

Special points of interest:

- IAIR is an interdisciplinary organization.
- There are currently 250 members.
- The next IAIR conference will be in Bergen, Norway, 2015.

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Who We Are

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Series Editor's Letter

The WWA series aims to promote interconnectedness among the Academy's membership through profiling the research and teaching interests of our members. With awareness of what experiences and questions each of us brings to the study of intercultural relations comes the possibility of new insights and collaborations.

Building on this mission, IAIR President Young Yun Kim and I would like to invite Academy members of all membership levels to contribute a "thought" piece in which you reflect on IAIR's past, its present, and its future. This new

addition to the monthly series will allow us to keep the conversation going by



featuring Academy origin stories by seasoned members, the budding research interests of our junior members, and everything in between. Some topics you might consider include reflections on questions such as: What (or who) initially attracted you to

IAIR? How do you see your research contributing to the mission of the Academy? What new questions do we, as interculturalists, need to focus on, and what not-so-new questions warrant renewed efforts?

Please send me any questions or thoughts you may have about preparing a "Reflections on the Academy" contribution.

As you entertain this invitation, enjoy the April issue of WWA, in which you will encounter the scintillating profiles of 14 more Academy members.

Kelly McKay-Semmler, IAIR Secretary and WWA Series Editor

IAIR Members

Stefan Kammhuber

Dr. Stefan Kammhuber is a professor of communication and intercultural competence at the University of Applied Sciences Rapperswil, Switzerland, 2010 to the present. He received his diploma as well as his doctorate in psychology at University of Regensburg, Germany. Additionally, he earned a university degree in speech communication from the same institution. After working as a trainer/coach for rhetoric and in-



Stefan Kammhuber,
IAIR Fellow

tercultural communication for several years he became

professor of communication and intercultural competence at the University of Applied Sciences, Koblenz, Germany. In research, he is interested in the theoretical foundations of intercultural learning in order to enhance the quality of intercultural training. Stefan is also keen to understand culture-specific styles of rhetoric and their impact on intercultural impression formation. Stef-

Stefan Kammhuber (cont.)

an has done both intercultural research and training with a wide variety of target groups in Germany and Switzerland including managers, engineers, migration counselors, hospitals, public institutions, and the military. He has (co-) published seven books and 60 articles, most of them in the German language. Stefan was award-

ed for “excellent teaching performance” in 2008 by the State of Rhineland-Palatinate, Germany, and recognized for his “outstanding scientific contribution” in 2000 for his doctoral thesis on “Intercultural Learning and Teaching.” Living next to the Swiss mountains and lakes, he enjoys skiing and sailing very much. From time to

time he recites poetry and short stories on stage, together with befriended musicians. The most recent program was on Pablo Neruda, his poetic hero. Stefan has been a fellow of the Academy since 2000.

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Richard L. Lanigan

Although I was accepted into IAIR in 1998, culture and communication have been a focus in my life

starting with my birth (1943) in Santa Fe, New Mexico. I grew up in Albuquerque, later earning a double major in communication and philosophy at the

University of New Mexico (B.A. 1967, M.A. 1968) and a doctorate at Southern Illinois University (Ph.D. 1969). I taught communication in El Paso, Texas, then philosophy at Dundee, Scotland, English at Chicago State University, and then was back to SIU,

where I retired in 2009 after 40+ years (I directed 35 doctoral dissertations with students now teaching in some 20+ countries). In 2000, I founded the International Communicology Institute at SIU, an internet research group with conference and project coordination around the world). Over the years, I have been an Andrew Mellon Fellow (Communication, Linguistics, Philosophy) and Senior Fulbright Fellow (China 1996, Canada 2007). I focus my intercultural research on (1) comparative study of P.R. China and the USA (doing a lot of training for folks in both countries), and (2) European philosophy of communication, especially modern French philosophy and human science. In the professional context, my research awards include

being elected in 2012 to the Polish Academy of Science (Philology). My books include: *The Human Science of Communicology* (1992), *Speaking and Semiology* (1972; 2nd ed. 1991); *Phenomenology of Communication* (1988); *Semiotic Phenomenology of Rhetoric* (1984); and *Speech Act Phenomenology* (1977). My spare time is spent relaxing at the museums or reading at the Library of Congress in Washington, DC.

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**Richard L. Lanigan,
IAIR Fellow**



Chan-Hoong Leong

I am a senior research fellow and the deputy head of Social Lab, a research unit at the Institute of Policy Studies, National University of Singapore. As principal investigator, I lead a research team driving Singapore's first academic panel study on family dynamics, which involves some 5,000 households and up to 10,000 respondents.

I completed my undergraduate programme at the National University of Singapore, followed by a master of arts degree at the University of Queensland, Australia. I received my PhD in psychology in 2006 from Victoria University of Wellington, New Zealand.

My research interest is focused on intergroup contact, acculturation, and the management of diversity. My recent work explores how the social representation of history influences the construction of national discourses and examines the role and impact of historical narratives in



Chan-Hoong Leong,
IAIR Full Member

forging a unique Singaporean identity.

As the geopolitical and economic focus of power shifts to Asia, the location of Singapore at the crossroads of Southeast Asia will be a

vantage position from which to study the dynamic and complex systems in intercultural contact and social change.

I attended my first IAIR conference in 2004, hosted by the Taiwan Normal University. In 2007, I received the first runner's-up prize for the Rae and Dan Outstanding Dissertation Award at the Groningen Conference in The Netherlands.

In my pastime, I enjoy keeping up with the latest news on motoring and exploring Singapore's nature reserves and local street cuisine.

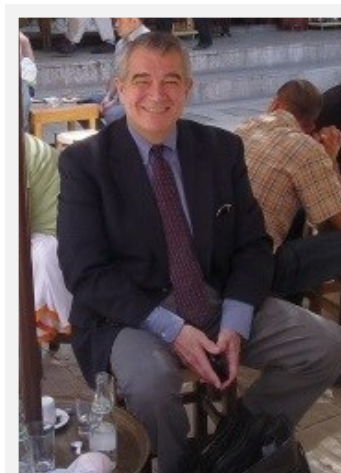
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Romie Littrell

I attended high school in Camden, Arkansas, in the USA, graduating in 1959. My parents had encouraged me toward engineering and science, then 4 October 1957 the launch of the first artificial Earth satellite, *Sputnik 1*, by the Soviet Union, followed by subsequent failures of the first two U.S. Project Vanguard launches served as a focusing event on the U.S. education systems as a problem and solution. Congress responded in 1958 with the National Defence Education Act, increasing funding for education at all levels, including low-interest student loans to university students, with the focus on scientific and technical education. I enjoyed analytics and problem-solving, so started university in engineering. Over the next few years



Romie Littrell,
IAIR Fellow

I found that my lack of attention to details in arithmetic and a greater

interest in very complex systems moved me to physics, to philosophy, to psychology. I graduated with a BA in psychology from the University of Arkansas at Fayetteville. From there I entered the University of Texas in the Department of Educational Psychology, but became involved with computer programming, which allowed sophisticated analysis with the arithmetic left to the computer. This interest led to a career in information technology with LTV Aerospace, UNISYS, Xerox, and IBM. I took an early out from IBM in 1989, worked for myself for a few years, then moved to China to teach (it's a long story). There I was offered a job by InterContinental Hotels Group in Zhengzhou as a training and HR manager. I received permission to

Romie Littrell (cont.)

collect management and leadership preference data from the supervisors and managers in our 3 hotels, and turned that into a PhD in organisational behaviour. This kicked off my career in cross-cultural psychology and leadership studies. I took posts at the Glion Hotel School in Switzerland, teaching HR, then taught international marketing and management at the Hochschule Aalen & Graduate School Ostwürttemberg. While in Germany I attend-

ed the 2001 IACCP regional conference in Pultusk, Poland, and met Dan Landis, who inspired me to join the International Academy for Intercultural Research. In 2002 I accepted a post in international business at Auckland University of Technology in New Zealand, where I earned a 2nd PhD in applied psychology. My major non-work interest is the education and development of my 13-year-old daughter, Lee.

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Kevin D. Lo

I completed my PhD in international management (Asia-Pacific focus) in 2007 at the University of Hawaii. Upon completing my degree, I was faculty at the University of Auckland Business School in management and international business. I have been an assistant professor at the University of San Francisco, School of Management, Department of Or-

ganization, Leadership, and Communication since March 2011. My interests in cross-cultural studies stem from a trio of influences: being American by nationality, being Chinese by ethnicity, and being born and raised in Honolulu, Hawaii. Cross-cultural studies have helped me to understand these different influences and afford me greater insights into the ways that I think and behave. My research and teaching focus on cross-cultural management and organizational behavior. More specifically, I am interested in international service-learning, cross-cultural uses of social media in business, cross-

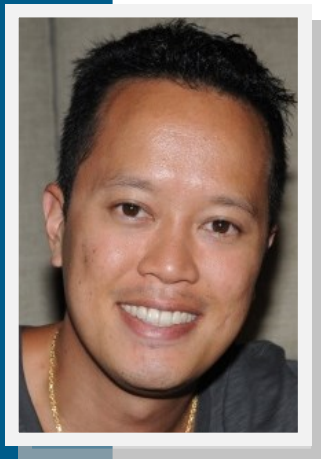
cultural perceptions of time orientation, and interpersonal business relationships in a cross-cultural context.

I have been a member of the Academy since 2009 when the meeting was held in Honolulu. Outside of my professional activities, I love playing with my chocolate lab (named Kona), swimming, practicing yoga, and quality cuisine. Please let me know if you are coming to the San Francisco Bay Area.

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*Kevin D. Lo,
IAIR Full
Member*



Anita Mak

Anita Mak, BSocSc, MSocSc (Hong Kong University), PhD (Australian National University) is professor of psychology at the Faculty of Health, University of Canberra, Australia. She has held visiting appointments with the University of British Columbia, Chinese University of Hong Kong, Polytechnic University of Hong Kong, and Griffith University. She served on the IAIR Board from 2009 to 2013 and has thoroughly enjoyed the IAIR conferences in Honolulu, Singapore, and Reno.

Her interests in intercultural education and research have stemmed from her personal experiences as an international student and an immigrant in Australia. She has published extensively in intercultural relations, sociocultural competence, internationalisation, stress, coping, and mental health.

Anita has completed many consultancies in staff and leadership training and diversity research in Australia and internationally. She is co-developer of the EXCELL (Excellence in Cultural Experiential Learning and Leadership) Program, an evidence-based training program for developing students', immigrants', and expatriates' sociocultural competencies (<http://www.excellinterculturalskillsprogram.com>). EXCELL has been introduced into over 100 institutions in Australia, New Zealand, Canada, the UK, and the Netherlands. Anita was awarded a national Carrick Citation for Outstanding Contributions to Student Learning in 2007 for her leadership in enhancing students' development of cross-cultural awareness and social skills. She is the leader of the Australian Learning

and Teaching Council Priority Project on "Internationalisation at Home: Enhancing Intercultural Capabilities of Business and Health Teachers, Students and Curricula," which aims at improving cross-cultural communication in educational and practice settings in business and health (<https://sites.google.com/site/internationalisationathome>).

She enjoys travelling and reading.

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**Anita Mak,
IAIR Fellow**

Elena Makarova

I am originally from the Ukraine, where I studied educational sciences at the National Pedagogical University of Kiev. Since 2009 I have held the position of senior researcher and lecturer in the Department of Educational Psychology at the University of Bern, Switzerland, where I received my PhD. Currently, I am working as a research fellow of the Swiss National Science Foundation (SNSF) in the Department of Psychology at the University of Illinois at Chicago, USA. I became a member of the Academy in 2010, having applied for IAIR membership during my research fellowship at the Centre for Applied

Cross-Cultural Research at the Victoria University of Wellington, New Zealand. My first biennial conference of the Academy was in Singapore in 2011 and I am looking forward to attending the upcoming conference in Bergen in 2015!

My research interests are acculturation, ethnic identity development, intercultural relations, and immigrant and minority youth adjustment in the school context. Based on research on cultural diversity in Swiss schools I recently published contributions addressing teachers' acculturation attitudes and their classroom management, hidden school dropout among

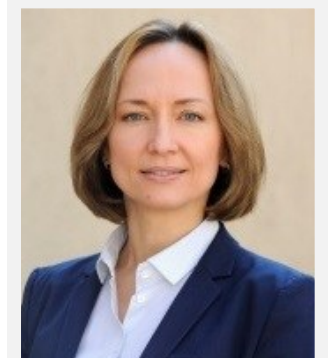
immigrant students, and the meaning of courses in the language and culture of origin and their impact on youth development in cultural transition.

Among my favorite non work-related activities are spending time with my family, meeting friends, reading, and acrylic painting.

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**Elena Makarova,
IAIR Full Member**

Jeanette Martin



**Jeanette Martin,
IAIR Full Member**

Coming to academia late I actually made mistakes that are discussed in *Intercultural Business Communication, Essential Guide to Business Etiquette, Global Business Etiquette, and Passport to Success* written with my co-author Dr. Lillian H. Chaney; and *Managerial Communication* (in press) written with Dr. Reginald Bell. Working in business is what made me interested in intercultural communication. So when at 38 years of age I went back to get a doctorate, it was no surprise that my dissertation was in the field

of intercultural business communication. I have to say the term “global” seems to fit better than intercultural at this juncture in the field, but that is another article.

I was very honored to be asked to write a chapter in IAIR’s *Handbook on Ethnic Conflict*. The fact the book has been well received is a testament to Drs. Landis and Albert. Fortune took me to the University of Mississippi where Dr. Landis also taught, and then to Sietar and IAIR through Dr. Landis. I have been a member of IAIR almost from the beginning. Although I re-

tired last fall, writing is still an important part of my life particularly global business communication. Beyond academia my husband and I like to travel via motor home or plane. We just finished our 18th year spending time in Mexico. We both enjoy Mexico. One thing I have always wanted to do but did not have time to do was learn to quilt, so last fall I started quilting as a hobby also.

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David Matsumoto



**David Matsumoto,
IAIR Fellow**

Dr. David Matsumoto is a world-renowned expert in the field of facial expressions, gesture, nonverbal behavior, culture, and emotion. He has published over 400 articles, manuscripts, book chapters and books on these subjects. In addition, he is the Director of Humintell, a company that provides training to individuals and organizations in these fields.

Matsumoto is also a professor of psychology at San Francisco State University. He is the founder and director of SFSU’s Culture and Emotion Research Labor-

atory. The laboratory focuses on studies involving culture, emotion, social interaction, and communication.

In addition to his work at SFSU and Humintell, Matsumoto serves as editor-in-chief for the *Journal of Cross-Cultural Psychology*. Matsumoto is also an editorial board member for *Personality and Social Psychology Review*, *Asian Journal of Social Psychology*, *Asian Psychologist*, *Journal of Nonverbal Behavior*, *Motivation and Emotion*, *Cognition and Emotion*, *Human Communication*, *Journal of Comparative Family Studies*, and *Ar-*

chives of Budo.

Matsumoto is also the owner and head instructor of the East Bay Judo Institute in El Cerrito, California. He holds a 7th degree black belt as well as Class A coaching and referee licenses.

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Claude-Hélène Mayer

Currently, I am visiting professor at the Department of Industrial and Organisational Psychology at the University of South Africa in Pretoria, Republic of South Africa. I am also an adjunct professor at the European-University Viadrina in Frankfurt (Oder) and a senior research associate at the Rhodes University in Grahamstown, South Africa.

My research focus is on positive psychology concepts, such as salutogenesis, a

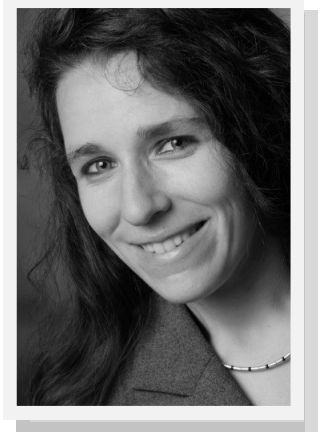
sense of coherence and mental health in transcultural organisations and management contexts. At the moment, I am leading an international research project on gender, culture, and spirituality in institutions of higher education.

I joined the IAIR after having attended the IAIR conference in Hawaii in 2009, which I really enjoyed. I hope I will soon be able to attend another conference of the Academy.

I thoroughly enjoy travelling, dancing and singing, walks in nature, writing, and exploring life with my three kids.

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**Claude-Hélène Mayer,
IAIR Full Member**

Rebecca Merkin

I have been a member of the IAIR for over 10 years. I first heard about IAIR from Dr. Kenneth Cushner who was a member of my doctoral committee at Kent State University. I was a runner up for the IAIR Doctoral Dissertation Award and was curious about the organization so I attended the convention for the first time in Oxford Mississippi. I find the work of IAIR members to be aligned with my interests so I have enjoyed the sessions at the different meetings over the years.

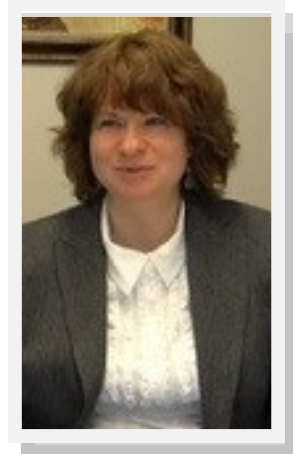
I have an MBA, and my PhD focused on organizational and intercultural communication. I teach at Baruch College – CUNY which is a business school in the Department of Communication Studies. My two main research interests are: 1. Issues related to national culture and behavior—in particular as it relates to saving or losing face, and 2. Problematic intercultural work relationships such as sexual harassment in the workplace. I am presently working on a book related to the first area

of interest.

Besides for academic life, I live in New Jersey with my husband and am presently experiencing the joys of empty nesting.

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**Rebecca Merkin,
IAIR Full Member**

Frank F. Montalvo

There is a great line from a book by Peter Höeg, *Smilla's Sense of Snow*, about how as soon as you truly sense a culture it eludes your description, like snow. I sensed cultures from a young age growing up in NYC, and knew race and ethnicity were inseparable in America. I left to attend UCLA for undergraduate and an MSW,

where I learned about living in a co-operative with international students and from helping to start a chapter of the first "inter-everything" (nations, cultures, races, religions) fraternity in the United States in 1950. Then, I was drafted. I managed a commission as a clinical social work officer in psychiatric clinics and developed a

pre-adoption screening program overseas for military couples and German children's homes to assure both were able to meet the needs of children who often suffered from severe maternal deprivation in post-war Europe. An additional eight years on staff at a psychiatry residency program and child guidance clinic at the Presidio of San Fran-

Frank F. Montalvo (cont.)



Frank F. Montalvo,
IAIR Fellow

cisco focused on impact of separation and war trauma on families. Meanwhile, I completed a doctorate in social work at USC. I was assigned as behavioral science consultant to the Pentagon to head an Army-wide service program for separated families. As a staff officer, I also had the good fortune of first being

on the ground floor of the military's efforts to combat racial tensions during the Vietnam era, and second consulting with Dan Landis on research on race relations and the field of intercultural relations. I retired soon after helping to start the Department of Defense Race Relations Institute, the

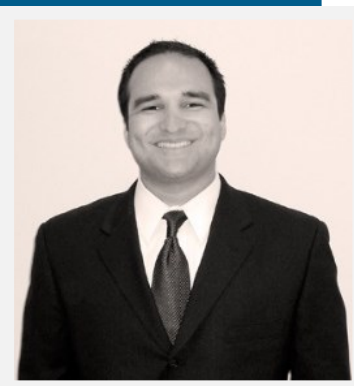
first of its kind in the United States in the early 70s, as Chief of Minority Studies. Those experiences were key to my focusing on teaching, research, and publishing on Latino acculturation. Two key products resulted: "Mexican American culture assimilator for child welfare workers" and an interdisciplinary, experiential course on "psychology of the bicultural environments." During that time, I was an active member of SIETAR International where I received the outstanding interculturalist award, in part for starting a cross-cultural specialization in social work, directing the SIETAR International conference in San Antonio, Texas, and co-editing its proceedings. I was among the founding mem-

bers of IAIR serving as its initial vice president, chair of the membership committee, and member of *IJIR's* review board to help get it started. I retired professor emeritus. My interest has been on applying research to the ethnocultural experience, with a concern for the impact of skin color on Latino mental health, depression, and practice included in the 20-some articles published with colleagues over the years. My current effort is reviewing the research on the affect of skin color on assimilation and the implicit racial bias of counselors in the psychosocial treatment of Latinos.

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Michael A. Moodian



Mike Moodian,
IAIR Full Member

Hello, everyone. My name is Michael A. (Mike)

Moodian and I have been a member of the International Academy for Intercultural Research (IAIR) since 2006. I am the editor of *Contemporary Leadership and Intercultural Competence* (Sage, 2009), a book I am proud to have collaborated on with several IAIR members. I have been a faculty member at Chapman University since 2007, where I teach for its College of Educational Studies, and serve as an assistant professor of social science at

Brandman University, Chapman's new affiliate. I hold a doctorate degree in education from Pepperdine University. Beyond my academic endeavors, I am active with numerous Orange County, CA, nonprofit groups. Recently, I completed a one-year term as chairperson of the World Affairs Council of Orange County. I also serve on the consultative school board for my alma mater, Santa Margarita Catholic High School, and the board for the UC Irvine Olive Tree Initiative, a program that focuses on Turkey-Armenia and Is-

rael-Palestine conflict analysis and resolution through rigorous academic preparation, experiential education, and leadership development. In addition, I write for the news media on local public policy issues.

My wife Margaret and I have been married for three years. We live in Rancho Santa Margarita, CA, with our rescue dog Manny and chinchilla Marshall.

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Robert Moran

I was born 75 years ago in Toronto, Canada and am healthy and about 67.25% retired. But I dare not use the word “retirement” in the presence of my spouse of 43 years.

I have never thought of myself or tried to be a good researcher. But being aware of, using, and then translating good and relevant research so that I can incorporate aspects into what I teach has been a lifetime goal. When I began teaching at Thunderbird, a very pragmatic and applied business school, awarding graduates an MBA,

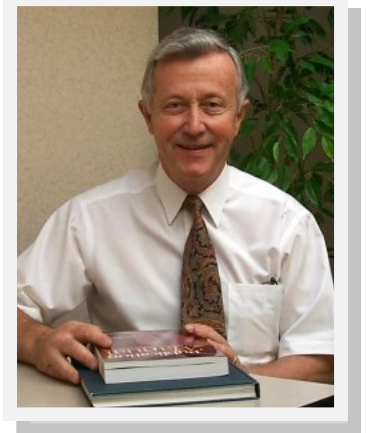
I was not a very good instructor. However, now 38 years later, I am quite a good educator and can influence the students and executives I have the privilege to interact with. I learned and benefitted most by sitting at the back of a room watching great professors “educate,” and I borrowed. The 9th edition of my first book, *Managing Cultural Differences*, was published in March 2014, and interested faculty can check out how my co-authors and I have borrowed research and applied aspects to a business context in a global, complex,

and rapidly changing environment by going to:

www.routledge.com.

At times my life was “out of balance” with work being the culprit. Now, with 5 adult children, seven grandchildren, and some relationships that go back to a time when I didn’t have even one white hair, I am trying to make this right. Thanks for reading.

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**Robert Moran,
IAIR Fellow**

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://www.intercultural-academy.net/about-iair/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. Individuals looking for information about specific IAIR members can now 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://www.intercultural-academy.net/about-iair/who-we-are.html>.

[academy.net/about-iair/who-we-are.html](http://www.intercultural-academy.net/about-iair/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.



IAIR 2015

Biennial Conference in Bergen,

For more information visit: <http://www.uib.no/en/rg/saw/45318/9th-biennial-congress-international-academy-intercultural-research>

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.



Information about membership in IAIR is available on our website at www.intercultural-academy.net/

- Access to past issues of the Journal through Science Direct, a service of

Elsevier, Ltd.

- Significantly reduced fees for 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, full member, and student member. Criteria and application procedures are available on the website at <http://www.intercultural-academy.net/membership/levels-of-membership.html>