



April 2007

**Dear Study Abroad Alum,**

Welcome home! Whether you are returning from your first foray overseas or your umpteenth excursion, coming back home always has its way of surprising us. When students go abroad, they prepare to experience some degree of culture shock, but they may not anticipate having to undergo the same process when they return home. Because it is not always expected, “reverse culture shock” is associated with a very wide range of issues, which can pass unnoticed or with a great deal of frustration.

The Office of Study Abroad would like to help you make your re-entry process as positive a learning process as possible. Please browse through this Re-entry Manual in order to get a sense of the challenges and coping strategies associated with reentry, and use the resources listed to stay in touch with your peers and to work on your career goals. Also, we would love to see you at upcoming activities for study abroad alumni. You can check out these activities here:

<http://www.clarku.edu/offices/studyabroad/ct/returned.cfm>

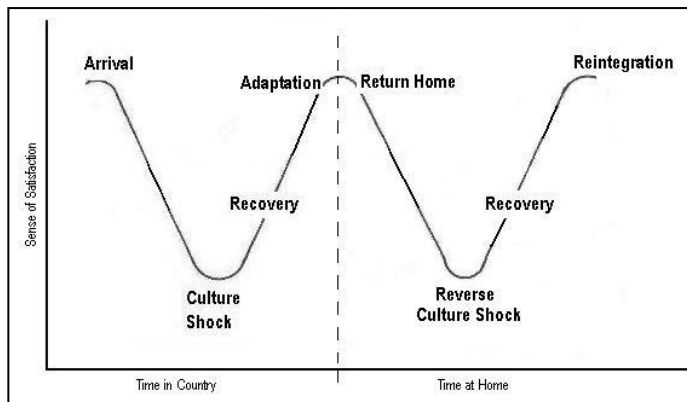
Even though you are back at Clark, we still consider you our “study abroad students,” so feel free to stop by our office. We are always interested in hearing stories of your time abroad and seeing your photos, and may ask to use them in our publications or on our web page. We hope to see as many of you as possible, and we hope you will use what you learned on your study abroad program to enhance your own life as well as life in the Clark community.

Sincerely,

All of us at the Office of Study Abroad Programs  
studyabroad@clarku.edu  
(508) 793-7363

## REVERSE CULTURE SHOCK

Reverse culture shock can be defined as the often unexpected and sometimes difficult experience of re-adjusting to life in one's home culture after living abroad. While you were abroad, you became accustomed to a different way of life, had to behave and speak differently to fit in, and maybe even your values and priorities changed. Upon return, one Clark student recalled, *it feels like going abroad, again! Everyone around me was well situated, and I wasn't.* Returning home requires the same process of transition, and just as when you were abroad, it can be a period of great personal growth.<sup>1</sup>



Just as initial Culture Shock has definable stages and a relatively predictable progression, so does Reverse Culture Shock. While the phases may be quite similar, the timing and duration of them is not. For example, the honeymoon phase overseas might last a matter of days or weeks (even months), but at home the elation of return can dissolve rather quickly.<sup>2</sup>



If you do find yourself experiencing some degree of reverse culture shock, remember that it is a normal part of the transition home, and that the symptoms will lessen with time and support. For a quick, positive readjustment period, it is also very important to keep track of your own emotional and physical health. Be aware of when you may need to take time for yourself, or when you need support from family, friends or a counselor. Clark services exist for the benefit of students, so do not hesitate to take advantage! If you would like someone to speak with, call Counseling Services at x7678, or visit them at 501 Park Avenue. Because you will also be experiencing changes in your diet, schedule and physical activity, do not hesitate to check in with Health Services at x7467, in the same building.

The coping skills and strategies that were successful in helping you to adjust to your host culture will be just as helpful coming home, so get involved, identify a support group of other study abroad students, and always, always keep a sense of humor!

## COMMON REENTRY CHALLENGES<sup>3</sup>

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Being aware of the reentry process and following some advice from those who have already returned can facilitate your reentry. The following lists are compiled from many sources, but all of the tips come from returnees who have offered these ideas in the hope of making your initial reentry easier for you and for those at home.

### 1. Boredom

After all the newness and stimulation of your time abroad, a return to family, friends, and old routines (however nice and comforting) can seem very dull. Of their jarring return to the “reality of being home, one Clark student recalls, “*Nothing was as exciting, fun, interesting new. Same old boring reality. Also had massive money problems to take care of.*” It is natural to miss the excitement and challenges that characterize study in a foreign country, but it is up to you to find ways to overcome such negative reactions. Try to achieve a balance between resuming earlier patterns and enhancing your social and intellectual life with new friends and interests.

### 2. Seeing with “critical eyes”

Many returnees develop “critical eyes,” a tendency to see faults in the society you never noticed before (e.g., Americans are so wasteful, materialistic, in a hurry, inconsiderate, etc.). After spending 11 months in England, one 20-year old American student recalled, “When I came home I expected everyone to have changed in the ways that I did. It’s shocking to find them doing the same things they did when I left. I found us to be spoiled, isolated and uninterested in the world around us.”<sup>4</sup> Some returnees become quite critical of everyone and everything for a time.



Making comparisons between cultures and places is natural, particularly after residence abroad. However, a person must be careful not to be seen as too critical of home or too lavish in praise of things foreign. Just as you had to keep an open mind when first encountering the culture of a new foreign country, try to resist the natural impulse to make snap decisions and judgments about people and behaviors once back home. A balance of good and bad features is probably more accurate and certainly less threatening to others.

You may notice things you yourself always took for granted or become aware of behaviors you formerly exhibited without noticing them. Most returnees report gaining major insights into themselves and their home countries during reentry, but only after allowing a sufficient period of time for reflection and self-analysis.

### 3. Loss of status<sup>5</sup>

In your host country you may have been seen as an informal ambassador from the United States. This gave you a certain status of being "special." When you return home, you are just like everyone else and the loss of feeling a bit "special" can be a factor that you must deal with in your re-adjustment. One returnee describes it this way: "Being in a foreign country as a foreign visitor, you are to a certain extent a

'special person'; your views, accent, lifestyle are all interesting to your hosts. As such, you will receive lots of attention, make friends easily, and generally be popular. However, when returning 'home,' you become again a 'normal person.' I found it very difficult to make that transition."

#### 4. Reverse "homesickness"

Just as you probably missed home for a time after arriving overseas, it is just as natural to experience some reverse homesickness for the people, places, and things that you grew accustomed to as a student abroad. Feelings of loss are an integral part of international sojourns and must be anticipated and accepted as a natural result of study abroad.

#### 5. No one wants to listen

Not everyone will be as interested in hearing about your adventures and triumphs as you will be in sharing those experiences. One Clark student expressed their frustrations— *"I had a difficult time dealing with the adjustment back to American culture. The money in the US looked strange and I was upset that my family didn't want to hear my stories."*

This is not a rejection of you or your achievements, but it is not easy for others to identify with the types of experiences you had. Showing an interest in what others have been doing while you were away is a sure way to reestablish rapport.

#### 6. People misunderstand

A few people will misinterpret your words or actions in such a way that communication becomes difficult. For example, what you may have come to think of as witty humor (particularly sarcasm, banter, etc.) and a way to show affection or establish a conversation may be considered aggression or "showing off." Conversely, a silence that was seen as simply polite overseas might be interpreted at home, incorrectly, as signaling agreement or opposition. Continually using references to foreign places or sprinkling foreign language expressions or words into an English conversation is often considered boasting. Be aware of how your behavior is likely to be interpreted.

#### 7. Relationships have changed<sup>6</sup>

Just as you changed dramatically as a result of your experience abroad, your friends and family may have gone through many changes as well, and you may notice that relationships with friends and family will have also changed. These changes may be positive or negative, but expecting that *no* change will have occurred is unrealistic.



Some students find it very difficult to fit their "new" selves into their old environments, and to face the expectations of friends and family that they are the same person they were before going abroad. One student remarked, *There was so much that I realized I hadn't liked about my life. I knew that I had changed so much but when I came back, others treated me the same (because they didn't know what I*

went through.) Also, I didn't feel whole—it seemed to me that something was missing inside. Just like your adjustment to a different societal “role” abroad, the best preparation is flexibility, openness, minimal preconceptions, and tempered optimism.

### **8. Inability to apply new knowledge and skills**

Many returnees are frustrated by the lack of opportunity to apply newly gained social, linguistic, and practical coping skills that appear to be unnecessary or irrelevant at home. After studying abroad in a different educational system, where they learned in both formal and informal ways, students can find the home campus to be limiting, narrow or uninteresting.<sup>7</sup> Adjust to reality as necessary, change what is possible, be creative, be patient, and above all, use all the cross-cultural adjustment skills you acquired abroad to assist your own reentry.

### **FROM CLARK STUDENTS...**

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You may find that your fellow study abroad alumni know exactly what you are going through. Here are some comments that Clark students have made about their re-entry experience...

#### **What were the difficulties (if any) you experienced after coming back to the US and to Clark?**

- *I have experienced feelings like depression, being overwhelmed and restless. I have found it difficult to get back into such a fast paced society and schedules.*
- *Not remembering names*
- *I had changed somewhat because of the different experiences I had and things seemed too regular and normal at home.*
- *Readjusting back to the intense, stressful way of life here. I didn't have to worry about anything there—here is a little more complicated.*
- *I miss how easy and wonderful it was! No papers, no deadlines. I miss living in such a cultured place, too—the States seems so boring. I miss drinking at the Pubs.*
- *Trying to hold off the assault of mass media (newspapers, TV, radio, movies, etc.) after being in the woods for 3 months. Adjusting to the competition-dominated society we live in. (Especially indirect competition, ie. sports)*

#### **Did you find solutions/ways to cope?**

- *I found talking about it with someone who understands helped. I talked with a friend who had studied abroad a semester prior to me. (Stirling, Scotland)*
- *Be yourself and strive for what passions you.*
- *Plan ahead before going home, make appointments—it's each person's responsibility to get back in touch.*
- *Not really solutions. I found that if I concentrate on how I've changed and learned, I do better. For example, I found out so much about myself I never knew before. I also found out that what I want to do with my life/career is exactly what I have always wanted to do...write.*
- *After LIP ended, I knew I'd be feeling down, so I volunteered in Israel for 2 months. I knew it would be rough but only after that did I want to go home.*
- *I hang out a lot with my friends from the program.*
- *It was really hard at first (and still!) when I first came back. I coped by always speaking of my experiences and “living” there in my head, but I have been trying not to do that. Most of being comfortable here again has been by looking into myself and my spirituality.*

- *Keep in touch with people.*
- *I talk with people at Clark who were abroad with me.*
- *I often talk about my experiences and feelings with my parents and with friends who are from other countries. I look at my photos from my trip and write my thoughts and feelings into my journal.*
- *To cope with the situation I have begun to: 1) Recognize the differences and express them in writing; 2) Meditate; 3) Remove the limits on my thinking and belief systems.*

### **What problems can't you find a solution to?**

- *Overcoming the "homesickness" and missing people that I had made friends with. It subsided over time.*
- *Finding good Chinese food.*
- *That I miss London!*
- *The need to go back is insatiable.*
- *Feelings that I am not at home anymore.*
- *How to balance a busy schedule and still have time for myself.*

## **CONTINUING TO MAXIMIZE YOUR EXPERIENCE**

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Making the most of your remaining time in school is important. So are finding ways to use the knowledge you have brought back and the new perspectives you have acquired. The following checklist should give you a start on how to accomplish this crucial step.

### **Daily life practices**

- Continue to push your comfort zone as you did when you were abroad. Keep trying to find new ways to interact with those who are different from you. If you look for it, there is often as much cultural diversity in domestic contexts as there was abroad, but it may be a bit harder to see at home because most people once home operate within a relatively restricted and narrow set of social situations compared to their adventures overseas.
- Cultivate intercultural sensitivity in those around you, especially across racial, religious, and socio-economic lines.

### **Participate in Activities for Returned Study Abroad Students**

- We look forward to seeing you at some of the activities mentioned at the beginning of this manual—Please keep an eye out for emails and announcements about upcoming activities!
- Please refer to our website for a listing of ways to stay involved!  
<http://www.clarku.edu/offices/studyabroad/applicationprocess/returning.cfm>

### **Academic courses**

- To the extent possible, select remaining courses that will build upon your experiences overseas and broaden your knowledge.
- Use your experiences abroad as references for class assignments and research papers. If you like the effort, offer the article to the Scarlet, Different Voices, the Study Abroad Newsletter, or a local newspaper.
- Give a Brown Bag Lunch presentation through your major's department.

## **Involve your friends**

- Invite your friends to a potluck dinner once in a while. Use this as a chance to have your friends share their experiences with other cultures and how they keep an international perspective alive.
- Many returnees report regretting that they did not keep in touch with their new friends and family in their host country after returning home. The internet will make it easier to maintain contact.

## **Language**

- Consider continuing language learning begun abroad or begin a new language.
- Continue to correspond with your home stay family, host culture nationals, and foreign friends in the language.
- Find opportunities for using language skills such as tutoring children or adults in the language, translating simple documents, volunteering as a teaching assistant or language lab assistant, participating in language corners, informal social networks of . international/bi-lingual students, seeking an international student as a roommate, etc.

## **Community organizations**

- Contact the Community Engagement and Volunteering office in the Corner House to learn more about how you can utilize some of your new skills. A wide range of local non-profit organizations from Women's Centers to migrant or immigrant assistance programs are always looking for individuals with intercultural skills and experience, especially if they have some capacity in the language(s) of their clients.

## **Keep a journal**

- Journaling can be an exercise to develop writing skills, to help recollect and celebrate your memories, and simply to express your thoughts. Many students find it a great habit while they are abroad, but it can also be a great exercise to continue to maximize one's study abroad experience even after they come back to their home country. Try to take a few minutes each day to jot down some of your thoughts.
- As you write, think about how your re-entry process might apply to your expectations about life after graduation and the significant changes can expect to your personal and professional life. How will you apply the skills and knowledge you gained as part of studying abroad in all the important areas of your life and future transitions?

## **PUTTING YOUR EXPERIENCE TO WORK<sup>8</sup>**

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An overseas experience can create new interests, abilities, linguistic and cultural skills that are not only valuable to the individual, but can be very attractive to potential future employers. How can you present those new skills and attitudes to a potential employer in a way that makes you stand out from other candidates? Specifically, consider how you might translate these "covert competencies" into resume language. For example, if you had an internship while abroad you might consider putting a descriptive line in your resume rather than just list it:

"Completed an internship with the theatre group Shakespeare's Heirs, in London, England, where I assisted in technical areas of lighting and sound for three productions over a four-month period."

Even living situations can be presented as intercultural learning experiences:

"Lived with a Japanese family of four in Hirakata for eight months, assisting with house chores and participating in the social and ritual life of the community."

As a result of your overseas experience, you likely gained insights and skills which you need to make any prospective employer aware of, whether during an interview or when constructing a resume. You have a

lot to offer an employer. Figure out how to tell them what and why this is so!

Please find below a reference of skills you may have developed as a direct result of your experiences abroad. Use this to spark ideas for creating a resume, preparing for an interview, and reflecting upon your experiences.

### **Skills**

- understand cultural differences and similarities
- adapt to new environments
- learn through listening and observing
- establish rapport quickly with wide range of people
- take initiative and risks
- time management skills
- identify problems and utilize available resources to solve the problems
- communicate across culture and language barriers
- asking the right questions
- making decisions under ambiguous and uncertain conditions<sup>9</sup>

### **Qualities**

- self-reliance
- appreciation of difference
- flexibility
- open-mindedness
- assertiveness
- self-confidence

Please refer to the Career Services and Academic Advising websites for further information on how to enhance your applications:

- <http://www.clarku.edu/offices/career/tutorials.cfm>
- <http://www.clarku.edu/offices/aac/scholarship/essay.cfm>

## **International Internship, Volunteer and Work Opportunities**

### **Alliances Abroad**

Work and volunteer abroad programs  
[www.alliancesabroad.com](http://www.alliancesabroad.com)

### **Global Business Alliance**

Businesses in New England involved in international trade  
[Gbane.org](http://Gbane.org)

### **Escape Artist**

Resources for international employment and living abroad  
[www.escapeartist.com](http://www.escapeartist.com)

### **Global Careers**

International recruitment agency  
[www.globalcareers.com](http://www.globalcareers.com)

### **Goinglobal**

Career information and resources

### **Enlace**

Electronic Network for Latin American Careers and Employment  
[www.lanic.utexas.edu/enlace/index.html](http://www.lanic.utexas.edu/enlace/index.html)

### **Peace Corps**

[www.peacecorps.gov](http://www.peacecorps.gov)

### **People to People International Internships**

[www.ptpi.org](http://www.ptpi.org)

### **WorldTeach, Inc.**

[www.worldteach.org](http://www.worldteach.org)

**TEFL Professional Network** (Teaching English as a Foreign Language)

[www.tefl.com](http://www.tefl.com)

Rotary International [www.rotary.org](http://www.rotary.org)

Academy for Educational Development

[www.aed.org/nsep](http://www.aed.org/nsep)

[Www.goinglobal.com](http://www.goinglobal.com)

**Guide to Working Overseas**

Guide to living and working overseas; links to job searches

[Www.workingoverseas.com](http://www.workingoverseas.com)

**LanguageCorps**

Teach English abroad

[www.languagecorps.com](http://www.languagecorps.com)

**Directory of international internships**

[Www.isp.msu.edu](http://www.isp.msu.edu)

**Volunteer Service Overseas**

Volunteer in international development and aid

[www.vso.org.uk](http://www.vso.org.uk)

**Idealist**

International network of non-profit organizations

[www.idealists.org](http://www.idealists.org)

**Scholarships, Fellowships, Grants & Search Engines**

**Andrew Mellon Foundation**

[www.mellon.org](http://www.mellon.org)

**Institute of International Education  
(For search engine—Programs Portal)**

[www.iie.org](http://www.iie.org)

**The Ford Foundation**

[www.fordfound.org](http://www.fordfound.org)

**Fulbright Scholarship**

[www.iie.org](http://www.iie.org)

**Marshall Scholarship**

[www.marshallscholarship.org](http://www.marshallscholarship.org)

**Rhodes Scholarship**

[www.rhodesscholar.org](http://www.rhodesscholar.org)

**Thomas J. Watson Fellowship**

[www.watsonfellowship.org](http://www.watsonfellowship.org)

**IIE Passport**

Study Abroad Funding

<http://www.studyabroadfunding.org/>

**Foundation Center**

[Www.fdncenter.org/funders](http://www.fdncenter.org/funders)

**Grantmanship Center**

[Www.grantdomain.com](http://www.grantdomain.com)

**Overseas Funding Sources**

[Research.uiowa.edu/dsp/main/?get=internet\\_funding\\_sources](http://Research.uiowa.edu/dsp/main/?get=internet_funding_sources)

**Graduate Programs**

**Association of Professional Schools in  
International Affairs**

[Www.apsia.org](http://Www.apsia.org)

**Comparative and International Education  
Society**

[Www.cies.ws](http://Www.cies.ws)

**Peterson's Higher Ed Guides**

[Www.petersons.com/graduate/gsector.html](http://Www.petersons.com/graduate/gsector.html)

**SIT Graduate Programs**

[Www.sit.edu/degree.html](http://Www.sit.edu/degree.html)

## STAY IN TOUCH

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Your peers, professors and staff are all great resources for information and support, so we have compiled here a contact list specifically for study abroad alums from Spring '07.

### Study Abroad Alums Spring 2007:

#### **American University**

Ethan Green  
Kelsey Herrington  
Kevin Hunter  
Bridget Millman  
Sara Nelson  
Jeffrey Saginor  
Dominique Wilkins

#### **CET Beijing, China**

Andrew Steele

#### **CGE Namibia**

Erin Burns-Maine  
Ashley Emerson Gilbert  
Jessica Friedman  
Emily Negrin  
Kesem Rozenblat

#### **London School of Economics Y'06-'07**

Sean Closs  
Abigail Goldware  
George Keppler  
Samantha Meyer  
Naomi Parker

#### **London Internship Program**

Maura Canavan  
Kimberly Citrin  
Leah Coleman  
Katherine Dobday  
Maria Doerflinger  
Karen Hochheiser  
Sarah Hosek  
Sarah Hunsucker  
Jeremy Katz  
Lauren Miller  
Lauren Page  
Kate Rafey  
Kathleen Ratkiewicz  
Emma Smith  
George Stalonas  
September Weinberger  
Christine Zimmermann  
Emily Zoback

#### **University of Bourgogne, France**

Christina Brown  
Melissa Falkenham  
Danielle Flickinger  
Reuben Jeffrey  
Patrecia Ming  
Joanna Plunkett  
Magaly Rojas  
Jennifer Stege

#### **University of East Anglia, England**

Meredith Leber

#### **University of Stirling, Scotland**

Sage Aidekman  
Rebecca Brenner  
Charlotte Brookover  
Sarah Brun  
Maylene Collado (*Y'06-'07*)  
Alysa Craig  
Jenna Glazer  
Sehar Mahmood  
Nellie Maley  
Amy McPheeters (*Y'06-'07*)  
Emma Mills  
Maggie Rabidou  
Katherine Ramsey  
Maya Shah  
Nate Sherman  
Meredith Tittler

#### **University of Sussex, England**

William Bigwood (*Y'06-'07*)  
Emma Gabriele

#### **University of Trier, Germany**

Iona Tice (*Y'06-'07*)

#### **University of Seville, Spain**

Joel Kolkman

#### **The Washington Center**

Christina Herron

#### **Non-Clark Programs**

Molly Bullock (*Umass India*)  
Caterina Del Col (*University of Oslo, Y'06-'07*)

**Murdoch University, Australia**

Lily Acunzo  
Athena Drosos  
Alexis Millet  
Kate Willis

**Santo Domingo, Dominican Republic**

Sarah Abrams (*Santiago F'06*)  
Katheleen Belgard (*Santiago F'06*)  
Sarah Estes-Smith (*Santiago F'06*)  
Alexandru Lefter  
Jennifer Majors  
Georgiana Mora

**Tandem Madrid, Spain**

Jessica Lynn Abraham  
Alba Bego  
James Conway  
Amy Deeks  
Ashley Gray  
Joseph Jacobson  
Laura McCarthy  
Stephanie Morris  
Elisa Ramos  
Yelizaveta Ruzer  
Lauren Sidman  
Lori Wineman

Hilary Gaddis (*SFS Mexico*)

Dan Jacobson (*University of Tel Aviv, Israel*)

Aliza Kuperstock (*Global Learning—Cyprus*)

Jessaca Lin (*IFSA Butler Burren College of Art, Ireland*)

Jessica Mortimer (*SFS Kenya*)

Lauren Sabbath (*Fairfield—Italy*)

Michael Seidman (*SACI Florence, Italy*)

Rebecca Stanislaw (*IFSA Butler—Auckland, New Zealand*)

Eileen Sullivan (*Fairfield, Italy*)

Minta Trivette (*SFS Costa Rica*)

Michelle Wadler (*IES Barcelona, Spain*)

Lana Petersson (*CGE Mexico*)

**Offices:**

Academic Advising x7468

Career Services x7258

Counseling Services x7678

Community Engagement & Volunteering  
Office x3704

Office of Intercultural Affairs x7362

**Program faculty:**

[http://www.clarku.edu/offices/  
studyabroad/applicationprocess/](http://www.clarku.edu/offices/studyabroad/applicationprocess/)

**TIE UP LOOSE ENDS**

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**What about my credits?** Once the host institution has forwarded transcripts to the Office of Study Abroad, grades for all courses completed through Clark programs will immediately be credited to students' transcripts. For students who have undertaken an internship, no credit will be awarded until their research paper is submitted to their Clark faculty reader to be graded, and an additional copy submitted to the Office of Study Abroad. Namibia students should drop off their portfolio at the Office of Study Abroad to be reviewed before credits are awarded.

**Program Evaluation:** Please fill out an evaluation for your program to help the office of study abroad improve its programs and to provide vital information to future study abroad students. You can download an evaluation from the Study Abroad website at:

<http://www.clarku.edu/offices/studyabroad/applicationprocess/returning.cfm>

**Remember your time capsule?** If you left Clark in Fall 2006, before going abroad, you wrote a letter to your future self at the general pre-departure meeting. Now, having returned, it's time to crack open your time capsule and look back on the thoughts and reminders you preserved several months ago. Did you accomplish what you had hoped? Did your goals change? What have you since learned?

At the "Unpacking Study Abroad" Workshop, we will return your time capsule to you, and will take some time to reflect on your transition back home, as well as your future goals.

## IN CLOSING...

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We hope you have found this information useful, and hope that you will help us to expand and improve our services for returned study abroad students by sending us your feedback. Thanks!

The Office of Study Abroad Programs  
Dana Commons  
(508) 793-7363  
studyabroad@clarku.edu

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<sup>1</sup> [http://cat.middlebury.edu/~sap/re\\_entry/coming\\_home.html](http://cat.middlebury.edu/~sap/re_entry/coming_home.html)

<sup>2</sup> <http://www.pacific.edu/sis/culture>

<sup>3</sup> New England Area Study Abroad Re-Entry Conference

<sup>4</sup> Excerpted from Uehara, Asako. *The Nature of American Student Reentry Adjustment and Perceptions of the Sojourn Experience*. **International Journal of Intercultural Relations**. Vol.10 p.415-438: 1986

<sup>5</sup> Thomas, Jennie. Returning Home: Adjusting to Life After Study Abroad. Fulbright Commission: 1992

<sup>6</sup> Kepets, Dawn. Back in the USA: Reflecting on Your Study Abroad Experience and Putting it to Work. NAFSA: 1995.

<sup>7</sup>

[http://www.transitionsabroad.com/publications/magazine/9803/programming\\_for\\_reentry\\_from\\_study\\_abroad.shtml](http://www.transitionsabroad.com/publications/magazine/9803/programming_for_reentry_from_study_abroad.shtml)

<sup>8</sup> New England Area Study Abroad Re-Entry Conference

<sup>9</sup> Adler, Nancy J. *Re-Entry: Managing Cross-Cultural Transitions*. **Group & Organization Studies**. September 1981, 6(3), 341-356.