



SECTION 1 : About Resident Directors (Demographics)

In this section, Resident Directors were asked questions relating to their identities, including gender, ethnicity, age, citizenship, relationship to the country in which they work, years of experience, and educational qualifications.

Country-specific data is only provided when 10 or more respondents from a country answered that question. Where appropriate responses from countries with fewer than 10 respondents are grouped as Others, and include Germany, Greece, the Netherlands, and Switzerland.

Respondent Information

Table 1.1 lists the countries in which Resident Director respondents lead study abroad programs.

Table 1.1. Country of Study Abroad Program of Survey Respondents

Country	Survey Responses	%
Czech Republic	11	5.0
France	31	14.2
Germany	10	4.6
Greece	1	0.5
Ireland	18	8.3
Italy	70	32.1
Netherlands	2	0.9
Spain	42	19.3
Switzerland	2	0.9
United Kingdom (UK)	29	13.3
No Response	2	0.9
Total	218	100

Gender Identity

Over 60% of the Resident Directors who responded to the survey identified as female and slightly less than 36% identified as a male. One Resident Director identified as agender

(0.5%), and 6 (2.8%) preferred not to respond to the question (Table 1.2). No country had more Resident Directors identify as male than female (Table 1.3).

Table 1.2. Gender identity of Resident Director survey respondents.

Gender identity	Number Responses	% Responses
Female	131	60.9
Male	77	35.8
Transgender Woman	0	0
Transgender Man	0	0
Agender	1	0.5
Other	0	0
Prefer not to respond	6	2.8
Total	215	100

Table 1.3. Gender identity by country as a % of respondents for that country. Responses may not sum to 100% owing to 'agender' or 'prefer not to respond' responses.

	Czech Republic (n=11)	France (n=31)	Germany (n=10)	Ireland (n=18)	Italy (n=70)	Spain (n=42)	UK (n=29)
Female (%)	81.8	58.0	50.0	50.0	58.6	69.0	58.6
Male (%)	18.2	42.0	50.0	44.4	40.0	28.6	27.6

Ethnic Identity

Ethnic identity was asked as an open-ended question in which respondents could self-identify. The total 178 responses were then grouped into similar identifying responses and are summarized in Table 1.4. Many respondents classified themselves as more than one ethnic identity (e.g Italian-American). These were counted in both categories, leading to 233 total ethnic identities from 178 individual respondents.

Table 1.4. Self-identified ethnic identity of Resident Directors

Groupings	Number Responses	%
Caucasian/White	68	38.2
American	35	19.7
European	25	14.0
Italian	21	11.8
British	15	8.4
Spanish	12	6.7
Irish	10	5.6

French	9	5.1
Hispanic	8	4.5
German	5	2.8
Other	4	2.3
Black / African	3	1.7
Canadian	3	1.7
Czech	3	1.7
Lebanese	2	1.1
Mediterranean	2	1.1
Mexican	2	1.1
Galician	1	0.6
Greek	1	0.6
Indian	1	0.6
Japanese	1	0.6
Jewish	1	0.6
Scottish	1	0.6

Identity as a Person of Colour

Only 5 (2.4%) of Resident Directors in our survey identified as Persons of Colour, while 10 (4.8%) preferred not to respond to the question. Persons of Colour Resident Directors self-identified as Hispanic, Black, and Bi-Racial.

LGBTQ+

Twelve (5.7%) of the Resident Directors in our survey who answered this question (n=210) identified as LGBTQ+, and 11 (5.2%) respondents indicated that they preferred not to respond to this question.

Age

The average age of a Resident Director in this survey was 48.8 years (n=208). The average age for Resident Directors who identified as male was 51.5 years (n=75), and 47.1 years for female (n=127). Figure 1.1 shows the age distribution of Resident Directors as a whole, and Figure 1.2 shows the age distribution of Resident Directors by gender. Table 1.5 shows the average age for Resident Directors in countries for which there were 10 or more responses. Note that the average age for Resident Directors in Czech Republic and Ireland are significantly younger than for other countries.

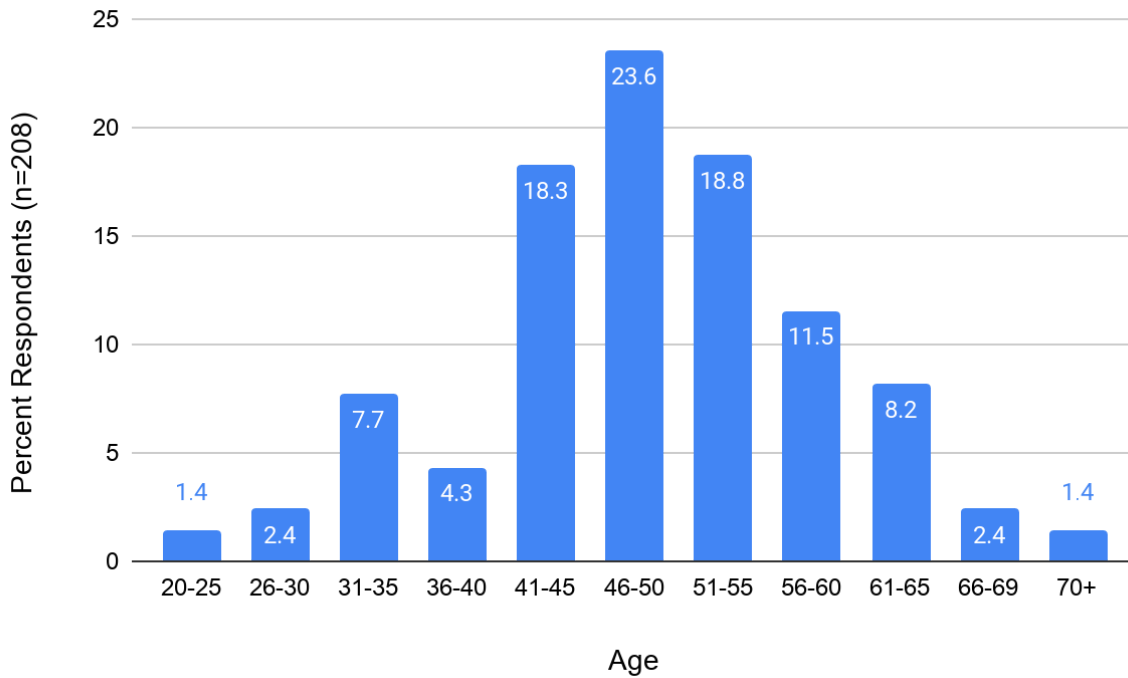


Figure 1.1. Age distribution for Resident Directors in Europe (n=208). The average age in 2019 was 48.8 years.

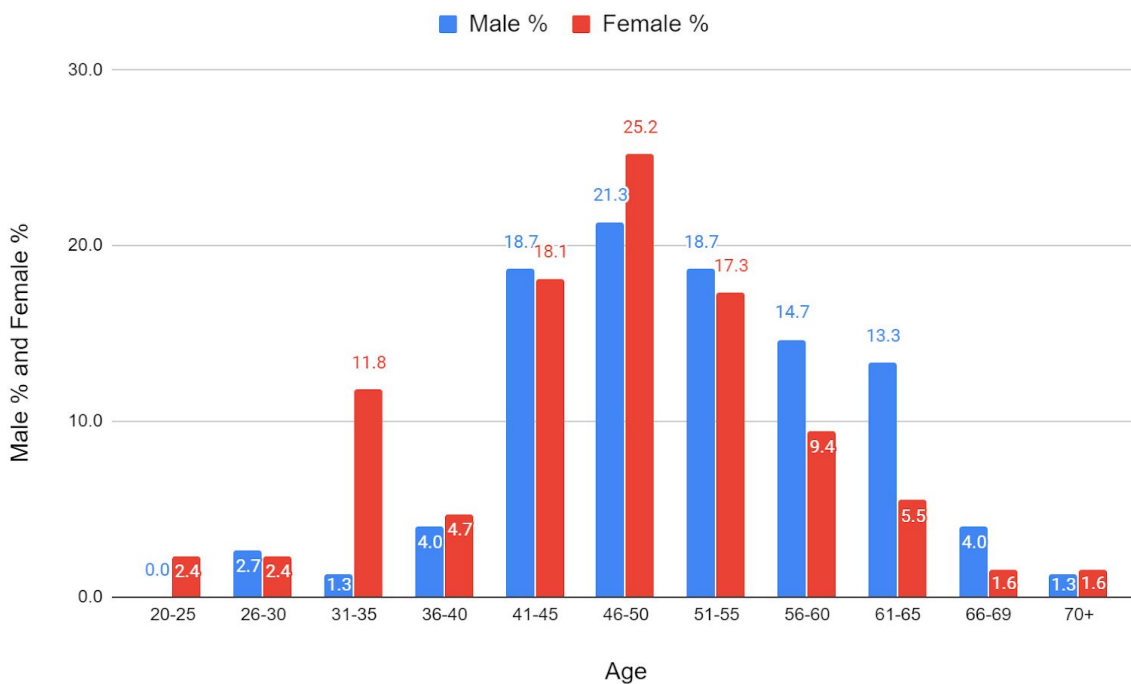


Figure 1.2. Age distribution by gender for Resident Directors in Europe in 2019. The average age for Resident Directors who identified as male was 51.5 years (n=75), and 47.1 years for female (n=127).

Table 1.5. The average age for Resident Directors in Europe, by country.

	Czech (n=11)	France (n=30)	Germany (n=10)	Ireland (n=18)	Italy (n=67)	Spain (n=40)	UK (n=27)
Average Age	41.2	49.8	51.0	42.6	51.5	47.6	49.5

Citizenship

The survey asked respondents their first, second and third citizenships, but left the definition up to the individual respondent.

Of the 210 respondents to this question, 117 (56.0%) indicated that their first citizenship was the same as the country in which they are currently a Resident Director (data not shown). The United States of America was the first citizenship of 70 (33.3%) of Resident Directors, and 11 (5.0%) held first citizenship of a European country other than the country of their current program (data not shown).

A total of 58 (28.0%) of Resident Directors in our survey held second citizenships, and 8 (4.0%) held third citizenships. Once these second and third citizenships are taken into account, 154 of the 210 (73.0%) respondents held citizenship in the country in which they are Resident Director (data not shown), and 87 of 210 (41.0%) held US citizenship. Overall there were a total of 5 (2.4%) respondents holding Canadian citizenship, making it the most common non-European/non-USA citizenship among survey participants.

Table 1.6 summarizes the first, second, third and total citizenships of European Resident Directors.

Table 1.6. First, Second, and Third citizenships (self-declared) of European Resident Directors.

Country	First Citizenship	Second Citizenship	Third Citizenship	Total
Argentina	1	0	0	1
Bolivia	1	0	0	1
Canada	4	1	0	5
Czech Republic	6	1	0	7
France	13	7	3	23
Germany	15	0	0	15
India	1	0	0	1
Ireland	13	3	0	16
Italy	35	10	2	47
Japan	1	0	0	1
Lebanon	0	1	1	2
Mexico	1	1	0	2

Philippines	1	0	0	1
Portugal	1	0	0	1
South Africa	1	0	0	1
Senegal	0	1	1	2
Spain	27	7	1	35
Turkey	0	1	0	1
Switzerland	1	0	0	1
UK	17	8	0	25
USA	70	17	0	87
Venezuela	1	0	0	1
TOTAL	210	58	8	276

Relationship to the Host Country

Additionally, when we asked about the Resident Directors' (n=207) relationship to the country of their program, 117 (52.5%) were natural born citizens, 34 (16.4%) were naturalized citizens of the country of their program, 48 (23.2%) were full time residents of the country of their program but not citizens, and 8 (3.9%) were part-time residents of their country of program but not citizens (Figure 1.3).

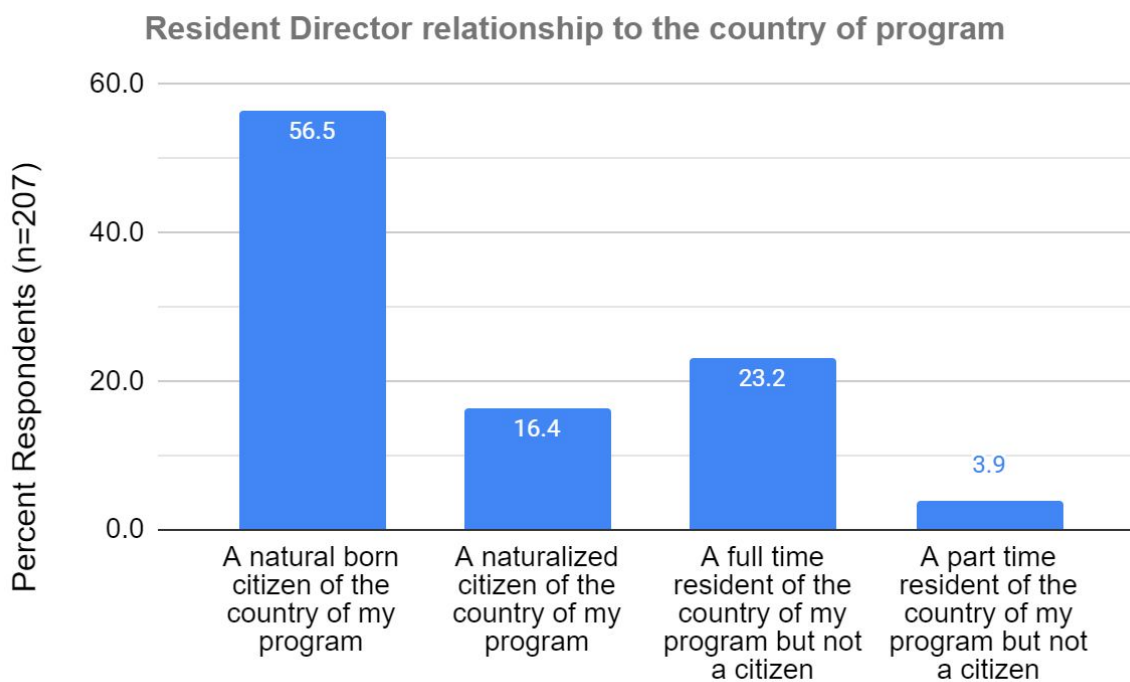


Figure 1.3. Relationships of the Resident Director to the country of their program.

Relationship to United States

The largest proportion of Resident Directors (n=200; Note: 10 of total 210 respondents indicated none of the presented options applied to them) who responded to our survey were non-US born (n=127; 64.0%)(Figure 1.4). Many of these 127 had spent educational or non-educational time in the United States (n=74; 58.3%) but a large number (n=53; 41.7%) had no historical, educational or residential link to the United States except for their position as a Resident Director.

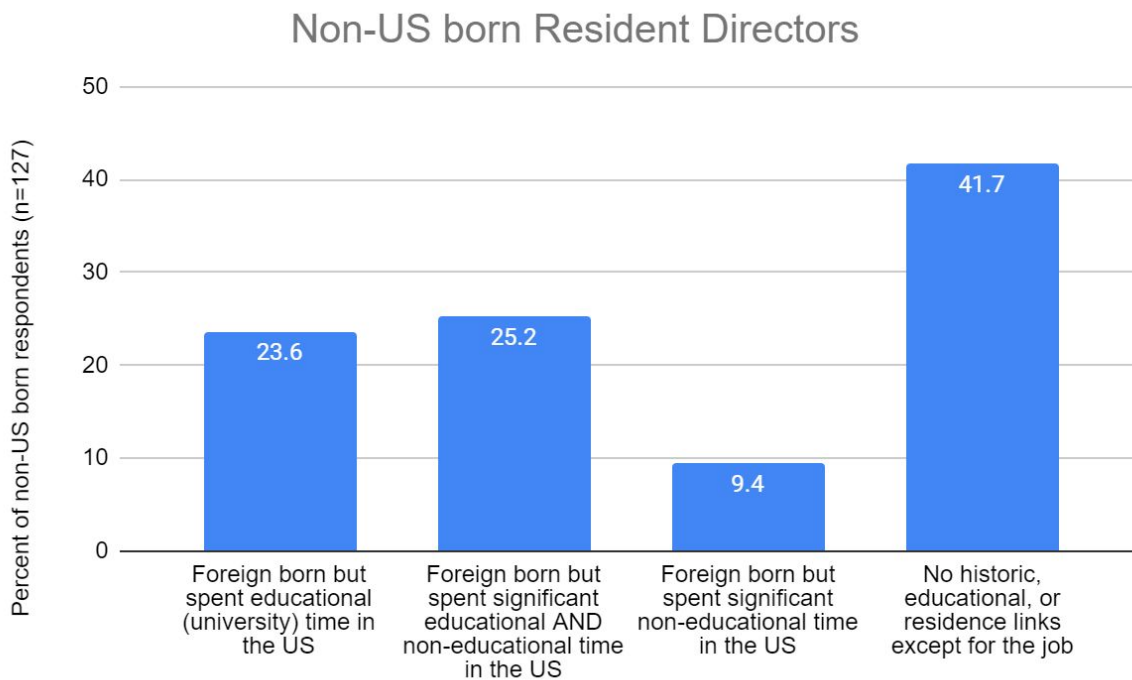


Figure 1.4. Relationship of non-US born Resident Directors to the United States (n=127).

US-born resident directors (n=73) were overwhelmingly educated in the United States (n=72; 98.6%), with 30.1% (n=22) receiving some of their education abroad. Many US-born Resident Directors have been living abroad for > 10 years (n=31; 42.5%)(Figure 1.5).

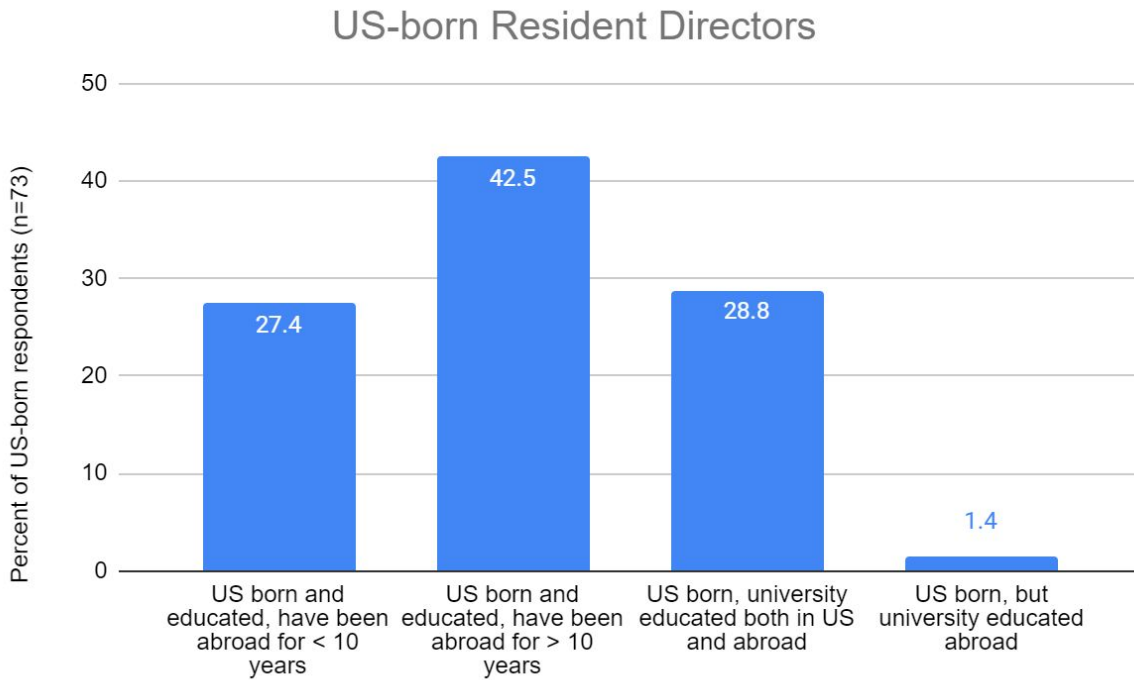


Figure 1.5. Relationship of US-born Resident Directors to the United States (n=73).

Experience as a Study Abroad Professional

The average Resident Director has been a study abroad professional for 15.1 years (n=209) (Figure 1.6). This ranges from an average of 7.1 years for Resident Directors in the Czech Republic to 20.5 years in Germany (Table 1.7).

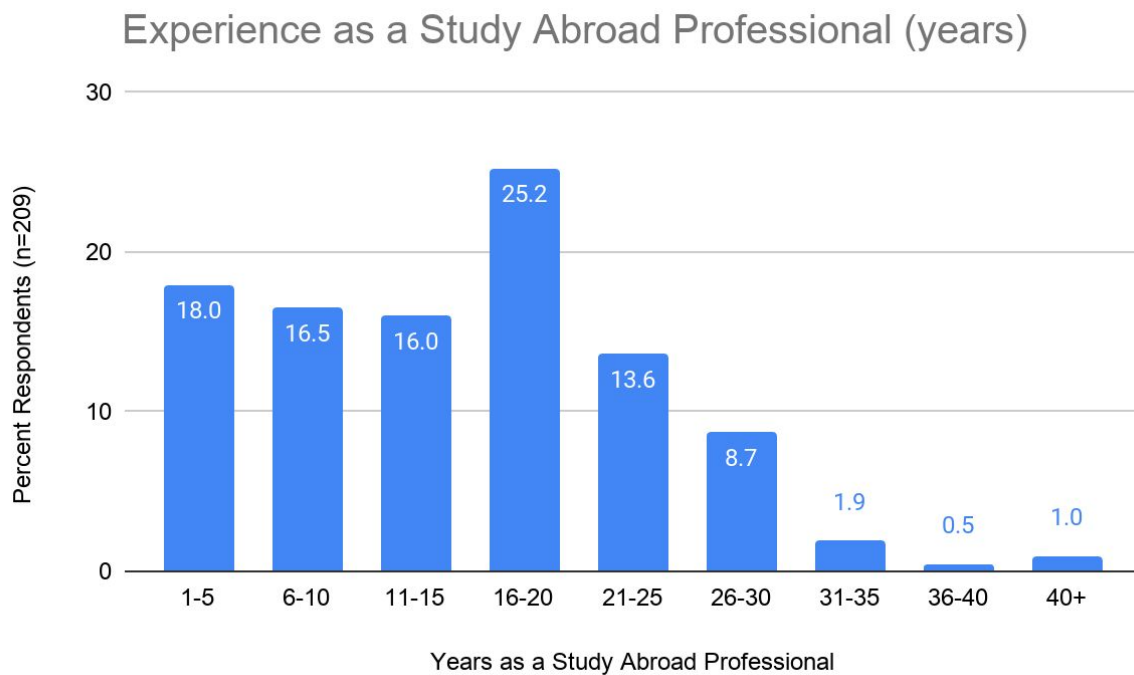


Figure 1.6. Years of experience as a study abroad professional for current Resident Directors (n=209).

Table 1.7. Average years experience as a study abroad professional, by country.

Czech (n=11)	France (n=30)	Germany (n=10)	Ireland (n=17)	Italy (n=69)	Spain (n=40)	UK (n=28)
7.1	18.8	20.5	10.7	15.5	15.9	14.4

Experience as a Resident Director

The average Resident Director has held that role for 10.3 years (n=209)(Figure 1.7). This ranges from 5.7 years in the Czech Republic to 14 years in Germany (Table 1.8). Note that almost 40% (38.8%; n=81) have 5 years or less experience as a Resident Director.

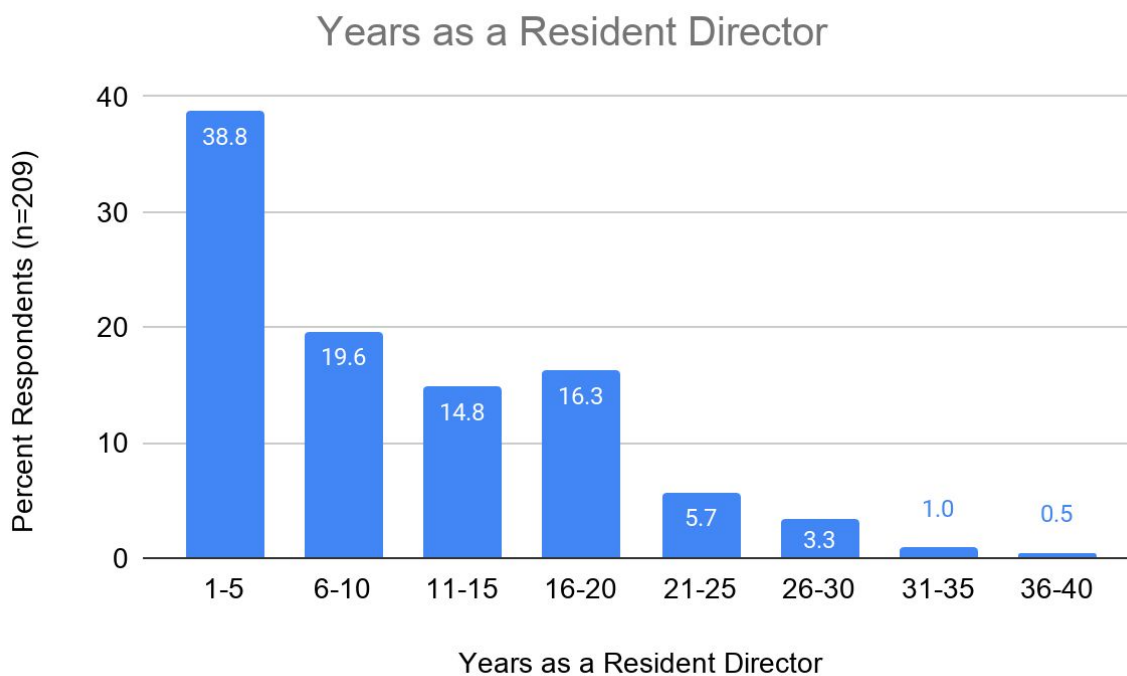


Figure 1.7. Experience in the role of Resident Director, in years (n=209).

Table 1.8. Experience in the role of Resident Director, in years, based on the current country of employment.

Czech Republic (n=11)	France (n=30)	Germany (n=10)	Ireland (n=18)	Italy (n=68)	Spain (n=40)	UK (n=27)
5.7	13.0	14.0	6.9	10.9	10.4	8.7

Highest level of education completed

Of the 209 Resident Directors who answered this question, 93 (44.5%) held doctorates, 93 (44.5%) held Masters degrees, and 21 (10.1%) held undergraduate degrees as their highest level of education completed (Table 1.9). Two Resident Directors (1%) held Associates Degrees as their highest level of education attained. All Resident Directors in our survey held a post-secondary educational qualification. France is the only country with greater than 50% of its Resident Directors holding doctorate degrees (Table 1.10). Resident Directors identifying as male showed higher levels of education completed than those identifying as female (Table 1.11).

Table 1.9. Highest degree level attained by European Resident Directors

Degree	Count Responses	%
No Degree or Incomplete Degree	0	0.0
Associates Degree	2	1.0
Undergraduate	21	10.0
Masters	93	44.5
Doctorate	93	44.5
Total	209	100

Table 1.10. Highest degree level attained by country of program

Highest Level of Education Completed	Czech Republic (n=11)	France (n=30)	Germany (n=10)	Ireland (n=17)	Italy (n=69)	Spain (n=41)	UK (n=26)
Associates	0	0	0	0	1	1	0
Undergraduate	2	2	1	5	5	5	1
Masters	6	10	5	9	33	15	13
Doctorate	3	18	4	3	30	20	12

Table 1.11. Highest degree level of education attained by gender.

Highest Level of Education completed	Male (%)	Female (%)	Prefer not to Respond to Gender (%)
Associates Degree or European Qualifications Level 5 Equivalent	1.3	0.8	0.0
Undergraduate Degree	6.6	11.8	0.0
Masters Degree	31.6	52.8	40.0
Doctorate	60.5	34.6	60.0
Total Responses	76	127	5

Broad Educational Field of Resident Directors

Language Studies (n=81; 38.8%) is the most common broad educational field of Resident Director respondents (n=209), followed by Social Sciences/Psychology (15.8%), Other (12%), and Education (11%) (Table 1.12). Language Studies is the most common broad educational field for Resident Directors in all countries except Ireland, where Social Sciences/Psychology was the most common broad educational field (data not shown).

Table 1.12. Broad educational field of European Resident Directors (n=209)

Broad Educational Field	Count	%
Business and Management	17	8.1
Communication Studies	3	1.4
Education	23	11.0
Engineering	1	0.5
Health / Medicine	1	0.5
Language Studies	81	38.8
Law / Legal Studies	4	1.9
Philosophy / Religion	8	3.8
Sciences	1	0.5
Social Science / Psychology	33	15.8
Visual / Performing Arts	12	5.7
Other	25	12.0
Total	209	100

Professional Certification in International Education

Only 7.5% (n=16) of Resident Directors who responded to this question (n=212) reported they held a Professional Certification in International Education, while 3.3% (n=7) reported that a certification was in progress. Certifications mentioned by respondents included the Forum on Education Abroad's Professional Certification in Education Abroad, graduate degrees in International Education, and other workshops and training sessions.