



11th Annual HEIBO Conference

The Ohio State University

10 YEARS OF US:
Taking Care of Business

October 20-22, 2025

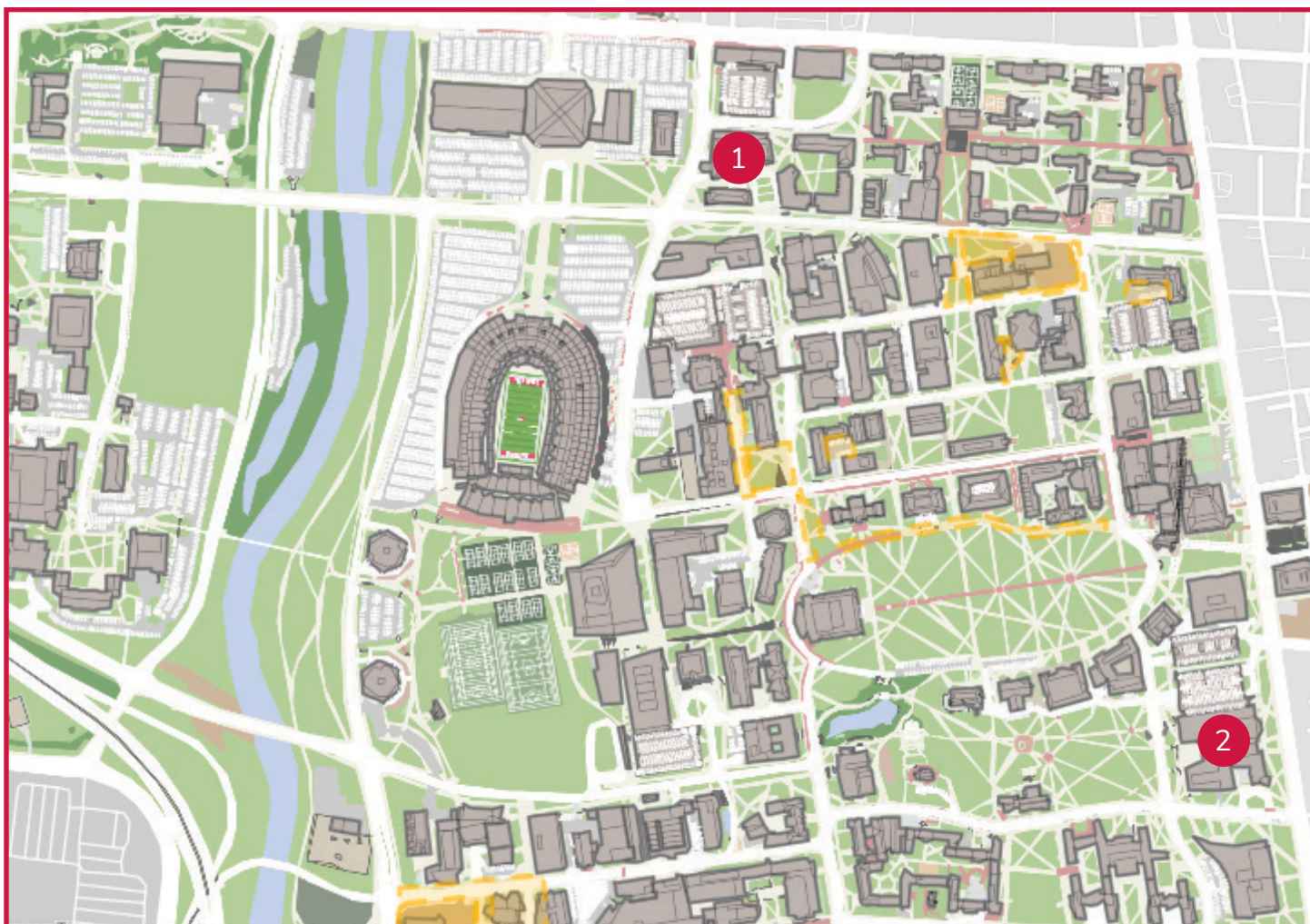


Venues

1. Hotel: **The Blackwell Inn**, 2110 Tuttle Park Place Columbus, OH 43210

2. Conference Venue: **Ohio Union**, 1793 N. High St. Columbus, OH 43210

Campus Map



Virtual interactive map:

maps.osu.edu

Printable map:

go.osu.edu/campusmap

Monday, October 20, 2025

Pre-Conference	
3 p.m.	Steering Committee Meeting, Enarson Classroom Building 142
7-9 p.m.	"No-Host" Meet & Greet, The Blackwell Hotel Lobby

Dining Notes:

- Conference meals and snacks will have gluten-free and vegan options.
- Freshly brewed regular and decaffeinated coffee, assorted hot teas and sweeteners will be provided all day October 21-22.
- The Ohio Union has **various dining options** should you desire additional food or beverage options.

School Spirit Day – Institution spirit wear is encouraged on Day 1

Day 1: Tuesday, October 21, 2025

Northwest Corner of 3rd Floor, The Ohio Union

Time	Cartoon Room (3145-3147, main conference room)	Barbie Tootle Room (3156, breakout room)	Hays Cape Room (3152, breakout room)
8-9 a.m.	Breakfast & Conference Check-in		
9-9:15 a.m.	Conference Welcome & Introductions		
	Vicki Dowling (Rutgers University) and Shelby Breaud (Louisiana State University), Conference Co-Chairs		
9:15-10:15 a.m.	Opening Plenary Session		
	Ohio Expert Panel		
10:15-10:30 a.m.	Break		
10:30-11 a.m.	Building Connections: World Café Networking Session		
	HEIBO Executive Committee		
11 a.m.-12 noon	Closing the Books: Streamlining Program Budget Closeout Process	New Member Orientation	Fireside Chat: ISSS & Navigating Current Global Environment
	Presenter(s): Elsa Fraser (University of Maryland), Joshua Rodriguez (Baylor University), and Leigh Knapp (University of Georgia)	Presenter(s): Meghan Monahan (University of Wyoming), and Jennifer Kennison (Louisiana State University)	Facilitator(s): Abby Conder Lussier (International Student and Scholarship Services Associate Director, Ohio University) and Amanda Yusko (Program Manager in International Students & Scholars, The Ohio State University)
12 noon-1 p.m.	Lunch provided by HEIBO		

Day 1: Tuesday, October 21, 2025

Northwest Corner of 3rd Floor, The Ohio Union

Time	Cartoon Room (3145-3147, main conference room)	Barbie Tootle Room (3156, breakout room)	Hays Cape Room (3152, breakout room)
1-2 p.m.	It's Not Just the Millennials: Making Sense of Generational Dynamics at Work - A HEIBO Reboot		
	Presenter(s): Vicki Dowling (Rutgers University), Tony Fussy (University of Minnesota), Keely Davin (Ohio University), Shelby Breaud (Louisiana State University)		
	Facilitator(s): Tami Jauert (University of Minnesota) and Missy Peterson (University of Minnesota)		
2-2:15 p.m.	Break		
2:15-3:15 p.m.	Roundtable: Making the Math Work - Approaches to Estimating Foreign Exchange in Your Budgets	Roundtable: New Bosses & New Priorities - Managing Shifts in Senior Leadership	Open Room: Colleague-Led Conversations - You Set the Agenda
	Facilitator(s): Tony Fussy (University of Minnesota) and Beth Brenneis (Florida State University)	Facilitator(s): Shukhrat Aminov (Syracuse University), Eric Ferguson (Illinois University), and Tami Jauert (University of Minnesota)	Facilitator: None
3:15-3:30 p.m.	Break		
3:30-4:30 p.m.	Surviving the Chaos: Managing Growth in Study Abroad	International HR Demystified: What You Didn't Know You Needed to Know	Fireside Chat: The Financial Side of International Risk Management
	Presenter(s): Leigh Knapp (University of Georgia), Elaine Brady (University of Georgia), and Tiffany Payne (University of Georgia)	Presenter(s): Eric Ferguson (Illinois University), Patrick Gautraud (Purdue University), and Tami Jauert (University of Minnesota)	Facilitator(s): Kirsten la Cour Dabelko (Global Health & Safety Manager, The Ohio State University) and Josh Tabler (Associate Director, Office of Enterprise Risk Management, The Ohio State University)
4:30-4:45 p.m.	Day 1 Wrap-up		
	Vicki Dowling and Shelby Breaud		
4:45-5:30 p.m.	Return to The Blackwell Hotel		
5:30-6 p.m.	Pre-Dinner Networking Event, Lobby of The Blackwell Hotel		
6-9 p.m.	Dinner hosted by HEIBO, The Daley Family Pavilion at The Blackwell Hotel		



HEIBO Spirit Day – Wear your favorite HEIBO t-shirt on Day 2

Day 2: Wednesday, October 22, 2025

Northwest Corner of 3rd Floor, The Ohio Union

Time	Cartoon Room (3145-3147, main conference room)	Barbie Tootle Room (3156, breakout room)	Hays Cape Room (3152, breakout room)
8-9 a.m.	Breakfast		
9-9:15 a.m.	Day 2 Kickoff		
	Vicki Dowling and Shelby Breaud		
9:15-10:30 a.m.	Smarter Reconciliation: Using AI to Streamline Faculty-Led Program Finances	Round Table: Funding Fairly - Approaches to Equitable and Innovative Scholarship Distribution	Platform Power Hour: Peer-Led Tools, Tips & Trends (e.g., Terra Dotta, Via TRM, and more)
	Presenter: Meghan Monahan (University of Wyoming)	Facilitator(s): Elsa Fraser (University of Maryland) and Keely Davin (Ohio University)	Facilitator: Shelby Breaud (Louisiana State University)
10:30-11 a.m.	Networking Break		
11 a.m.-12 noon	Roundtable: The Cost of Care - Who Pays When Mental Health Affects Study Abroad Participation?	Beyond Barcelona: Rethinking Site Selection and Enrollment Strategy in Study Abroad	Roundtable: Who Pays, Who Supports? Navigating Recruitment Models and ISS Staffing Realities
	Facilitator(s): Heather Lacey (University of Massachusetts) and Vicki Dowling (Rutgers University)	Presenter(s): Missy Peterson (University of Minnesota) and Shukhrat Aminov (Syracuse University)	Facilitator(s): Paul Ginder (Virginia Commonwealth University) and Tami Jauert (University of Minnesota)
12 noon-1 p.m.	Lunch		
1-2 p.m.	Roundtable: Building the Right Mix - Study Abroad Proposal Process (Development to Selection Strategies)	Smartsheets Bootcamp: Build, Automate, and Elevate Your Study Abroad Workflows	Roundtable: International HR - What's Heating Up in International HR
	Facilitator(s): Donna Gouvan (Miami University of Ohio) and Carolyn Barringer (Florida State University)	Presenter: Danette Bontrager (Iowa State University)	Facilitator(s): Eric Ferguson (Illinois University) and Patrick Gautraud (Purdue University)
2-2:15 p.m.	Break		
2:15-3:15 p.m.	Record Withdrawals & Rising Uncertainty: How Are We Planning for the Year Ahead	Passport to Profit: Best Practices for Revenue and Efficiency in Your Acceptance Office	Roundtable: Behind the Scenes - Managing the Business Operations of your ISS Sponsored Student Program
	Presenter(s): Jami Capps (Washington State University) and Heather Lacey (University of Massachusetts)	Presenter(s): Ami Tain (Boise State University) and Missy Peterson (University of Minnesota)	Facilitator(s): Catalina Nguyen (University of Minnesota), Heather Steel (Pennsylvania State University), and Becca Trestler (Indiana University)
3:15-3:30 p.m.	Break		
3:30-4:30 p.m.	HEIBO Business Meeting: Awards, Wrap Up & Updates (Announcement of 2026 Conference)		
	Steering Committee		
4-5 p.m.	Campus Tour, meet in the Cartoon Room		
5-8 p.m.	Optional After-Conference Activities		

Opening Plenary Session

Ohio Expert Panel



Abby Conder Lussier

Associate Director, International Student and Scholar Services
Ohio University

Abby Conder Lussier is the associate director of international student and scholar services at Ohio University and PhD candidate in Higher Education. She serves as the principal designated school official and responsible officer, maintaining immigration compliance for the university's F and J visa programs, overseeing advising services, and leading training for students, faculty and staff. The 2023 recipient NAFSA's Advocate of the Year, Abby is deeply committed to supporting international students, advancing policy that strengthens global education, and celebrating the many contributions of international students and scholars. Outside of work, Abby enjoys camping, hiking and kayaking. She is married to the world's second-best human (with herself firmly holding the number one spot) and together they are raising a pre-teen son and a nine-year-old fantail goldfish, originally won at a county fair.



Katy Crossley-Frolick

Associate Provost
Denison University

Katy Crossley-Frolick has 20+ years' experience in higher education, inside and outside the classroom. She joined the faculty at Denison University in 2007 in the Political Science Department. In 2017 she was recruited by the provost to oversee the Office of Off-Campus Study. In 2019, that office merged with international student services to become the Center for Global Programs, overseeing inbound and outbound mobility, and partnering with various academic offices and the university's career hub to support international education efforts. This past year, she was appointed associate provost, overseeing a myriad of programs and projects including global programming, advising, first-year onboarding and the university's academic resource center. She enjoys finding common ground and common interests that foster new and unexpected forms of collaboration with various campus partners.

Opening Plenary Session

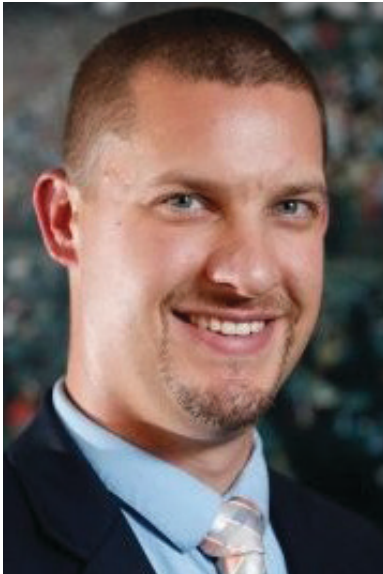
Ohio Expert Panel



Lisa Ho

Director of International & Off-Campus Programs
Ohio Wesleyan University

Lisa is the director of International & Off-Campus Programs at Ohio Wesleyan University and is responsible for leading the strategic planning and promotion of all global initiatives. Her focus is on creating innovative offerings that not only grow enrollment and boost student retention but also help differentiate the university on a national and regional stage. Part of her efforts include managing a funding model that maximizes the transfer of student financial aid to ensure broader financial accessibility to global opportunities.



Timothy Hornsby

Manager of Procurement, Receivables, and Customer Service
The Ohio State University

Tim Hornsby has over 15 years of experience in higher education and international engagement, including roles as a consultant for FarmHouse International Fraternity, a Peace Corps volunteer in Moldova, and a professional in global education and finance at The Ohio State University. He currently serves in the Office of Academic Affairs, where he leads a team responsible for reviewing travel and expenditures across multiple university units, including the Office of International Affairs. He also collaborates with departments and campus partners to identify best practices and streamline processes for securing goods and services that support Ohio State's academic and global mission.

2025 HEIBO Conference Planning Committee

Shelby Breaud, Louisiana State University, Co-Chair

Vicki Dowling, Rutgers University, Co-Chair

Amanda Jurden, The Ohio State University

Annie Jones, The Ohio State University

Leslie McCabe, The Ohio State University

Ami Tain, Boise State University

Bret Dahmen, Washington State University

Emily Davis, Washington State University

Grace Brown, Illinois State University

Jami Capps, Washington State University

Missy Peterson, University of Minnesota

Morgan Ray, The University of North Carolina at Chapel Hill

Sovanna Behrmann, University of Utah

Tony Fussy, University of Minnesota

