

11-17-2015

International Students and Colleagues: Effective Ways to Find, Welcome, and Mentor Them in our Schools and Climates

Carl Hobert

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Repository Citation

Hobert , C. (2015). *International Students and Colleagues: Effective Ways to Find, Welcome, and Mentor Them in our Schools and Climates.* .

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1
00:00:07,259 --> 00:00:12,570

thank you everyone

2
00:00:12,570 --> 00:00:21,429

Again uh my name's Michelle Streeter-Ferrari. I'm director of the University Center for International Education. Um today I'm very

3
00:00:21,439 --> 00:00:27,990

honored to introduce to you a very dynamic um guest uh Carl Hobert. He's a

4
00:00:27,990 --> 00:00:32,269

clinical instructor at the Boston University School of Education as well

5
00:00:32,269 --> 00:00:36,600

as the founder and executive director of the Axis of Hope Center for

6
00:00:36,600 --> 00:00:41,809

International Conflict Management and Prevention. Hobert's research focuses on

7
00:00:41,809 --> 00:00:47,329

approaches to increase students' and adults' global IQ. Hobert has

8
00:00:47,329 --> 00:00:52,160

developed practices to increase international student enrollment in U.S.

9
00:00:52,160 --> 00:00:57,410

universities and schools and international professionals' employment

10
00:00:57,410 --> 00:01:06,070

in U.S. corporations and organizations. Hobert holds a um a BA in cum laude in

11
00:01:06,070 --> 00:01:11,220

French and Political Science from Middlebury College and an MA in Spanish

12
00:01:11,220 --> 00:01:17,140
from Middlebury College and a Masters of
Arts in Law and Diplomacy from Tufts

13
00:01:17,140 --> 00:01:25,150
Fletcher school. His most recent best
seller, Raising Global IQ: Preparing Our

14
00:01:25,150 --> 00:01:30,630
Students for a Shrinking Planet Beacon
Press, came out in February of 2013.

15
00:01:30,630 --> 00:01:45,159
Please join me in welcoming Carl Hobert to Wright State University.

16
00:01:45,159 --> 00:01:50,580
It's a pleasure to be here today. Thank you for that kind welcome.

17
00:01:50,580 --> 00:01:55,820
I would like to ask you first, in this
audience,

18
00:01:55,820 --> 00:01:58,050
to please think about

19
00:01:58,050 --> 00:02:00,200
the word listen.

20
00:02:00,200 --> 00:02:03,289
As I was explaining to sterl... students
earlier today that word listen spelled

21
00:02:03,289 --> 00:02:04,119
another way is

22
00:02:04,119 --> 00:02:06,470
silent.

23
00:02:06,470 --> 00:02:09,970
Spelled a third way is enlist.

24

00:02:09,970 --> 00:02:14,420

So I ask you today to listen by remaining silent and I hope to enlist

25

00:02:14,420 --> 00:02:18,730

you into a new way of thinking about what's going on on campuses like this

26

00:02:18,730 --> 00:02:23,540

around the country where you've got multiple countries represented,

27

00:02:23,540 --> 00:02:27,890

multiple cultures and languages represented, and how those cultures

28

00:02:27,890 --> 00:02:35,150

have been created to see students get along and grow well together.

29

00:02:35,150 --> 00:02:40,610

May I ask that uh everyone stand please, first.

30

00:02:40,610 --> 00:02:43,700

Do you notice what you lost when you stood up?

31

00:02:43,700 --> 00:02:47,640

You lost your lap.

32

00:02:47,640 --> 00:02:53,100

That was a joke. Total Midwest humor. Sorry about that. Now would you take a look at

33

00:02:53,100 --> 00:02:54,560

your fingernails please?

34

00:02:54,560 --> 00:03:03,750

Notice how there are some people going like this? Others going like this?

35

00:03:03,750 --> 00:03:10,090

Think differently about how others look at the world. Now if you have enough room

36

00:03:10,090 --> 00:03:17,200

would you take a look at the bottom of
your foot please?

37

00:03:17,200 --> 00:03:22,860

I'm the father of three daughters. They
all go like this.

38

00:03:22,860 --> 00:03:26,470

I

39

00:03:26,470 --> 00:03:28,460

go like that.

40

00:03:28,460 --> 00:03:34,400

Think differently about how you look at
things. Now would you please stay

41

00:03:34,400 --> 00:03:43,870

standing if you speak more than one
language fluently?

42

00:03:43,870 --> 00:03:47,440

Yes, English is included.

43

00:03:47,440 --> 00:03:56,240

Would you please stay standing if you
speak more than two languages fluently?

44

00:03:56,240 --> 00:04:02,590

More than three?

45

00:04:02,590 --> 00:04:12,300

Would you please identify your country
of origin?

46

00:04:12,300 --> 00:04:16,940

Isn't it interesting? I give these
lectures around the country and I ask

47

00:04:16,940 --> 00:04:23,160

that same question around the country. It

is usually foreign students and faculty

48

00:04:23,160 --> 00:04:28,400

members and members of staffs who stay standing the longest. One of the things

49

00:04:28,400 --> 00:04:33,060

we've got to think about is moving away from mul...mono... mono-, excuse me,

50

00:04:33,060 --> 00:04:37,690

lingualism to multi-lingualism. We also have to think about the whole idea of

51

00:04:37,690 --> 00:04:41,460

multi-culturalism, which I'll be talking about today. Thank you very much. Grab a seat.

52

00:04:41,460 --> 00:04:48,850

I'd like to start off with a quote by one of my favorite persons in the history of,

53

00:04:48,850 --> 00:04:50,340

actually the world,

54

00:04:50,340 --> 00:04:57,650

Albert Einstein. He said there has been a quantum leap technologically in our age

55

00:04:57,650 --> 00:05:06,410

but unless there is another quantum leap in human relations, unless we learn to

56

00:05:06,410 --> 00:05:12,729

live in a new way looking differently at one another, it will be,

57

00:05:12,729 --> 00:05:16,990

bottom-line, a catastrophe.

58

00:05:16,990 --> 00:05:19,590

That's Albert Einstein.

59

00:05:19,590 --> 00:05:23,530

I know we all respect him and I hope you think about what he says getting along

60

00:05:23,530 --> 00:05:26,900

more effectively as i speak today.

61

00:05:26,900 --> 00:05:35,600

I'd like to look at the first slide. Can anyone tell me what you see there? It's an

62

00:05:35,600 --> 00:05:42,030

interesting series of black and white boxes. Do you see anything else when you

63

00:05:42,030 --> 00:05:53,560

squint your eyes? Yes? The words bad eyes. Can everyone see it?

64

00:05:53,560 --> 00:05:59,100

If you can't, please ask the person next to you how to look at it.

65

00:05:59,100 --> 00:06:04,740

Again thinking differently about how you look at the world. I'll often tell students,

66

00:06:04,740 --> 00:06:06,030

when I'm dealing with them,

67

00:06:06,030 --> 00:06:12,320

squint your eyes and you'll see something differently. I did a lot of research on

68

00:06:12,320 --> 00:06:17,400

Wright State before coming here looking into

69

00:06:17,400 --> 00:06:20,979

the true personality and the true history of this institution. I learned several

70

00:06:20,979 --> 00:06:26,759

things. One of the most fascinating for me as an international educator is that

71

00:06:26,759 --> 00:06:33,009

Wright state is at the crossroads in international education. The university

72

00:06:33,009 --> 00:06:39,810

has experienced a growth in international students from 1,000 in

73

00:06:39,810 --> 00:06:47,090

2012 to nearly 2,000 in 2015.

74

00:06:47,090 --> 00:06:52,980

I also came to learn that 43 percent of the students here are from India. Other

75

00:06:52,980 --> 00:06:59,810

large populations are here from Saudi Arabia, Kuwait, Iraq, the United Arab

76

00:06:59,810 --> 00:07:03,120

Emirates, and China,

77

00:07:03,120 --> 00:07:05,129

and I could go on,

78

00:07:05,129 --> 00:07:09,319

but I think it's a fabulous thing that the college or the university has done

79

00:07:09,319 --> 00:07:16,469

to diversify its student body, but obviously that can also lead, as you all

80

00:07:16,469 --> 00:07:23,279

know, to greater tension. This is caused tension with a great amount of cultural,

81

00:07:23,279 --> 00:07:28,629

not just linguistic, but cultural misunderstanding and frustrations on the

82
00:07:28,629 --> 00:07:34,729
part of faculty, administrators, staff,

83
00:07:34,729 --> 00:07:40,439
and students themselves. Well let me say
that I can relate to this. As I told a

84
00:07:40,439 --> 00:07:47,680
group earlier today, I'm the father of
three teenage girls. Leah,

85
00:07:47,680 --> 00:07:53,039
the oldest, age 19, we adopted in the
Hunan Province of China when she was

86
00:07:53,039 --> 00:07:57,930
six months old. She had been left in a
basket on the platform in a train

87
00:07:57,930 --> 00:08:03,050
station late at night so that somebody
during rush hour would find her the next

88
00:08:03,050 --> 00:08:04,030
day.

89
00:08:04,030 --> 00:08:10,000
Leah is now 19 years old. She is a
sophomore at Wellesley College, just

90
00:08:10,000 --> 00:08:19,590
outside of Boston. She is a premed
student. She had an internship with an

91
00:08:19,590 --> 00:08:25,610
Italian, female neurosurgeon last summer
at Boston Medical Center and she's

92
00:08:25,610 --> 00:08:30,410
heading off in two months to Nicaragua
to do work,

93
00:08:30,410 --> 00:08:34,640
medically, with orphans.

94
00:08:34,640 --> 00:08:36,900
Number two, Olivia,

95
00:08:36,900 --> 00:08:41,800
is seventeen years of age. On a second
trip to the Hunan Province of China, we

96
00:08:41,800 --> 00:08:45,320
adopted her. She's now getting ready for
college next year and feeling the

97
00:08:45,320 --> 00:08:45,860
pressures.

98
00:08:45,860 --> 00:08:52,070
Olivia was left in the basket at the
bottom of the staircase outside of a

99
00:08:52,070 --> 00:08:57,320
five-story apartment complex in the
middle of the summer.

100
00:08:57,320 --> 00:09:02,680
Not only was she a victim of
malnutrition, but she experienced sunburn

101
00:09:02,680 --> 00:09:08,200
over most of her body.

102
00:09:08,200 --> 00:09:13,580
She's heading to college next year to
become, she hopes, either a psychiatrist,

103
00:09:13,580 --> 00:09:19,520
or a psychologist, or a social worker
working with children in the United

104
00:09:19,520 --> 00:09:23,680
States, from other countries, who are

experiencing problems with cultural

105

00:09:23,680 --> 00:09:32,870

misunderstanding. And our third daughter, a surprise, biologically, to us, she is now

106

00:09:32,870 --> 00:09:37,800

13 years of age and is in the seventh grade. Her name is Juliana. Can you

107

00:09:37,800 --> 00:09:43,240

imagine going home every night to these three daughters, biologically from three

108

00:09:43,240 --> 00:09:48,280

different parents, but they are all ours, and, as I told a group earlier today,

109

00:09:48,280 --> 00:09:54,850

again thinking about this idea of cultural misunderstanding, gaps, confusion?

110

00:09:54,850 --> 00:09:59,750

I was in a CVS Pharmacy not long ago buying them shampoo and conditioner in

111

00:09:59,750 --> 00:10:03,350

separate bottles, Pantene,

112

00:10:03,350 --> 00:10:08,390

and the boy behind the counter, roughly age seventeen, looked at my three

113

00:10:08,390 --> 00:10:11,760

daughters and looked at me and said, "The youngest one she really looks like you.

114

00:10:11,760 --> 00:10:17,120

Who are the real parents of the other two?"

115

00:10:17,120 --> 00:10:23,640

Now think about how many times things like that happen on this campus, where

116

00:10:23,640 --> 00:10:29,120

people are lacking cultural understanding, are not willing to face

117

00:10:29,120 --> 00:10:35,690

differences very effectively, love to speak behind the scenes against other

118

00:10:35,690 --> 00:10:42,210

people. My friends, that is a form of racism. Our world, according to my book

119

00:10:42,210 --> 00:10:49,980

Raising Global IQ, is a shrinking world. We have got to get to learn how to come

120

00:10:49,980 --> 00:10:56,279

together and coexist more effectively. We have got to break through the shackles

121

00:10:56,279 --> 00:11:01,390

of racism. We've got to become multilingual and multicultural and we've

122

00:11:01,390 --> 00:11:08,120

got to do it quickly. Again, our world is shrinking. I learned this - yes, there are great

123

00:11:08,120 --> 00:11:13,610

tensions here, as I said before. Oh, and right next door, and I got an interesting

124

00:11:13,610 --> 00:11:18,810

tour last night in the van coming from the airport, is

125

00:11:18,810 --> 00:11:26,340

the Patterson... Wright-Patterson Air Force Base, which obviously elicits this huge

126

00:11:26,340 --> 00:11:32,830

advocacy program for veterans here on campus and obviously creates a very very

127

00:11:32,830 --> 00:11:38,750

very conservative climate in this area.
So what you're seeing here, my friends, is

128

00:11:38,750 --> 00:11:43,830

a multicultural multilingual community
here, and on the other side of the fence

129

00:11:43,830 --> 00:11:51,060

is a very patriotic community. You know
what you gotta do? As I say to groups

130

00:11:51,060 --> 00:11:55,550

around the world, you have got to
confront conflict and you have got to

131

00:11:55,550 --> 00:11:59,270

confront conflict immediately.

132

00:11:59,270 --> 00:12:02,110

If you don't,

133

00:12:02,110 --> 00:12:09,120

not only could things explode, they could
implode completely, as people start to

134

00:12:09,120 --> 00:12:13,050

speak out against one another, as
speak... people start to build walls

135

00:12:13,050 --> 00:12:19,040

around one another, and build silos that
turn into, I hate to say this, but

136

00:12:19,040 --> 00:12:22,810

hatred.

137

00:12:22,810 --> 00:12:28,790

So if you're thinking about what's going
on, you have a large number of foreign

138

00:12:28,790 --> 00:12:31,640
students here, as I mentioned before. The
other interesting thing I've learned

139
00:12:31,640 --> 00:12:35,520
about this university, you've got a large
number of domestic students who are here,

140
00:12:35,520 --> 00:12:40,630
who are not only first-generation
students, but many have jobs off campus

141
00:12:40,630 --> 00:12:45,570
and trying to balance the academic world
with working. Many have never traveled

142
00:12:45,570 --> 00:12:54,290
overseas before. So you're facing that
domestic issue of conflict. Base college

143
00:12:54,290 --> 00:12:58,660
or university setting you're facing that
conflict of students who are coming from

144
00:12:58,660 --> 00:13:04,470
overseas, able to study overseas, and
students who are from here who cannot do

145
00:13:04,470 --> 00:13:12,540
that, and we're now faced with this idea
of, oh my gosh, what do we do? How do we

146
00:13:12,540 --> 00:13:16,150
become a bit more radical and look at
this,

147
00:13:16,150 --> 00:13:21,089
take this head-on, and illicit change?

148
00:13:21,089 --> 00:13:26,399
Well, many believe that Wright State University, or the U.S. government, is

149
00:13:26,399 --> 00:13:29,730

sponsoring those students who come from
abroad to study here. I'll be the first

150

00:13:29,730 --> 00:13:34,949

to tell you, that is not the case. We are
not trying to sp... to raise spies here

151

00:13:34,949 --> 00:13:38,760

at this university. Number two,

152

00:13:38,760 --> 00:13:43,000

I've noticed that the university has
done a fine job of creating programs to

153

00:13:43,000 --> 00:13:47,050

connect international students with
domestic students. I learned that when I

154

00:13:47,050 --> 00:13:51,640

was talking to students earlier today.
How students have gotten to know one

155

00:13:51,640 --> 00:13:56,130

another, it's neat. I was reminded that
it's kind of similar to my daughters

156

00:13:56,130 --> 00:14:00,370

when they were growing up and how I
would get them play dates with children

157

00:14:00,370 --> 00:14:04,470

who are very different from themselves.
Well, this is a young adult play date

158

00:14:04,470 --> 00:14:08,090

society here, where you are learning to get
along very well,

159

00:14:08,090 --> 00:14:14,810

day in and day out, but the larger
problem, and I'm gonna be radical about

160

00:14:14,810 --> 00:14:19,910

this because I believe in what I call educational civil disobedience. I'm at

161

00:14:19,910 --> 00:14:24,600

Boston University where Martin Luther King got his doctorate, by the way. The

162

00:14:24,600 --> 00:14:32,350

larger challenge is getting the faculty, getting staff, and getting administrators

163

00:14:32,350 --> 00:14:34,930

more on board,

164

00:14:34,930 --> 00:14:43,420

buying in more effectively to this whole idea of the influx of foreign students,

165

00:14:43,420 --> 00:14:49,170

and becoming, as i say, more accepting of this globalization of your community.

166

00:14:49,170 --> 00:14:54,670

Sometimes I've learned that Boston University, where we've been bringing in

167

00:14:54,670 --> 00:14:58,630

foreign students for years, we have now roughly 8 percent of our undergraduate

168

00:14:58,630 --> 00:15:02,900

12,000 students from foreign countries. I've got colleagues at Boston University

169

00:15:02,900 --> 00:15:06,970

who say, "Professor Hobert,

170

00:15:06,970 --> 00:15:10,550

those students in my class do not speak English well enough, or they don't

171

00:15:10,550 --> 00:15:15,839

write well enough, or I just don't think

they should be here because they're the

172

00:15:15,839 --> 00:15:19,399

Texas students that we just shouldn't have." Well, you know what I say to them? You are

173

00:15:19,399 --> 00:15:25,000

creating a true world in your classroom, where you've got American students and

174

00:15:25,000 --> 00:15:27,730

you've got foreign students who are discussing issues right now that are

175

00:15:27,730 --> 00:15:32,079

very important, and instead of getting in correction mode and coming down on those

176

00:15:32,079 --> 00:15:36,040

students, why don't you hold extra office hours to actually help those students

177

00:15:36,040 --> 00:15:40,009

with their assignments, give them more counseling in terms of how they can deal

178

00:15:40,009 --> 00:15:45,149

with your subject matters more effectively. Well, I see that happening here

179

00:15:45,149 --> 00:15:46,100

too.

180

00:15:46,100 --> 00:15:49,959

You've got growing groups of faculty members and staff who are saying, "this is

181

00:15:49,959 --> 00:15:53,540

just not right. We are bringing in foreign students because of the

182

00:15:53,540 --> 00:15:56,779

injection of capital and it's not a good

investment for our college or university."

183

00:15:56,779 --> 00:16:02,420

Well, I've gotta say, I absolutely and completely disagree with that. Being able

184

00:16:02,420 --> 00:16:07,560

to bring large groups of foreign students to this country, to be able to

185

00:16:07,560 --> 00:16:12,370

show them how to become chameleons in our culture and with our language, is one

186

00:16:12,370 --> 00:16:17,930

important step, but the next important step is being able to have students from

187

00:16:17,930 --> 00:16:22,199

the United States, including first-generation students, get overseas.

188

00:16:22,199 --> 00:16:27,740

One suggestion I'm gonna give you - make it a requirement before you graduate - to

189

00:16:27,740 --> 00:16:33,120

have all students on this campus study overseas. Set up a fund if they need

190

00:16:33,120 --> 00:16:38,350

financial aid for that. Number two, you are now doing an incredible job of bringing

191

00:16:38,350 --> 00:16:42,759

more faculty members over from other countries. We've done the same thing at

192

00:16:42,759 --> 00:16:46,980

Boston University under Bob Brown, our president, who used to be the Provost at

193

00:16:46,980 --> 00:16:52,180

the Massachusetts Institute of
Technology. Bob knows very well how to

194

00:16:52,180 --> 00:16:56,400

bring in faculty members from overseas,

195

00:16:56,400 --> 00:16:59,950

but I'm gonna make a suggestion that I
gave to Bob last year in the middle of

196

00:16:59,950 --> 00:17:04,350

our Boston University capital campaign -
set up a fund so more faculty

197

00:17:04,350 --> 00:17:09,930

members can go overseas themselves,
whether it's for research or simply to

198

00:17:09,930 --> 00:17:15,930

go overseas after getting a U.S. passport.
That is going to raise the global IQ of

199

00:17:15,930 --> 00:17:20,800

faculty members and it's going to raise
their acceptance of students coming from

200

00:17:20,800 --> 00:17:22,089

other countries.

201

00:17:22,089 --> 00:17:24,280

The other thing

202

00:17:24,280 --> 00:17:31,280

I've learned recently is not only that
challenge of trying to get people to buy

203

00:17:31,280 --> 00:17:36,470

into this whole idea of globalization, of
the curriculum, of the student body, of

204

00:17:36,470 --> 00:17:44,480

the faculty members, but it's also a
process that's led to a 360 degree look

205

00:17:44,480 --> 00:17:51,050

at exactly what this college, what this university does, and for the past two

206

00:17:51,050 --> 00:17:56,680

years I've learned that it has not been easy to look at all of these different

207

00:17:56,680 --> 00:18:00,510

problems from all of these different angles in this 360

208

00:18:00,510 --> 00:18:04,350

degree study.

209

00:18:04,350 --> 00:18:08,559

There's been a bit of tension; there's been bit of friction. I found out that not just

210

00:18:08,559 --> 00:18:13,280

from students, but having a meeting with administrators and faculty members over

211

00:18:13,280 --> 00:18:15,929

lunch. But think about this tension.

212

00:18:15,929 --> 00:18:22,930

Although there is quite a bit of tension, I think there is a solution.

213

00:18:22,930 --> 00:18:28,550

If you look at conflict...

214

00:18:28,550 --> 00:18:34,170

I work around the world, in this case with North and South Korea, and I'd like

215

00:18:34,170 --> 00:18:39,060

you to think about my triangulation theory in terms of the conflict that you

216

00:18:39,060 --> 00:18:42,770

see going on in campus right now.

217

00:18:42,770 --> 00:18:48,440

You create a triangle and then you identify six parties that are involved

218

00:18:48,440 --> 00:18:53,370

in the triangle. When I was working with Steve Bosworth, former ambassador to

219

00:18:53,370 --> 00:18:56,820

South Korea and an incredible mentor at The Fletcher School of Law and Diplomacy

220

00:18:56,820 --> 00:19:02,240

when he was dean there, Steve and I sat down and said two groups at one point in the

221

00:19:02,240 --> 00:19:07,170

triangle, you can see the overlap - the United States and South Korea. We are

222

00:19:07,170 --> 00:19:13,280

dear friends; we do have differences. The overlap is what we agree on. Look at the

223

00:19:13,280 --> 00:19:20,840

group in another part of the triangle - North Korea and China. The third pair in

224

00:19:20,840 --> 00:19:24,820

that triangle, with billions in investment in North and South Korea -

225

00:19:24,820 --> 00:19:32,850

Russia and Japan. And if you think about taking lines and drawing them from those

226

00:19:32,850 --> 00:19:39,910

three points of the pyramid to the middle, you create a bullseye, and you

227

00:19:39,910 --> 00:19:46,420

create three different negotiation

points in that bullseye. For us and what

228

00:19:46,420 --> 00:19:50,440

we continue to do in North and South Korea,

229

00:19:50,440 --> 00:19:55,009

is these three issues: number one, the bullseye - the most important security. We

230

00:19:55,009 --> 00:19:59,710

are fearing nuclear war in that part of the world. So the top issue,

231

00:19:59,710 --> 00:20:05,480

life-or-death issue, is security. The second one, economic infrastructure and

232

00:20:05,480 --> 00:20:13,120

the third one, governing structure. And you know what's neat? If you get these six parties to

233

00:20:13,120 --> 00:20:17,350

sit down together... and we've had summit conferences in Vienna and Madrid and

234

00:20:17,350 --> 00:20:24,100

Paris in Camp David. If you cannot get these six groups to agree on the middle

235

00:20:24,100 --> 00:20:31,269

of the bullseye, security, you call a timeout and you move on to the second

236

00:20:31,269 --> 00:20:37,139

circle. If you cannot decide on the second circle, you move on to the third

237

00:20:37,139 --> 00:20:43,419

and then you revisit the other two later. That is a term called BATNA. Please

238

00:20:43,419 --> 00:20:51,039

never forget this- BATNA - Best
Alternative To a Negotiated Agreement.

239

00:20:51,039 --> 00:20:56,600

Anytime you're getting into a discussion
or an argument, you should always think

240

00:20:56,600 --> 00:21:02,250

BATNA - having options in your back
pocket so you can move on in your

241

00:21:02,250 --> 00:21:04,179

discussions.

242

00:21:04,179 --> 00:21:09,330

This is one example of triangulation.

243

00:21:09,330 --> 00:21:17,630

Once you get groups into the conflict
resolution mode of negotiation, notice

244

00:21:17,630 --> 00:21:21,330

how you have each of those six groups
prepare themselves individually for

245

00:21:21,330 --> 00:21:26,090

negotiations. Then you have pre-negotiation team meetings where they

246

00:21:26,090 --> 00:21:31,750

start to talk about who the spokesperson
will be - who the secretary will be to

247

00:21:31,750 --> 00:21:36,710

take notes. You then move on to the
different rounds of negotiations, and in

248

00:21:36,710 --> 00:21:42,080

each round you don't meet at one large
table - you always meet in pairs. So in

249

00:21:42,080 --> 00:21:46,550

the first round, as you saw in that
triangle, South Korea would meet with the

250
00:21:46,550 --> 00:21:51,200
U.S., North Korea would meet with China,
Japan would meet with Russia. And because

251
00:21:51,200 --> 00:21:56,610
you've got six groups, you've got five
rounds of negotiations so that each

252
00:21:56,610 --> 00:22:03,150
group can meet with every other. So the
only way for the U.S. to meet with South

253
00:22:03,150 --> 00:22:08,930
Korea, North Korea, China, Japan, and Russia, is five rounds of negotiations, and

254
00:22:08,930 --> 00:22:15,750
everyone else can meet with every other
group or every other country.

255
00:22:15,750 --> 00:22:21,470
The key is, is this going to lead to some
sort of peaceful settlement? Watch this

256
00:22:21,470 --> 00:22:29,610
same theory play out in the Arab-Israeli
conflict. Can you imagine having people

257
00:22:29,610 --> 00:22:38,530
role play Quartet, Arab League, Hamas,
Fatah,

258
00:22:38,530 --> 00:22:46,650
Likud, Benjamin Netanyahu's party, or
labor? And the three issues we have

259
00:22:46,650 --> 00:22:50,860
people focus on right now, and this is
obviously an ongoing issue, is the

260
00:22:50,860 --> 00:22:54,510
division of Jerusalem. You know what
those three issues are? Number one,

261
00:22:54,510 --> 00:23:02,930
security, number two, settlement expansion
in East Jerusalem or not, number three,

262
00:23:02,930 --> 00:23:10,340
sovereignty - who has true sovereignty
over old Jerusalem, including the Wailing

263
00:23:10,340 --> 00:23:15,539
Wall, the Mount, Al-Aqsa Mosque etc.?

264
00:23:15,539 --> 00:23:21,820
My colleagues in Israel would say, "we
have sovereignty over that. You

265
00:23:21,820 --> 00:23:27,590
Palestinians - you Muslims - you should be
happy with Mecca and Medina, and we'll

266
00:23:27,590 --> 00:23:30,570
give you custodianship, but that's all."

267
00:23:30,570 --> 00:23:36,609
Do you think that creates problems? What
do we do? We call a timeout and we move

268
00:23:36,609 --> 00:23:40,229
to other issues. But do you see the
structure here?

269
00:23:40,229 --> 00:23:44,600
Triangulation - three issues - I move on.

270
00:23:44,600 --> 00:23:50,059
Look what we're doing in Syria now. You think Syria's a hot-button issue. We've got the

271
00:23:50,059 --> 00:23:58,919
Al-Assad government. Russia, my friends,
is fighting a proxy war in Syria. Putin is

272
00:23:58,919 --> 00:24:04,099

fighting a proxy war in Syria by
supporting the Assad regime against the

273

00:24:04,099 --> 00:24:09,929

United States, which is, as you can see,
supporting Israel. Oh, I mentioned Benjamin

274

00:24:09,929 --> 00:24:13,820

Netanyahu before. He was just in
Washington, D.C. last week meeting in the

275

00:24:13,820 --> 00:24:18,960

Oval Office where he was promised almost
four billion dollars in military

276

00:24:18,960 --> 00:24:24,159

assistance because of especially what's
going on in Syria. So we, through Israel, are

277

00:24:24,159 --> 00:24:28,289

fighting a proxy war versus Russia. And look at the other two parties there:

278

00:24:28,289 --> 00:24:32,960

Free Syrian Army, as well as a Syrian
National Coalition. And one of the things

279

00:24:32,960 --> 00:24:37,549

that we've done with this case study on
Syria is we have included many other

280

00:24:37,549 --> 00:24:43,309

groups who can be present at the
negotiations, but not sit at the table.

281

00:24:43,309 --> 00:24:48,879

And right now the person who is
spearheading this entire effort is an

282

00:24:48,879 --> 00:24:52,080

old friend from the state of
Massachusetts who used to be our senator,

283

00:24:52,080 --> 00:24:58,609

John Kerry, who is now the Secretary of State, meeting today with the French

284

00:24:58,609 --> 00:25:04,759

government in Paris, and this is a huge piece of what John Kerry is talking

285

00:25:04,759 --> 00:25:10,229

about with President Hollande of France. As you know, the bombings took place there

286

00:25:10,229 --> 00:25:12,470

last Friday.

287

00:25:12,470 --> 00:25:15,370

Now,

288

00:25:15,370 --> 00:25:21,160

notice why I've introduced this. Here comes your curve ball. Can you imagine

289

00:25:21,160 --> 00:25:29,440

creating that same triangle where you're looking at the issues that exist here -

290

00:25:29,440 --> 00:25:35,800

the conflicts that exist here on campus between international students, domestic

291

00:25:35,800 --> 00:25:42,140

students, staff members, faculty members, administrators. I'm just saying this is a

292

00:25:42,140 --> 00:25:49,159

possible suggestion, but now I'm going to ask you to please raise your hands

293

00:25:49,159 --> 00:25:55,409

and make other suggestions. Number one, you see the six groups there that we're

294

00:25:55,409 --> 00:25:59,179

trying to get to come together to grapple with issues that are going on

295
00:25:59,179 --> 00:26:00,460
here on campus -

296
00:26:00,460 --> 00:26:06,720
cultural linguistic friction that is
going on on campus, in and of itself, what

297
00:26:06,720 --> 00:26:15,539
I call an academic civil war. Can anyone
offer other suggestions for groups that

298
00:26:15,539 --> 00:26:26,140
should be at the table here as one of
six sides. Take a stand, anyone.

299
00:26:26,140 --> 00:26:32,039
I sense the tension. Yes?

300
00:26:32,039 --> 00:26:38,230
I'm sorry?

301
00:26:38,230 --> 00:26:43,679
Heterosexual, homosexual, white, black - all
these different subgroups. Very good.

302
00:26:43,679 --> 00:26:48,360
Thank you. Thank you for getting a
microphone. Somebody else. Other groups?

303
00:26:48,360 --> 00:26:55,630
Yes?

304
00:26:55,630 --> 00:27:00,870
Different religious groups. Thank you
very much. It's interesting what's

305
00:27:00,870 --> 00:27:04,840
happened since Paris in terms of racism
on campuses across the country

306
00:27:04,840 --> 00:27:11,480

vis-a-vis certain religious groups isn't it? Others?

307
00:27:11,480 --> 00:27:13,810
Yes?

308
00:27:13,810 --> 00:27:24,909
Students from India, the majority foreign student population here. Very good. Others?

309
00:27:24,909 --> 00:27:28,440
How about this as a question?

310
00:27:28,440 --> 00:27:31,420
And I'll be writing up an executive summary for the president of this

311
00:27:31,420 --> 00:27:37,590
university after I leave today in terms of next steps to take to defuse the

312
00:27:37,590 --> 00:27:43,650
problems that are existing on campus today. How about the three issues? I see

313
00:27:43,650 --> 00:27:46,850
you speaking up in the back - I like your style. What do you think is one of the

314
00:27:46,850 --> 00:28:01,389
issues? She's now turning around. There we go. What do you think one of the issues should be?

315
00:28:01,389 --> 00:28:12,710
Lack of cultural awareness. Very good. Somebody else?

316
00:28:12,710 --> 00:28:14,770
Anyone?

317
00:28:14,770 --> 00:28:24,029
Lack of cultural... yes?

318

00:28:24,029 --> 00:28:25,890

Ok.

319

00:28:25,890 --> 00:28:31,660

Thank you.

320

00:28:31,660 --> 00:28:36,850

I'm sorry, can't quite hear you.

321

00:28:36,850 --> 00:28:41,120

The something society, you said.

322

00:28:41,120 --> 00:28:48,010

Integration... society. Thank you. One more.
Anyone?

323

00:28:48,010 --> 00:28:51,010

Sorry?

324

00:28:51,010 --> 00:28:52,669

Academic...

325

00:28:52,669 --> 00:29:00,149

integrity, huh... downloading information or not, and claiming it as one's own. Right, thank you.

326

00:29:00,149 --> 00:29:06,390

Yes?

327

00:29:06,390 --> 00:29:13,480

Class issues on campus and the
intersection... yes?

328

00:29:13,480 --> 00:29:16,500

Safety and security on campus. Thank you.

329

00:29:16,500 --> 00:29:22,090

Anybody else? Yes?

330

00:29:22,090 --> 00:29:32,300

Cooperation with... American students? Thank you. We have one more up here.

331

00:29:32,300 --> 00:29:36,730

Would you make... would you mind saying this to everybody?

332

00:29:36,730 --> 00:29:42,830

Stereotype and bias. All of these could be your core issues after you decide on

333

00:29:42,830 --> 00:29:46,929

your six groups. And again, remember, I've been talking to a lot of people today.

334

00:29:46,929 --> 00:29:53,419

I've got my report already being authored. If you look at this and you

335

00:29:53,419 --> 00:29:58,150

think about this form of conflict resolution, again, you want to be able to

336

00:29:58,150 --> 00:30:01,860

have the different sides, but you don't just want to sit back and argue, "oh,

337

00:30:01,860 --> 00:30:06,740

there aren't more sides or... or there should be more issues." What you want to

338

00:30:06,740 --> 00:30:10,790

do, as I said before, similar to what we do between North and South Korea - what we

339

00:30:10,790 --> 00:30:15,040

do in the Middle East - what we've now starting to do with Syria, is you have got

340

00:30:15,040 --> 00:30:19,280

to start the negotiation project. You've gotta get the individual groups to meet

341

00:30:19,280 --> 00:30:24,510

to choose representatives and spokespersons. You've then got to get all

342

00:30:24,510 --> 00:30:29,679

groups meeting. And you can't just do it once, sign some sort of a treaty, and put

343

00:30:29,679 --> 00:30:35,049

it up on the wall and say, "this is our agreement between students, faculty, staff,

344

00:30:35,049 --> 00:30:40,640

and administrators." You have got to continue, round after round after round

345

00:30:40,640 --> 00:30:49,340

of negotiations, looking at every single angle like you do a crystal ball.

346

00:30:49,340 --> 00:30:53,280

All of the different issues that you're focusing on, you've got to be able to

347

00:30:53,280 --> 00:30:56,890

look from multiple angles. And the other thing I haven't told the University I'm

348

00:30:56,890 --> 00:31:00,780

gonna be doing is, once you come up with those six sides and those three different

349

00:31:00,780 --> 00:31:05,490

issues you're gonna be discussing, I'm going to author a case study for you and

350

00:31:05,490 --> 00:31:10,640

I'm going to s... have in that case study, four page confidential instructions for

351

00:31:10,640 --> 00:31:15,980

each of the different six roles that you want created. And I will create in that

352

00:31:15,980 --> 00:31:21,490

case study, with each confidential instruction four page, how you stand on

353

00:31:21,490 --> 00:31:25,810

the three core issues that are in the middle of the triangle. So let's say you

354

00:31:25,810 --> 00:31:30,570

decide that one group is administrators. I will create the four page confidential

355

00:31:30,570 --> 00:31:35,410

instructions for administrators, their stance on the three issues, and I'll do

356

00:31:35,410 --> 00:31:41,860

the same thing for all other five sides. And then, here is your curveball. When I

357

00:31:41,860 --> 00:31:45,830

send you that case study, and I'd be happy to return to run a conflict

358

00:31:45,830 --> 00:31:50,380

resolution workshop, if you are an administrator... a top administrator at

359

00:31:50,380 --> 00:31:55,020

this University you will be forced to play the role of a student. If you're a

360

00:31:55,020 --> 00:31:58,620

student, you will be forced to play the role of a faculty member or an

361

00:31:58,620 --> 00:32:05,950

administrator. You know what the key there is? Walking in the shoes of others.

362

00:32:05,950 --> 00:32:10,899

You must learn like my favorite quarterback in the NFL, Tom Brady. His

363

00:32:10,899 --> 00:32:16,250

beautiful place is not far from my office

at Boston University. Tom Brady is such a

364

00:32:16,250 --> 00:32:21,080

competitive guy. He gets in the brains of every single person on defense the week

365

00:32:21,080 --> 00:32:25,269

before he plays them. You've got to do the same thing when you're going into a game

366

00:32:25,269 --> 00:32:30,240

like this, which is a very serious game. You have got to be able to walk in the

367

00:32:30,240 --> 00:32:35,039

shoes of everybody - walk in the shoes of every person who is coming to that

368

00:32:35,039 --> 00:32:41,330

conflict resolution workshop or conference so you leave being winners -

369

00:32:41,330 --> 00:32:46,750

all of you being winners. And one of the things you learn by playing the role of

370

00:32:46,750 --> 00:32:52,770

someone else or walking in the shoes of others - you separate the people

371

00:32:52,770 --> 00:32:59,380

from the problem. You focus on the issue - not thinking about yourself and your ego,

372

00:32:59,380 --> 00:33:06,420

and you want to walk away with what I call mutual gains. How do you allow the

373

00:33:06,420 --> 00:33:12,190

entire community to gain something? Everyone at that table with a ripple

374

00:33:12,190 --> 00:33:17,350

effect in positive ways throughout the college community. That's the importance

375

00:33:17,350 --> 00:33:21,590

of what I call the intellectual, outward-bound case study approach to conflict

376

00:33:21,590 --> 00:33:27,330

resolution. So as you're working on that here as a community, you also want to

377

00:33:27,330 --> 00:33:32,650

think about other things to raise the global IQ of the entire community. Number

378

00:33:32,650 --> 00:33:37,620

one, not only students who are coming in from overseas should they be

379

00:33:37,620 --> 00:33:44,370

multilingual. Think about it as a requirement that American students must

380

00:33:44,370 --> 00:33:51,580

gain proficiency, if not fluency, in at least one language, if not more. I often

381

00:33:51,580 --> 00:33:58,700

say that my learning French and Spanish was not enough. I kick myself, to this day,

382

00:33:58,700 --> 00:34:05,570

for saying why didn't I go on to learn an Eastern language - Arabic, Urdu, Farsi, Punjabi.

383

00:34:05,570 --> 00:34:11,970

You know what we call those at the U.S. State Department? Critical languages.

384

00:34:11,970 --> 00:34:15,960

If you learn those languages, you should see what's going to happen to your job

385

00:34:15,960 --> 00:34:20,980

opportunities when you get out of

college. So think about

386

00:34:20,980 --> 00:34:26,260

not only multiple language acquisition,
number one, but number two, cultural

387

00:34:26,260 --> 00:34:31,060

acquisition or fluency, where you're not only
learning to get along with students on

388

00:34:31,060 --> 00:34:36,520

campus, but you are getting abroad before
you graduate also. And when you get

389

00:34:36,520 --> 00:34:41,750

abroad, you're developing the ability to
become what I call a chameleon. You're

390

00:34:41,750 --> 00:34:45,429

learning to fit into other cultures and
societies. And you know what's happening

391

00:34:45,429 --> 00:34:46,510

to the brain?

392

00:34:46,510 --> 00:34:52,369

You are smelling new things - tasting,
seeing, hearing, touching new things. That

393

00:34:52,369 --> 00:34:57,800

is creating, more effectively, the
chameleon in you so when you come back

394

00:34:57,800 --> 00:35:01,480

you have a totally and completely
different view of the world and you

395

00:35:01,480 --> 00:35:05,270

should see how much more you will
appreciate what students from other

396

00:35:05,270 --> 00:35:10,270

countries have had to go through coming

here. You go through culture shock when

397

00:35:10,270 --> 00:35:14,190

you come back; you go through a linguistic shock when you come back, and you will

398

00:35:14,190 --> 00:35:18,350

now start to come closer and closer together as a community because you

399

00:35:18,350 --> 00:35:22,670

thought outside the box and you've gotten overseas yourself. And remember, as

400

00:35:22,670 --> 00:35:27,420

I said before, this should be students, it should be faculty members, and I think we

401

00:35:27,420 --> 00:35:32,740

should add staff and administrators to that list as well - getting overseas as

402

00:35:32,740 --> 00:35:35,210

much as possible.

403

00:35:35,210 --> 00:35:39,510

And now I'd like to think about

404

00:35:39,510 --> 00:35:46,170

the whole idea of looking differently at pictures. What do you see here? Don't you

405

00:35:46,170 --> 00:35:46,990

see

406

00:35:46,990 --> 00:35:51,930

nature there? Think about a beautiful lake in this region. Think about the

407

00:35:51,930 --> 00:35:53,240

trees in the background.

408

00:35:53,240 --> 00:35:57,580

Think about the couple standing there -
loving couple. Does anyone see something

409

00:35:57,580 --> 00:36:02,430

different? Yes?

410

00:36:02,430 --> 00:36:05,630

Isn't it interesting that somebody who
has learned another language or two or

411

00:36:05,630 --> 00:36:09,210

three or four, and somebody who has
learned about other cultures can

412

00:36:09,210 --> 00:36:16,059

immediately identify that there is a
baby there. Do you see the baby? If you

413

00:36:16,059 --> 00:36:22,670

don't, please ask somebody besides you.
This is the way to look at the world

414

00:36:22,670 --> 00:36:28,480

differently and to think about how we
perceive of issues and problems in the

415

00:36:28,480 --> 00:36:34,020

world, where you can never say, "I'm always
right." Again, you've got to be able to

416

00:36:34,020 --> 00:36:39,400

walk in the shoes of others to have a
different view or different idea of the

417

00:36:39,400 --> 00:36:46,520

world and what's going on here every day.
And before we go into a question and

418

00:36:46,520 --> 00:36:50,200

answer period, I'd like to

419

00:36:50,200 --> 00:36:51,510

tell you

420

00:36:51,510 --> 00:36:56,650

how important this has been to me in terms of my work. I started at Boston

421

00:36:56,650 --> 00:37:00,020

University with an experiment with students like you when I brought my

422

00:37:00,020 --> 00:37:04,300

non-profit organization Axis of Hope to BU. I started teaching students

423

00:37:04,300 --> 00:37:09,390

like you about the conflict that exists, to this day, in the country of Rwanda. I

424

00:37:09,390 --> 00:37:14,360

st... taught students about how former Hutus and Tutsis are still in conflict there, to

425

00:37:14,360 --> 00:37:18,900

this day. And President Kagame, for whom I do a lot of consulting work in

426

00:37:18,900 --> 00:37:23,960

education, is, unfortunately,

427

00:37:23,960 --> 00:37:27,210

in the crosshairs of many people over there.

428

00:37:27,210 --> 00:37:31,390

Both former Tutsis he grew up with outside the country, who came back in to free the

429

00:37:31,390 --> 00:37:35,820

country - they think they should be president - former Tutsis who survived

430

00:37:35,820 --> 00:37:39,310

the genocide inside the country - they think he should not be president because

431

00:37:39,310 --> 00:37:44,300

he grew up outside - former Hutus from outside and inside the country who think

432

00:37:44,300 --> 00:37:49,420

he is a member of the minority, not the majority like the Hutus are. Why is he

433

00:37:49,420 --> 00:37:54,859

president? So I teach you about this and I force you to play roles on different

434

00:37:54,859 --> 00:38:00,670

sides in that conflict. That's stage one with my case study on Rwanda. Stage two,

435

00:38:00,670 --> 00:38:07,359

total surprise for my Boston University students. I have you do a live Skype with

436

00:38:07,359 --> 00:38:12,410

President Kagame so you learn what's going on there, to this day, and can ask

437

00:38:12,410 --> 00:38:17,599

him questions. I also have a live Skype with all of the students I've worked with in

438

00:38:17,599 --> 00:38:24,390

Rwanda since the height of the genocide in 1994. And stage 3, icing on the cake,

439

00:38:24,390 --> 00:38:28,160

gets back to what I've been saying before - getting out into the field. I

440

00:38:28,160 --> 00:38:34,410

accept twenty students every summer who come to Rwanda with me.

441

00:38:34,410 --> 00:38:37,700

They have already connected with the

President; they've already connected with

442

00:38:37,700 --> 00:38:42,130

former Hutus and Tutsis. They live in the homes of those former Hutus

443

00:38:42,130 --> 00:38:48,000

Tutsis. And you know what we do every single day? We meet in front of the

444

00:38:48,000 --> 00:38:53,700

Sainte-Famille church in the middle of Kigali, the capital. Big, open clay lot -

445

00:38:53,700 --> 00:39:00,039

a lot of dust in the summer time. We walk in for a moment of silence into that

446

00:39:00,039 --> 00:39:03,490

church where over 12,000 people were killed at the height of the genocide in

447

00:39:03,490 --> 00:39:07,900

1994. There are no more stained glass windows in there either because of all

448

00:39:07,900 --> 00:39:11,410

the grenades that were thrown in there so the shrapnel would bounce off the brick

449

00:39:11,410 --> 00:39:16,930

walls. After that moment of silence, we walk down the hill roughly 500 meters

450

00:39:16,930 --> 00:39:21,210

away to The Home of Hope Orphanage, run by Mother Teresa's proteges: Missions of

451

00:39:21,210 --> 00:39:26,470

Charity. When you walk in, you put your backpacks in a small room and you walk

452

00:39:26,470 --> 00:39:31,210

down the hill, and you're already hearing

the babies cry. These are little orphans

453

00:39:31,210 --> 00:39:38,460

who are HIV positive. And you work there every single day for eight to nine hours

454

00:39:38,460 --> 00:39:44,000

feeding these little babies, rocking these little babies, playing with them so

455

00:39:44,000 --> 00:39:49,000

they're learning from you and being fed from you not just physically, but in

456

00:39:49,000 --> 00:39:56,430

terms of love. It is a life-changer. And imagine sitting on a small bench in

457

00:39:56,430 --> 00:40:01,540

front of a crib where you see the slats of the crib and you see seven, eight,

458

00:40:01,540 --> 00:40:06,970

maybe nine babies inside, and you've got two metal dishes to either side of yourself

459

00:40:06,970 --> 00:40:11,800

and you are feeding them the porridge. You know what one student last

460

00:40:11,800 --> 00:40:16,990

summer said to me? "Professor Hobert, these children are the prisoners of

461

00:40:16,990 --> 00:40:22,200

poverty. How fair is that President Kagame, who is so successful in turning

462

00:40:22,200 --> 00:40:27,490

that country around, has an orphanage like this right down the hill from Sainte-Famille

463

00:40:27,490 --> 00:40:33,670

church, which is right down the hill from
Hotel Rwanda, which is right down the

464

00:40:33,670 --> 00:40:38,369

hill from President Kagame's white
house?" And then you know what I do the

465

00:40:38,369 --> 00:40:44,280

last night we're there? We all go and
have dinner with President and Mrs. Kagame.

466

00:40:44,280 --> 00:40:47,740

So you get to talk to the President; you
get to talk to the First Lady - her name

467

00:40:47,740 --> 00:40:55,560

is Jeannette - and you get to discuss this
issue of building a democracy. Has he

468

00:40:55,560 --> 00:41:01,530

done it correctly? He'll be the first to
say "Rome was not built in a day." And then

469

00:41:01,530 --> 00:41:04,530

you talk to him about the fact that
there are orphans down the hill and he says, "do you have

470

00:41:04,530 --> 00:41:11,110

homeless in the United States?" And then
you talk to him about adoption. May we

471

00:41:11,110 --> 00:41:15,820

adopt more children from the United
States -

472

00:41:15,820 --> 00:41:19,710

bring them to the United States, excuse
me, from Rwanda? And President Kagame

473

00:41:19,710 --> 00:41:23,089

would say this,

474

00:41:23,089 --> 00:41:28,869

"you want to adopt our children? You are so nice - you're so noble. Number one,

475

00:41:28,869 --> 00:41:32,470

you will spoil them rotten and they will never want to come back to this country.

476

00:41:32,470 --> 00:41:35,290

And number two,

477

00:41:35,290 --> 00:41:39,150

what does that make Rwanda look like? We need other countries to help us

478

00:41:39,150 --> 00:41:45,940

out?" So not only have you been in the classroom role playing different sides -

479

00:41:45,940 --> 00:41:51,460

not only have you video conferenced with President Kagame - not only have you video

480

00:41:51,460 --> 00:41:56,940

conferenced with students over there your same age, you have gone there, you

481

00:41:56,940 --> 00:41:57,890

have lived it, and

482

00:41:57,890 --> 00:42:03,670

you've breathed it. And when you come back after that experience - the highs and the

483

00:42:03,670 --> 00:42:08,450

lows in what they call the Land of a Thousand Hills - boy do you have a

484

00:42:08,450 --> 00:42:16,600

different view of human nature, which is not just people over there, but yourself.

485

00:42:16,600 --> 00:42:23,480

Yourself.

486
00:42:23,480 --> 00:42:26,640
My biggest goal in

487
00:42:26,640 --> 00:42:31,279
educating youth and working with other
educators around the United States and

488
00:42:31,279 --> 00:42:32,470
abroad

489
00:42:32,470 --> 00:42:38,680
comes from this man right here. Albert Einstein was a great professor at

490
00:42:38,680 --> 00:42:42,799
Princeton University. He was criticized
by his colleagues for believing in

491
00:42:42,799 --> 00:42:46,849
diversity, multiculturalism,
multilingualism. He himself was

492
00:42:46,849 --> 00:42:51,430
multilingual and multicultural. He was
also criticized by faculty members for

493
00:42:51,430 --> 00:42:56,619
actually inviting students over to his
apartment, for stopping lectures if

494
00:42:56,619 --> 00:43:02,539
students had questions, and he and other
faculty members would have conversations

495
00:43:02,539 --> 00:43:06,059
about the importance of research for
versus actually getting out there and

496
00:43:06,059 --> 00:43:10,829
getting to know other members of the
community. He was a very humble man who wo...

497
00:43:10,829 --> 00:43:16,779

went on to win, as you know, the Nobel Prize. You know why he felt guilty on his

498

00:43:16,779 --> 00:43:24,010

deathbed, even after winning the Nobel Prize and being such a great educator?

499

00:43:24,010 --> 00:43:31,240

Not only did he invent a great energy resource for the world - the positive -

500

00:43:31,240 --> 00:43:35,320

he also invented a way to blow up the world.

501

00:43:35,320 --> 00:43:40,460

And he would also think about another interesting man in history who invented

502

00:43:40,460 --> 00:43:47,050

dynamite and used nitroglycerin to blow up a whole lot of the world in his

503

00:43:47,050 --> 00:43:53,010

construction business. His girlfriend, not his wife - he never got married - his girlfriend

504

00:43:53,010 --> 00:44:02,010

said to him on his deathbed, "my Alfred," she called him, "did you invent one of the

505

00:44:02,010 --> 00:44:08,870

greatest forms of construction in inventing dynamite for your firm or

506

00:44:08,870 --> 00:44:13,180

destruction?" Well I would say that there are Russians today who would say, "Albert

507

00:44:13,180 --> 00:44:19,510

Einstein, what you invented brought down a plane not far

508

00:44:19,510 --> 00:44:21,319
from Israel,

509
00:44:21,319 --> 00:44:26,489
in Egyptian territory." Does anybody
remember that plane went down? The Sinai

510
00:44:26,489 --> 00:44:30,990
Peninsula. That was dynamite, my friends.

511
00:44:30,990 --> 00:44:36,610
Do you want that sort of explosion and
dynamite on your campus, or do you

512
00:44:36,610 --> 00:44:39,430
want to create multiple groups and walk
in the shoes of others so you

513
00:44:39,430 --> 00:44:45,000
understand where people are coming from?

514
00:44:45,000 --> 00:44:51,030
My single biggest goal in education when
I'm around the dining room table with my

515
00:44:51,030 --> 00:44:56,090
daughters or when I'm speaking to students and faculty members and staff and

516
00:44:56,090 --> 00:45:00,840
administrators like you - my single
biggest goal - I would like to be able to

517
00:45:00,840 --> 00:45:06,430
go to Oslo someday or Stockholm someday to see a former student - somebody I had a

518
00:45:06,430 --> 00:45:15,380
little contact with - win a Nobel. Set
aside egos in academia. Instead of

519
00:45:15,380 --> 00:45:20,200
saying, "I really want to win the Nobel,"
how about saying, "I want a former student

520

00:45:20,200 --> 00:45:24,860

to win a Nobel." And I'd like to be there, someday, to see it happen. And this is

521

00:45:24,860 --> 00:45:29,450

exactly why I leave you with this: I created Axis of Hope,

522

00:45:29,450 --> 00:45:35,890

calling it a revolution in conflict resolution, and you can see how it can be

523

00:45:35,890 --> 00:45:40,690

used in the geopolitical setting. And not only do I have case studies on

524

00:45:40,690 --> 00:45:46,390

international issues, I have case studies on national issues so you can role play

525

00:45:46,390 --> 00:45:50,180

different sides. How about this one - immigration reform. Another one, gun

526

00:45:50,180 --> 00:45:57,100

control. Or how about this one, which is a local issue - bullying in schools. That's

527

00:45:57,100 --> 00:46:00,190

used around the country in schools so that children are taught not to bully.

528

00:46:00,190 --> 00:46:05,460

You know what I call that, my friends? You start with global case studies and role

529

00:46:05,460 --> 00:46:09,210

plays thousands of miles away, and then you get closer to home -

530

00:46:09,210 --> 00:46:13,080

gun control, immigration reform - and then you get closer with bullying. I call that

531
00:46:13,080 --> 00:46:21,910
glonational - global, national, local
has become glonational. And then you

532
00:46:21,910 --> 00:46:27,010
flip flop that term and think about the
service-learning you should be doing,

533
00:46:27,010 --> 00:46:30,660
making it an important part of your life.

534
00:46:30,660 --> 00:46:36,560
Start right in your own backyard. Instead
of playing video games all the time and

535
00:46:36,560 --> 00:46:42,040
partying, why don't you go out and do some
work with uh poor,

536
00:46:42,040 --> 00:46:47,460
innocent public school kids right in
this area, who may one day become members

537
00:46:47,460 --> 00:46:52,460
of gangs. Work with young children here
in this area, locally, and then think

538
00:46:52,460 --> 00:46:56,460
about working nationally. Go to a soup
kitchen in Washington, D.C. - I could set you

539
00:46:56,460 --> 00:47:00,990
up with several there - or New York City
or wherever you go, instead of just

540
00:47:00,990 --> 00:47:06,400
making it a touristy trip. And then think
about going to a place like Rwanda or

541
00:47:06,400 --> 00:47:10,180
elsewhere around the world. And I
encourage this University to set up other

542

00:47:10,180 --> 00:47:15,870

service-learning trips around the world.
Do you see how glonationocal turns

543

00:47:15,870 --> 00:47:23,490

to locnationobile? One is the study;
two is the service, and it gets back to

544

00:47:23,490 --> 00:47:30,180

oneself. And I am convinced that this is
a revolution in conflict resolution. I'm

545

00:47:30,180 --> 00:47:33,910

convinced students like you can do it.
I'm convinced academic institutions can

546

00:47:33,910 --> 00:47:36,270

do it, like this, and that's why,

547

00:47:36,270 --> 00:47:45,760

to this day, I carry this with me
everywhere I go.

548

00:47:45,760 --> 00:47:48,559

Everywhere I go.

549

00:47:48,559 --> 00:47:53,469

That's a tattoo, and that's hope
with a peace sign O. And you notice

550

00:47:53,469 --> 00:47:58,070

that the letters are not perfect because
hope is not perfect,

551

00:47:58,070 --> 00:48:02,060

but you got the opportunity in your hand.

552

00:48:02,060 --> 00:48:05,640

And thinking about what's existing here
in terms of friction, linguistically and

553

00:48:05,640 --> 00:48:11,940
culturally, on campus, you have got the
opportunity immediately to confront this

554
00:48:11,940 --> 00:48:18,540
conflict by bringing together students,
faculty, administrators, staff, even

555
00:48:18,540 --> 00:48:23,550
members of the community right outside
who have perhaps created some friction

556
00:48:23,550 --> 00:48:30,170
here also. You have the opportunity to do
this.

557
00:48:30,170 --> 00:48:36,640
Please, as Robin Williams said in that
great movie Dead Poets Society to those

558
00:48:36,640 --> 00:48:41,010
students he so believed in, carpe diem -

559
00:48:41,010 --> 00:48:43,660
seize the day.

560
00:48:43,660 --> 00:48:56,130
I believe in you and have a lot of hope in you. Thank you.

561
00:48:56,130 --> 00:49:01,120
So I'd like to open it up to questions please. You can see I'm very passionate about this. I would

562
00:49:01,120 --> 00:49:04,240
love to take any questions you might
have.

563
00:49:04,240 --> 00:49:13,380
Way back there, yes?

564
00:49:13,380 --> 00:49:15,650
I'm sorry?

565

00:49:15,650 --> 00:49:23,290

Basic what, I'm sorry?

566

00:49:23,290 --> 00:49:32,760

Basic values or opinions? You see them all over. One of the things I believe in -

567

00:49:32,760 --> 00:49:38,580

respect for those. Instead of saying conflict between, I would say yes, you

568

00:49:38,580 --> 00:49:43,750

know that there's conflict between, but think about Martin Luther King, a big

569

00:49:43,750 --> 00:49:49,900

believer in civil disobedience, okay. He also said, "you know, sometimes if we are of

570

00:49:49,900 --> 00:49:52,360

different backgrounds, different skin color, different culture, different

571

00:49:52,360 --> 00:50:00,180

languages, we must agree to disagree." So what I often see on college campuses is

572

00:50:00,180 --> 00:50:04,690

faculty members - administrators - will get in correction mode and say, "what you're

573

00:50:04,690 --> 00:50:10,580

saying isn't right." So what I would say to you is always agree to disagree in

574

00:50:10,580 --> 00:50:15,320

terms of differences and try and communicate effectively so that others

575

00:50:15,320 --> 00:50:18,530

are learning about you and you're learning about them as well. Does that answer your

576

00:50:18,530 --> 00:50:26,090
question?

577

00:50:26,090 --> 00:50:31,640

The culture in general are you saying, or are you saying going into faculty meetings, for example?

578

00:50:31,640 --> 00:50:39,160

Are you saying... in terms of being closed minded, are you saying everyone or a small

579

00:50:39,160 --> 00:50:47,160

minority? Mainstream. Well then what I would recommend is somehow

580

00:50:47,160 --> 00:50:53,090

working on a form of communication where you summarize this problem, and instead

581

00:50:53,090 --> 00:50:57,020

of simply throwing it to the wind in speaking, which is what a lot of people

582

00:50:57,020 --> 00:51:03,170

do, you actually walk in and diplomatically confront the problem with others who

583

00:51:03,170 --> 00:51:08,590

are involved - having an open door, moving in, working on it as opposed to, and this

584

00:51:08,590 --> 00:51:12,580

is what a lot of academic institutions deal with, just screaming about it, but

585

00:51:12,580 --> 00:51:16,900

not doing anything about it. You have to be able to confront conflict. And my

586

00:51:16,900 --> 00:51:21,300

biggest suggestion here - have students work with you on it.

587

00:51:21,300 --> 00:51:27,500

It's all grassroots. Any sort of change is grassroots. You must not just stand there

588

00:51:27,500 --> 00:51:32,430

and complain about things. People have to be more than squeaky wheels. They have

589

00:51:32,430 --> 00:51:39,450

got to confront these issues as groups and move in to elicit change. Change is

590

00:51:39,450 --> 00:51:46,740

not easy; change is not quick. But when you're dealing with issues like you see

591

00:51:46,740 --> 00:51:50,820

on campus, you have got to start to deal with them quickly and remember I said -

592

00:51:50,820 --> 00:51:56,300

simplify with the triangle, six sides, and three issues. That may change over time,

593

00:51:56,300 --> 00:52:00,100

but at least you're getting people from different groups to sit down and talk

594

00:52:00,100 --> 00:52:04,070

about it. That, in and of itself, is valuable. Okay?

595

00:52:04,070 --> 00:52:09,230

You can see how passionate I am about this. You also... are you an educator here?

596

00:52:09,230 --> 00:52:16,970

Yeah, what you also wanna do is try and create, yourself, the eye of the hurricane.

597

00:52:16,970 --> 00:52:21,700

You know that in academia there can also be... or often be hurricanes. You want to

598

00:52:21,700 --> 00:52:26,920

try and create that peaceful eye in the

middle, which is absolutely beautiful, so

599

00:52:26,920 --> 00:52:31,830

that you get those ideas rushing around
you and you're able to, with multiple

600

00:52:31,830 --> 00:52:39,000

groups in conflict, as the eye or the
axis in the middle of the globe, move the

601

00:52:39,000 --> 00:52:45,400

process forward as it's spinning. Yes, there
will be friction. You can't fear that.

602

00:52:45,400 --> 00:52:50,850

You've got to, and this is another line I often say, feel the fear and do it anyway. Okay?

603

00:52:50,850 --> 00:53:00,940

My apologies for the passion. You can see
I'm a very outspoken radical. Thank you. Others?

604

00:53:00,940 --> 00:53:09,680

I would love to hear from students.

605

00:53:09,680 --> 00:53:12,600

Hi again.

606

00:53:12,600 --> 00:53:59,200

I appreciate what you're saying.

607

00:53:59,200 --> 00:54:05,130

I... I know exactly what you're saying.
Imagine this: you get students together

608

00:54:05,130 --> 00:54:11,130

in that role play scenario I told you
about. So I come in with a case study on

609

00:54:11,130 --> 00:54:16,849

Rwanda, for example, and students who are experiencing friction, you do not start by

610

00:54:16,849 --> 00:54:22,000

focusing on that issue. That could be a bomb; that could be a stick of dynamite.

611
00:54:22,000 --> 00:54:24,110
You start

612
00:54:24,110 --> 00:54:29,390
by placing students in the six roles in another conflict like Rwanda, connecting

613
00:54:29,390 --> 00:54:31,090
with President Kagame etc.

614
00:54:31,090 --> 00:54:33,940
Do you know what you discover there? Boy you can really come together and do some amazing

615
00:54:33,940 --> 00:54:39,100
things in terms of problem solving and conflict resolution. And then you do that

616
00:54:39,100 --> 00:54:44,460
again as a simulation exercise, getting closer and closer to the conflict you're

617
00:54:44,460 --> 00:54:48,080
talking about. So you're looking at each other differently saying, "wow. As a team

618
00:54:48,080 --> 00:54:54,310
we can really deal with conflict well. We can confront conflict." But that's an

619
00:54:54,310 --> 00:54:58,540
exercise that you do. Another thing, Outward Bound and National Outdoor

620
00:54:58,540 --> 00:55:04,250
Leadership School are two organizations that teach good leadership skills. I can...

621
00:55:04,250 --> 00:55:06,589
I have hundreds of

622

00:55:06,589 --> 00:55:11,690

ice-breaker and team-building exercises, where you're forced to come together and

623

00:55:11,690 --> 00:55:17,039

deal with issues together, that are actually fun. So you're getting to know one

624

00:55:17,039 --> 00:55:21,410

another in other ways. And I also teach that word listen spelled another way is

625

00:55:21,410 --> 00:55:26,059

silent. I did an exercise this morning with students where I said please stand

626

00:55:26,059 --> 00:55:32,019

up and get in a line. If your birthday is January 1st, no year, you're right here.

627

00:55:32,019 --> 00:55:37,039

December 31st, you're in the back. And you can't say anything; you've got to give hand

628

00:55:37,039 --> 00:55:41,599

signals, which you start to learn as the importance of body language, and you

629

00:55:41,599 --> 00:55:46,059

start to learn, "wow. People have birthdays very close to mine." And in the

630

00:55:46,059 --> 00:55:53,410

United States we say one two for January 1st. Actually, in Europe, one two means the

631

00:55:53,410 --> 00:55:58,900

1st of February. So you're starting to learn cultural differences as well. And

632

00:55:58,900 --> 00:56:04,239

that's just one exercise that's fun before you then get into the conflict

633

00:56:04,239 --> 00:56:08,609

resolution work as different sides. And
imagine students you might not

634

00:56:08,609 --> 00:56:13,289

necessarily get along with. You're forced
to be at those tables with them

635

00:56:13,289 --> 00:56:19,029

representing the same side. But, again, you
start far away before getting close. It

636

00:56:19,029 --> 00:56:20,719

works like a charm.

637

00:56:20,719 --> 00:56:25,090

I've been doing this for over thirty years.
That's the fun part about it.

638

00:56:25,090 --> 00:56:27,760

Okay?

639

00:56:27,760 --> 00:56:29,650

Others?

640

00:56:29,650 --> 00:56:33,600

Other questions?

641

00:56:33,600 --> 00:57:16,680

Please, anyone? Yes? ...Yeah...

642

00:57:16,680 --> 00:57:19,830

Do you mean on campus...

643

00:57:19,830 --> 00:57:24,550

bringing groups together? Well there's one
great way on a college campus - it's called

644

00:57:24,550 --> 00:57:32,120

party. I knew people would chuckle on that one. Uh, a party... set up some sort of a party which has a

645

00:57:32,120 --> 00:57:36,830

cultural theme to it. And even if it's something that students just stop by and

646

00:57:36,830 --> 00:57:38,650

faculty members just stop by,

647

00:57:38,650 --> 00:57:43,440

you've got the music going, so it's this sense - one of five senses - you've got the

648

00:57:43,440 --> 00:57:50,460

food, so its new tastes. It's just... new smells... it's paying respect by creating

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00:57:50,460 --> 00:57:54,810

an environment where you've got students coming together. You can do that, and you've

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00:57:54,810 --> 00:58:00,290

got to be creative with it. But that's what the university will support because

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00:58:00,290 --> 00:58:04,610

you're starting to teach your peers about other places. And then the other thing I would

652

00:58:04,610 --> 00:58:10,820

suggest is imagine you... where are you from originally?

653

00:58:10,820 --> 00:58:14,170

What part?

654

00:58:14,170 --> 00:58:20,310

Okay. Imagine you getting together with faculty members to set up a trip for

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00:58:20,310 --> 00:58:26,380

students or faculty members or both so you are now the host on your own turf.

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00:58:26,380 --> 00:58:33,070

Using students who are here to host so they learn how to be better hosts, which is

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00:58:33,070 --> 00:58:36,620

what the Americans are doing here, and the cultural differences, and the cultural

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00:58:36,620 --> 00:58:44,220

problems, start to come down. The walls start to fall. So you started here

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00:58:44,220 --> 00:58:47,940

and you move it overseas. And you can't go to every place around the world - it's

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00:58:47,940 --> 00:58:53,930

too expensive - but imagine strategic spots where you can actually be the

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00:58:53,930 --> 00:59:01,290

host this time as opposed to being a guest in another culture or society.

662

00:59:01,290 --> 00:59:04,380

You're welcome.

663

00:59:04,380 --> 00:59:10,609

Okay, one more question?

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00:59:10,609 --> 00:59:13,619

I guess the only other question, if I had to ask you,

665

00:59:13,619 --> 00:59:16,020

rapid-fire -

666

00:59:16,020 --> 00:59:17,200

first,

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00:59:17,200 --> 00:59:23,109

what would those three core issues in the middle of that pyramid be? As I work on a

668

00:59:23,109 --> 00:59:29,460

case study - three core issues. Does anyone have an idea of those issues that you are

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00:59:29,460 --> 00:59:37,380

dealing with, to bridge linguistic and cultural differences more effectively?

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00:59:37,380 --> 00:59:39,550

Sorry?

671

00:59:39,550 --> 00:59:40,680

Security?

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00:59:40,680 --> 00:59:44,099

Very... you sensed that one with all my case studies didn't you?

673

00:59:44,099 --> 00:59:49,440

Security, life or death, is the core issue.

And a lot of people don't understand

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00:59:49,440 --> 00:59:54,460

security. You're absolutely right. Very good. You should be a student in my

675

00:59:54,460 --> 01:00:01,019

seminar at Boston University. Second issue?

676

01:00:01,019 --> 01:00:08,869

Thank you for volunteering.

677

01:00:08,869 --> 01:00:16,089

Communicating without what? Very good.

Open communication. As I often say - I was

678

01:00:16,089 --> 01:00:21,170

mentioning this to a group before - communication is an important vitamin C to

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01:00:21,170 --> 01:00:25,700

prevent the cancer of conflict more effectively. Communication, comprehension,

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01:00:25,700 --> 01:00:30,690

compromise, compassion, coexistence,

creativity - those are all C words that

681

01:00:30,690 --> 01:00:35,039

lead to a better prevention of the
cancer, another C word, of conflict,

682

01:00:35,039 --> 01:00:38,799

and that's why there is more hope. Yes?

683

01:00:38,799 --> 01:00:45,179

You're getting the core. Very good. And
imagine politics being between

684

01:00:45,179 --> 01:00:49,179

administrators and faculty members
etc. Security, politics, economics -

685

01:00:49,179 --> 01:00:53,689

boom, boom, boom - that's three core issues we use around the world.

686

01:00:53,689 --> 01:00:59,269

You guys are really picking this up fast.
This is cool. Thank you doing... and thank you for

687

01:00:59,269 --> 01:01:02,920

saying that and thank you for saying that. See, faculty members? That's what you've got

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01:01:02,920 --> 01:01:07,140

here. You've got these students you can
interact with and learn such great

689

01:01:07,140 --> 01:01:12,859

things from if you do it together. If you do
it together. Okay?

690

01:01:12,859 --> 01:01:22,990

It's been a pleasure. Thank you very much everyone.

691

01:01:22,990 --> 01:01:37,600

I'd like to thank um...uh, Mr. Hobert for his uh, presentation today. I also want to introduce um, our Associate Vice
President for International Affairs, Stephen Foster. Um, He'll present a gift.
And before I forget - I keep forgetting -

692

01:01:37,600 --> 01:01:41,400

there is food there, and we'll have
Mr. Hobert here for a few more minutes,

693

01:01:41,400 --> 01:01:46,440

so please take advantage at the end of
this event. Um, there's some nice treats

694

01:01:46,440 --> 01:01:50,220

there for you, and let's engage in some
conversation. Okay? Thank you.

695

01:01:50,220 --> 01:01:55,730

Well thank you all... uh, thank you all for coming during this busy time of the semester.

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01:01:55,730 --> 01:02:03,150

And it certainly was um, a very stimulating
and engaging uh, uh, presentation and also

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01:02:03,150 --> 01:02:07,800

follow-up with the questions, and I just
want to thank uh, Professor Hobert for... for

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01:02:07,800 --> 01:02:12,600

coming and sharing his uh, very exciting
approach to managing conflict. Certainly,

699

01:02:12,600 --> 01:02:19,750

there's no lack of it - (laugh) - and so we uh... the resolution... uh, opportunities to resolve that - it's

700

01:02:19,750 --> 01:02:30,630

wonderful to hear these. So uh, thank you
Professor and, for you.

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01:02:30,630 --> 01:02:31,130

Thank you again and enjoy the...