spillman, Davidson College)

Study Abroad: A Risk Audit Workshop, 5 April 2002, UNC General Administration, Chapel Hill, NC.

Fundamentals of Intercultural Communication, 26 May 2002, NAFSA 54<sup>th</sup> Annual Conference, San Antonio, Texas (Presented by Janet M. Bennett and Margaret D. Pusch, The Intercultural Communication Institute)

J Regulations for Beginners, May 28-29, 2001 NAFSA 53<sup>rd</sup> Annual conference, Philadelphia, Pennsylvania (Martha Wailes, Workshop Chair)

## **UNCG DEPARTMENTAL/UNIVERSITY LEADERSHIP AND SERVICE:**

System-wide Financial Aid for Study Abroad Task Force (2003/04)

System-wide North Carolina/Baden-Württemberg Committee Chair (1996-present)

University-wide Institutional Effectiveness Committee (Spring 2008)

University-wide International Honors Task Force (2003/2004)

University-wide International and Global Studies Committee (2006/07-present, *ex officio*)

University-wide Undergraduate Studies Council (2003-present)

University-wide Campus Unity Council (2003-2006)

University-wide Honors Council (2001/02, renamed International Honors Council (2005/06-present, *ex officio*)

University-wide Fulbright Selection Committee (1999-present, Chair 2001/02)

University-wide Global/Foreign Language Task Force (1998/99)

University-wide Study Abroad Selection Committee (1992-present)

University-wide Study Abroad Committee (1995-98, since then *ex officio*)

University-wide Excellence Day Planning Committee (1996-present)

College-wide Language Substitution Committee (1999-2001)

College-wide World Literature Task Force (1997/98)

College-wide Curriculum and Teaching Committee (1996/97)

Departmental Assessment Committee (1996/97)

Departmental Faculty advisor: Delta Phi Alpha, German Honorary Society (1992-2000)

## **SELECTED PRESENTATIONS:**

“Bringing Intercultural Sensitivity into International Programs: Workshop.” NCAIE State Conference, 6-7 March 2008, UNCW, Wilmington, NC (with Tom Martinek, UNCG).

“Education in a Global Society: Students with Disabilities Crossing Borders.” AHEAD Conference, 20 July 2007, Charlotte, NC (with Mary Culkin, UNCG, Christie Gilson, University of Illinois, Jeff McBride, Mobility International, USA and Lynnette Van Slyke, University of Pittsburgh).

“Pre-departure/Arrival Programs in the U.S. and Abroad for International and U.S. Students: Workshop.” NAFSA Annual Conference, 28 May 2007, Minneapolis, MN (with Lynne Warner, Consultant, International Educational Exchange, Rosa Marina Meyer, Associate Vice-President for Academic Affairs, International Programs, Pontifical Catholic University, PUC - Rio and Rita Moriconi, Country Coordinator for Educational Advising, Fulbright Office of Educational Advising, Fulbright Commission).

“Study Abroad & Intercultural Sensitivity: Workshop.” NCAIE State Conference, 22-23 March 2007, Elon University, NC (with Tom Martinek, UNCG).

“Addressing Safety in a Changing World: How to be prepared for any eventuality.” North Carolina Campus Compact International Service-Learning Pre-Conference, 9th Annual Service-Learning Conference, 20-21 February 2007, Elon University, NC.

“Got training? Three campus approaches to intercultural workshops.” NAFSA Region VII Conference, 13 November 2006, Charlotte, NC (with Lisa Giragosian, Cloe Liparini and Leigh Poole).

“Incorporating intercultural sensitivity into study abroad programs.” NAFSA Region VII Conference, 12 November 2006, Charlotte, NC (with Tom Martinek).

“Bringing intercultural sensitivity into study abroad programs.” ISEP Biennial Conference, 3 November 2006, Washington, D.C. (with Heidi Gregori-Gahan and Tom Martinek).

“Working in the Philippines and Japan.” Krispy Kreme Doughnut Corporation, 9 September 2006, Winston-Salem, NC.

“Working in the Islamic World.” Krispy Kreme Doughnut Corporation, 18 July 2006, Winston-Salem, NC.

“Incorporating intercultural sensitivity into international business practices.” Krispy Kreme Doughnut Corporation, 18 July 2006, Winston-Salem, NC.

“Incorporating intercultural sensitivity into study abroad programs: Workshop.” NCAIE Annual Meeting, 9 March 2006, UNCA, Asheville, NC (with Tom Martinek).

“Incorporating intercultural sensitivity into study abroad programs: Workshop.” Connecting Knowledge and International Experience: International Service Learning and International Internships Conference, 2 February 2006, Elon University, Elon, NC (with Anelise Hofmann).

"U.S. Higher Education: the UNC example." Baden-Württemberg Ministry of Science, Research and Art, 15 June 2005, Stuttgart, Germany.

"Sharing International Education Week activities and ideas across the campuses: A panel discussion." NCAIE Annual Meeting, 11 March 2005, UNC, Chapel Hill, NC (with Beverly Sizemore, Elizabeth Rose, Keri O'Malley).

"Promoting German Studies in North Carolina." FLANC Annual Meeting, 10 November 2000, Raleigh, NC.

"Making web pages: a workshop" for Peeler Elementary School Teachers, 15 April 2000, UNCG.

"Schreiben im Unterricht. Thema: Wende, Wiedervereinigung." North Carolina AATG Chapter Meeting, 23 October 1999, UNCG.

"Making web pages for German instruction: A workshop for the *Deutsch für Ausländer Abteilung*," June 18, 1999, University of Mannheim.

"(Dis)orientation: Expectations and realities: A panel discussion." NCAIE, 14 June 1999, UNCW.

"American History and Society" and "History of North Carolina." First Annual North Carolina/Baden-Württemberg Orientation, 10-12 June 1997, Sankt Märgen, Germany.

"Multimediale Unterrichtspraxis." North Carolina AATG Chapter Meeting, 22 March 1997, UNCG (with Andreas Lixl and Siegfried Mews).

"Baden-Württemberg Initiative in North Carolina: Panel Discussion." Regional NAFSA Meeting, 13 November 1996, Hilton Head SC (with Richard Linton, Charles Lyons And Wolfgang Mekle).

## **DISSERTATION:**

"Development of language attitudes: Analysis of a study conducted in Sandhausen, West Germany."

Co-Directors: Helga Bister and Paul Roberge

The dissertation investigates the development of cognitive and emotional aspects of attitudes toward dialect by surveying the various methods utilized to ascertain attitudes and by analyzing the author's own empirical study of first, third and sixth graders in Sandhausen.

## **FOREIGN LANGUAGES:**

Near native fluency: German

Reading knowledge: Russian (introductory level), French, Latin, Norwegian

## **TEACHING INTERESTS:**

German language courses (all levels), Methods in teaching, Sociolinguistics, Dialectology, History of the German language, Comparative Germanic linguistics, Gothic, Old Norse, Old Saxon, Old High German, Middle High German, Medieval Literature; Intercultural Communications and Introduction to International Studies

## **PROFESSIONAL MEMBERSHIPS:**

American Association for Teachers of German (President North Carolina AATG 1999-2001; President-Elect 1997-99)  
European Association for International Education (attended 1996 in Budapest, 1997 in Barcelona, 1999 in Maastricht, 2004 in Torino, 2005 in Krakow)  
Linguistic Society of America  
Modern Language Association (Regional Delegate, 1992-1994; Graduate Student Regional Delegate 1982-84)  
NAFSA: Association of International Educators (attended since 2001)  
South Atlantic Modern Language Association (Assistant to Director of Career Services 1984-86)

## **SELECTED PUBLICATIONS:**

- 1995 "Development of the cognitive component of language attitudes: A case study from Sandhausen, West Germany." IN: Proceedings to the Second International Congress of Dialectologists (Bamberg, 29 July-4 August 1990). Appeared in the supplement to *Zeitschrift fuer Dialektologie und Linguistik*. Wiesbaden: Franz Steiner Verlag.
- 1992 (with Helga Bister and Herbert Genzmer) *Spektrum: Grammatik im Kontext*. Englewood Cliffs, NJ: Prentice Hall.

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