

### Special points of interest:

- IAIR's first conference was in 1998.
- IAIR is an interdisciplinary organization.
- There are currently 245 members.
- The next IAIR conference will be in Bergen, Norway, 2015.

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# Who We Are

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## From the President's Desk

The Academy is only 15 years old. It was launched in 1998 with the inaugural conference on the campus of California State University, Fullerton, hosted by the late William "Bill" Gudykunst. Despite our short history, we have been able to solidify our identity as an interdisciplinary and international group of scholars pursuing excellence in intercultural research. Although we are a relatively small group by design, our membership includes some of the most distinguished scholars in the field of intercultural research. We continue to enjoy the privilege of having the *International Journal of Intercultural Relations* as our official journal. Each of our nine extraordinary biennial conferences has provided us with many creative and intimate ways to share our research ideas, broaden our perspectives, and cultivate our re-

lationships.

Given this brief but successful history of the Acad-



**Dr. Young Yun Kim,  
Current IAIR President**

emy, please join me in thanking our five past Presidents: Dan Landis (1998-2005); Oliver Tzeng (2005-2007); Ken Cushner (2007-2009); Colleen Ward (2009-2011); and Jan Pieter van Oudenhoven (2011-2013). We are grateful to these outstanding scholars for the wise and

dedicated leadership they so willingly offered. Let's also remember that five of our nine past conferences were organized and hosted by our past Presidents: Ken Cushner in Kent, Ohio (1999 and 2005); Dan Landis in Oxford, Mississippi (2001); Oliver Tzeng (with Wu Tien Wu) in Taiwan (2004, postponed from 2003 due to SARS epidemic); and Jan Pieter van Oudenhoven in Groningen, Netherlands (2007). In addition, we greatly appreciate three other dear colleagues for having given so much of themselves to organizing and hosting a highly successful conference: Dharm Bhawuk in Honolulu (2009); Vijayan Munusamy in Singapore (2011); and Jenny Mahon in Reno, Nevada (2013).

In gratitude,

Young Yun Kim

## Dan Landis, President 1998-2005

I formally retired in 2002 after 40 years of teaching and researching cross-cultural psychology and intergroup relations at such institutions as Wisconsin State College at Oshkosh (now the Univer-

sity of Wisconsin, Oshkosh), the Franklin Institute Research Laboratories in Philadelphia, the University City Science Center in Philadelphia, Indiana University-Purdue University in Indianapolis, and the

University of Mississippi. I moved to Hawaii in 2002 and was appointed affiliate professor at both the Manoa and Hilo campuses of the University of Hawaii, where I presently advise graduate students on their theses and dissertations. I

## Dan Landis, continued



**Dr. Dan Landis,  
First IAIR President  
1998-2005**

completed my doctoral studies at Wayne State University in Detroit, MI (1963), which is also where I met and married Rae Morris, my wife of 53 years. Over my career, my research interests have spanned areas of cross-cultural training and research, the measurement of equal opportunity climate, individual-differences research and methodology, evaluation of social programs, development of theory in social psychology, and cross-cultural aspects of human sexuality. In 1977, I founded the interdisciplinary journal, the *International Journal of Intercultural Relations (IJIR)*, and was its editor-in-chief for 35 years

(1977–2011). As a founding fellow of the Academy, I was elected its first president in 1997 and remained in that office for five years. I am currently the organization's Executive Director and Treasurer. In 2007, I was honored to receive the Academy's Lifetime Achievement Award and, in 2011, to receive the American Psychological Association's Award for Distinguished Contributions to the International Advancement of Psychology. I have edited three editions of the *Handbook of Intercultural Training* (1983, 1996, 2004) and most recently co-edited the *Handbook of Ethnic Conflict: International Perspectives* with Rosita Al-

bert. This volume surveys 20 ethnic conflicts in-depth around the world and was awarded the Academy's 2013 Gudykunst Outstanding Book Award at the biennial conference in Reno, NV. Currently, I am working on two additional books: a fourth edition of the *Handbook of Intercultural Training* and a volume on the relationship of neuroscience and intercultural relations. (Profile adapted from the November 2012 issue of the *American Psychologist*, 67[8], 731-733.)

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## Oliver Tzeng, President 2005-2007



**Dr. Oliver  
Tzeng,  
Second IAIR  
President  
2005-2007**

I was born and raised in a rural Hakka sub-culture in Taiwan with its dialect as the mother tongue. However, my formal education was entirely in Mandarin with Chinese history, cultures, modern science and technologies for intellect progressions from K to 12 years. In 1969, I was admitted to Psychology Graduate

Programs (Quantitative and Psycholinguistics) at the University of Illinois, and began semantic differentials research under Professor Charles E. Osgood across 30 language-cultural communities around the world. At Illinois, I was profoundly influenced two intellectual giants – cultural contents and humanities by Osgood, and quantitative rigors and creativities by Ledyard Tucker. Consequently, for the past several decades, I have been devoted to three central themes in research and services: First, the development the Psycho-semantic process model of human behaviors and its broad applications to

all societal ecologies— from individuals, families, inter-groups to regional conflicts. Many books resulted from such endeavors, e.g., theories of child abuse and neglect, theories and measurements of intimate relationships and resolutions, 4<sup>th</sup> dimensional resolution of Taiwan-China conflicts in one-China conception; Second, systematic developments in quantitative methodologies for international communications research applications (models, strategies, and computer programming); Third, the developments of two internet websites— for assessing adults' inti-

## Oliver Tzeng, cont.

mate relationships under [www.eloveprism.com](http://www.eloveprism.com) and adolescents' psychosemantics in personality, life satisfactions and self-confidence developments under [www.eYouthPrism.com](http://www.eYouthPrism.com). Currently, five middle schools with over 5,000 students in Taiwan are using this cloud system for regular assessments of their students' progress and school educational accountabilities. Its applications to U.S. schools are underway.

I went back to school for legal education while directing a multidisciplinary graduate training program on child abuse and neglect at Indiana. Such enrichment leads me to

conscientiously put all social, psychological, communications and educational perspectives into a hard core of legal foundations and potential ramifications.

Toward the IAIR's mission, I am honored to have made some minor contributions over the years, especially as its president from 2005-2007. Since IAIR's mission is congruent with my personal aspirations, I pledge to continue my unwavering support of the organization. In the contemporary digital era, new cultural contexts have exploded and divergent social values entangled.

Consequently, systematic analyses are more in need, and effective resolutions are more reliant upon the willingness of international scholars to cooperate, to integrate and to share their wisdoms. For such reasons, I firmly believe so long as we uphold the IAIR's integrities and promote its mission, all international scholars will make substantive contributions for both self-fulfillments and global-enrichments.

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## Kenneth Cushner, President 2007-2009

I have been a professor of international and intercultural teacher education at Kent State University since 1987. My presence there, however, goes back much further to when I was a freshman in the crowd of students who were fired upon on May 4<sup>th</sup>, 1970, hiding behind a car that had its windows shot out. That was my 'wake-up-call' so to speak -- when I realized the need to understand alternative viewpoints rather than resorting to violence when there was a difference of opinion and belief.

I taught in schools in Switzerland and Australia where I began traveling internationally with young people. The need to 'legitimize' what I found to be transformative in the lives of young people led me to pursue a doctoral degree at the University of Hawaii through the East West Center where I studied with Richard Brislin. I returned to Kent State University

where, in addition to my teaching, I have served as Associate Dean and Executive Director of International Affairs.

I am a Founding Fellow of IAIR, have served as a Board Member, Past President (2007 – 2009), hosted two conferences (1999 and 2005), and serve on the editorial board of *IJIR*. My research interests continue to focus on the intercultural development of teachers and young people. I am Director of COST – the Consortium of Overseas Student Teaching; a collaboration of 15 U.S. universities that send student teachers overseas, and was director of Semester at Sea's Teachers at Sea program during the summers of 2010 and 2011. My work with Richard Brislin and the culture-general assimilator (*Intercultural interactions: A Practical Guide*) has enabled me to consult with a wide range of organizations, in-

cluding the U.S. Army Research Institute; the World Bank; ETIC – the Euphrates-Tigris Initiative for Cooperation; and to receive a Fulbright to Sweden in 2008. My teacher education textbook, *Human Diversity in Education: An Intercultural Approach* will soon be published in its 8<sup>th</sup> edition.

In my spare time, I enjoy travel, photography, cycling, and when possible, still play percussion with my (now very old) rock and roll friends!

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**Dr. Kenneth Cushner,  
Third IAIR President  
2007-2009**

## Colleen Ward, President 2009-2011



**Dr. Colleen Ward,  
Fourth IAIR  
President  
2009-2011**

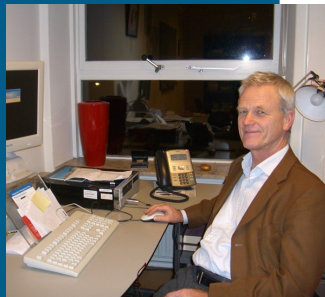
I am a world wanderer—a bit odd since I am linguistically challenged (other than asking “how much?” and replying “too much!” in a few languages, I am embarrassingly monolingual). I started life in New Orleans, but went to the University of Durham, England, to obtain a Ph.D. in social psychology. Then I put on the back-pack and kept travelling (with tropical islands being of particular interest). I held an Organization of American States Post-doctoral Fellowship at the University of the West Indies, Trinidad, and then took up my first academic appointment at the Science University of Malay-

sia in Penang. There I became a cross-cultural psychologist—purely out of necessity. I could easily see that the American texts were not exactly what I needed to teach psychology in Malaysia, but I had no idea what to put in its place! I went on to Singapore and then spent three decades bouncing back and forth between the National University of Singapore and New Zealand—first at Canterbury University and more recently at Victoria University of Wellington, where I am a Co-Director of the Centre for Applied Cross-Cultural Research. My primary research interests are in acculturation and intercultural relations,

and I was honoured in 2011 to be the recipient of the Royal Society of New Zealand’s Te Rangi Hiroa Medal for my work on cultural diversity. I am a former president of IAIR and am currently working on the third edition of *The Psychology of Culture Shock*, which is proving rather difficult, given my role as Editor of *the International Journal of Intercultural Relations*.

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## Jan Pieter van Oudenhoven, President 2011-2013



**Dr. Jan Pieter van  
Oudenhoven,  
Fifth IAIR President  
2011-2013**

I have been a member of the IAIR for almost 2 decades. It started by becoming friends with Dan Landis on a post-conference tour in Israel. We discussed intergroup relations issues in the Kibbutz in Golan. After that, Dan started sending me the Journal (*IJIR*) and invited me for a visit to Oxford Mississippi. In Taiwan I was asked to become a Board member, and after organizing the conference in Groningen in 2007, Dan decided that I should be president of the IAIR. For me, the IAIR has been a kind of friendly and open intellectual family with an

American touch where all members happen to be interested in the same topics as I have been. I have two main research interests: 1. Issues related to immigration and expatriate life, and 2. Aspects of life that may differ from nation to nation. I have studied national differences with respect to organization cultures, conflict management, using dirty words, and currently I’m involved in a 14-nations study about virtues and vices. The most appreciated virtue across the nations appears to be honesty. I’m now retired. I started academic life

working as a social scientist in remote rural zones in Latin America. One of my current hobbies still is traveling to unexplored countries or zones. I tried playing golf, but after 80 lessons it’s still a total surprise for me where the ball drops. My wife Karen and I are shortly going to live in an apartment in swinging Amsterdam.

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# IAIR Members

## Maria Assumpta Aneas

I am lecturer at the Department of Methods of Research and Assessment in Education at the University of Barcelona. I did my Ph.D. about intercultural competencies in 2003. This was the first research about this topic in Spain. My research interests are focused on the assessment of competencies and the analysis of transdisciplinary processes. In this sense, for me, the study and training of intercultural relations involve transdisciplinary processes. I have applied this interest on projects about immigration, organizations, and the university. Perhaps for this reason all of these projects have been done with

colleagues from other knowledge areas (engineering, sociology and psychology). Most of my international projects are developed with universities in Latin America. I volunteer for two NGOs (Comunidad de San Egidio and Banco de Alimentos). Also, I participate actively in a project for citizenship participation (Parlament ciutadà). I love independent cinema, architecture, and dancing. I have been a member of IAIR since 2000. I was the first member of the Academy from Spain. I attended the Groningen Congress, where I presented two of my publications promoted by colleagues from the Academy: Aneas, A.,

Garreta, J., & Molina, F. (2012). "Morrocos in Spain: So near yet so far." In Dan Landis, Rosita Albert, & Amy McWhinney, *Handbook of Ethnocultural Conflict* (Springer). The other book is Arhur, N. & Pedersen, P. (2008). "Case Incident 11: Integration and Identity," published by the American Counseling Association.

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**Dr. Maria Assumpta Aneas, IAIR Member**

## Soon Ang

I obtained my Ph.D. from the Carlson School of Management at the University of Minnesota. I hold the Goh Tjoei Kok Distinguished Chaired Professor in Management at the Nanyang Business School, in Nanyang Technological University, Singapore. I head the Division of Strategy, Management & Organization. I'm also the Executive Director of the Center Leadership + Cultural Intelligence at NTU, the world's first research center on cultural intelligence and leadership.

I pioneered and co-authored two books on cultural intelligence published by Stanford University Press. My current research focuses on leadership development and the role of cultural intelligence in wide ranging domains including businesses, military and international education.

The research center I oversee leads in creating evidence-based assessments and interventions for growing cultural intelligence in individuals, schools and organizations.

I am currently a founding associate editor for the Academy of Management's newest and most innovative journal – the *Academy of Management Discoveries*. I curate evidence-based, phenomenal driven research with emphasis on culture and international OB.

I publish in top academic journals such as the *Academy of Management Journal*, *Journal of Applied Psychology*, *Management Science*, *MIS Quarterly*, *Information Systems Research*, *Organization Science*, *Social Forces*, and others.

I've been involved in research for major corporations, mili-

tary and government bodies.

I received the Public Administrative Medal (Silver) from the Republic of Singapore; the Distinguished Leadership Award for International Alumni for the University of Minnesota; the first Nanyang Award for Research and Innovation in the Social Sciences. I received the Association of Information Systems (AIS) Fellow Award.

I have presented cultural intelligence research at the IAIR conferences, and have contributed to editorial work for the Association's flagship journal *IJIR*.

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**Dr. Soon Ang, IAIR Member**

## Lily A. Arasaratnam



**Dr. Lily A. Arasaratnam,  
IAIR Member**

I am currently based at Alphacrucis College in Sydney Australia. In addition to teaching intercultural communication and research methods, I oversee the running of one of our masters programs. My undergraduate degrees (one in psychology, one in mathematics) and my masters (in communication) are from the University of Kentucky, and my Ph.D. is from Rutgers University. I was assistant professor at Oregon State University and lecturer at Macquarie University prior to my current position. My cultural background is diverse; born in Sri Lanka, schooling in the Maldives, university

education in the USA and now a citizen of Australia. I have been a member of IAIR since 2010, and I very much enjoyed attending the 2013 conference in Reno.

My primary area of research is intercultural communication, particularly culture-general approaches to understanding intercultural communication competence. I am also interested in multiculturalism and migration. So far I have achieved two goals on my "bucket list" (to deliberately use an idiom that doesn't translate well across cultures!), namely, to complete my Ph.D. before the age of 30, and to publish a book before

40. The first was achieved in 2003 and the second in 2011. Few more goals are yet to be achieved before 40! My other interests include reading fiction, creating and experiencing different foods, watching films, and dancing. While I am trained in classical Indian dancing, I also enjoy folk, ballroom, and Latin dances. In general, I see my life as a holistic integration of spirituality, relationships, and intellectual pursuits.

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## Hasan Aydin



**Dr. Hasan Aydin,  
IAIR Member**

I earned my BA in English in 2005 and I received my MA in Teaching English to Speakers of Other Languages (TESOL) in 2007 and I hold my Ph.D. in curriculum and instruction with an emphasis in multicultural education in 2011 from the University of Nevada, Reno. Currently, I am an assistant professor of multicultural education at Yildiz Technical University, Istanbul, Turkey. My areas of expertise and academic interests are multicultural / intercultural education curriculum including: immigration, cultural integration and assimilation of Turkish immi-

grants in the E.U. and the U.S.; international education, diversity; ethnic identity; second language acquisition; and teaching online classes with Web 2.0 technology. I am an editor of *Multicultural Education: Diversity, Pluralism, and Democracy* published in 2013, and I am also a co-author of *Cultural Integration of Turkish Women in the Netherlands* published in 2012 by LAMBERT Academic Publishing. I have published several peer-reviewed journal articles and have presented at national and international conferences. I also serve as an editor of numerous peer-reviewed

journals, including: *The International Journal of Multicultural Education (IJME)*, *National Association for Multicultural Education (NAME)*, and *Journal of Educational Research and Essays (ERE)*. I am a member of the International Academy for Intercultural Research (IAIR) since 2010, and have twice attended the IAIR international conference. My hobbies are traveling, reading books, and chatting with friends.

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## David J. Bachner

My research has focused on international educational exchange program pedagogy and effects. This interest developed in natural tandem with my intercultural living and work experiences: university student in Japan, Peace Corps volunteer in Korea, Peace Corps intercultural trainer in Hawaii, Vice President/Programs and later Trustee of Youth For Understanding (YFU) International Exchange, Dean of Global Studies (as well as

Acting Vice President for Academic Affairs & Dean of Faculty) at Hartwick College, where I am Dean Emeritus, and, until my recent retirement, a professor of international communication at American University's School of International Service, where I continue to chair the Advisory Council of SIS's Intercultural Management Institute. I served as a consulting editor of *IJIR* and became an IAIR fellow in the organization's early years. My doc-

toral work in organizational behavior, completed in 1975 with an emphasis on inter-group relations, has strongly influenced my intercultural research and practice throughout my career.

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**Dr. David J. Bachner,  
IAIR Member**

## An Ran

I got my Ph.D. in multicultural education at University of Reading in 1999, then I worked as a lecturer at the National Centre for Language and Literacy at University of Reading. In 2004, I came back to China and have been Dean of the School of International Education at South China University of Technology. I am also Director of Confucius Institute at the South China University of Technology and initiated the establishment of a Confucius Institute at Lancaster University. I was promoted to Professor in 2006 and my main

research interests are multicultural education and intercultural communication. Currently, I am the principal researcher on two projects. One is the study of intercultural adaptation of Chinese staff at Confucius Institutes, the other is the study of influence power of Confucius Institutes. My research interests are intercultural communication and multicultural education. I have published over 50 papers and have been the (co)author and (co)editor of 12 books. I also like to write poems and have published two poem collec-

tions. I am the Board member of China Association of Intercultural Communication and a member of the International Advisory Board for IAICS (International Association for Intercultural Communication Studies). I joined IAIR as a member in 2011.

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**Dr. An Ran, IAIR Member**

## Visit the IAIR Website for More Information

Thanks to our webmaster, Anand Chandrasekar, the Academy website now has a page dedicated to archiving the Who We Are series issues (available at: <http://intercultural-academy.net/number2/who-we-are.html#download-pdf>). In addition, as members' profiles are featured in the monthly series, they are added to a growing collection of

individually clickable profiles listed by member name. These additions to the IAIR website enable persons looking for information about specific members to easily browse and click on member profiles, while the Who We Are issues are archived for those interested in viewing the profiles as a monthly compilation. The clickable list of member

profiles is available at: <http://intercultural-academy.net/number2/who-we-are.html>. It is our goal to have all of our members featured in the series and on the website by the 2015 biennial conference in Bergen, Norway. In the coming months, the IAIR secretary, Kelly McKay-Semmler, will be in contact with each member to solicit his/her profile.

## International Academy for Intercultural Research



The primary purpose of the Academy is to promote intercultural understanding. Accordingly, it promotes and encourages research, theory, and practice in the field of intercultural relations. The Academy also strives to disseminate to the public information regarding intercultural relations and it encourages interchanges between people with an interest in intercultural relations. The ultimate goal of the Academy is to promote world peace and prosperity through applications of academic principles and research findings to the betterment of human realities.

In furtherance of the goals, the Academy is an explicitly interdisciplinary forum which promotes and facilitates intercultural research in the areas of Psychology, Sociology, Communication, Education, Anthropology, Management, Political Science, and other areas of specialization in the social sciences and practice.

Visit us on the World-Wide Web at:  
<http://www.intercultural-academy.net/>

## Encourage Your Colleagues to Join

It is our mission to encourage the highest quality empirical research and practice aimed at understanding the ways in which cultures interact and the results, for good or ill, of those interactions. We invite all serious scholars of intercultural relations to join with us in this important enterprise—for we can have no greater purpose as scientists than reducing and, hopefully, eliminating intercultural conflict at all levels from individuals and groups to whole societies and nations. Please encourage your colleagues who are doing work in these areas to consider joining IAIR.

### Benefits of Membership

- Subscription to the *International Journal of Intercultural Relations*, the official journal of the Academy either on-line or hard copy.
- Access to past issues of the Journal through Sci-



Information about membership in IAIR is available on our website at [www.intercultural-academy.net/](http://www.intercultural-academy.net/)

ence Direct, a service of Elsevier, Ltd.

- Significantly reduced fees the biennial conferences
- Access to the member directory.
- Reduced subscription fees to many relevant Elsevier journals

### Levels of Membership

Three levels of membership are available: Fellow, Member, and Student. Criteria and application procedures are available on the website at <http://www.intercultural-academy.net/membership/levels-of-membership.html>