

Special points of interest:

- IAIR is an interdisciplinary organization.
- There are currently 244 members.
- The next IAIR conference will be in Bergen, Norway, June 28-July 2, 2015.

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Series Editor's Letter

This month's issue marks the beginning of the second year of Who We Are. Over the past 12 months, 116 Academy members have contributed their biographical profiles to the series, sharing with us their research interests and professional accomplishments, as well as their personal hobbies and endeavors beyond their professional lives.

In the issues leading up to the biennial conference next summer, WWA will continue to feature Academy members. Future issues will also highlight im-

portant submission deadlines for conference participation, including IAIR awards to be conferred at the meeting. Please note the first deadline ap-



proaches at the end of this month. See the final call for Fellows' Day Workshop proposals below.

This month features the profiles of six highly-

accomplished Academy members, including our newest member, Dr. Edward L. Fink. In addition, with a new academic term beginning soon for many in the Academy, Dr. Randall E. Osborne calls for us to put "theory into practice" in our classrooms and other learning environments in this month's member reflection piece.

Wishing you all a pleasant and productive month!

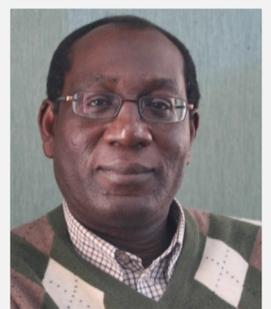
Kelly McKay-Semmler, IAIR Secretary and WWA Series Editor

Final Call: Fellows' Day Workshop Proposals

Fellows' Day Workshop Proposals Due: August 31, 2014

The Scientific Committee for the 9th International Congress of the International Academy for Intercultural Research invites Academy Fellows to submit proposals for the Fellows' Day Workshop to be held at the biennial conference in Bergen, Norway next summer.

The Fellows' Day Workshop will be held in the morning and afternoon of June 28, 2015. The idea behind the Fellows' Day Workshop is to give Fellows of the Acad-



David L. Sam, IAIR Fellow and Chair, Scientific Committee

emy the opportunity to come together for a day-long interactive workshop (from 9:00am – 4:00pm) and delve deeply into a topic of mutual interest together. The workshop is

not meant simply as a series of presentations, but rather to encourage exchange of ideas between the presenters and the participants—hence the word, "workshop," in the program's name.

It is the decision of the Board that the Workshop should be organized by, and for, Fellows, but that it should be open to participation by interested full members (not students).

Although it would be good to have a Workshop that is closely related to the conference theme, "Realizing

Final Call: Workshop Proposals, cont.

the Potential of Cultural Diversity in Society and at the Workplace,” the proposal is not limited to the conference theme. Any topic on Intercultural Relations is equally eligible for consideration.

A Fellow, or Fellows, interested in organizing the Fellows’ Day Workshop, should send an abstract of 300+ words by August 31, 2014 to Scientific Committee Chair David L. Sam (david.sam@psysp.uib.no).

The abstract should include:

1. A title, a brief description of the topic, and the rationale for the Workshop
2. Specifics of the Workshop:
 - a. The name, affiliation, and complete contact information for the organizer
 - b. Participants’ roles (e.g., chair, presenter, discussant, etc.), their names, affiliations, and email addresses
 - c. For presenters, include presentation titles and short abstracts
 - d. Format: A specific plan regarding how the day will be organized (e.g., allocating each two-hour segment for a paper presentation, followed

by a panel discussion, followed by an open discussion involving audience participation)

For questions, contact:

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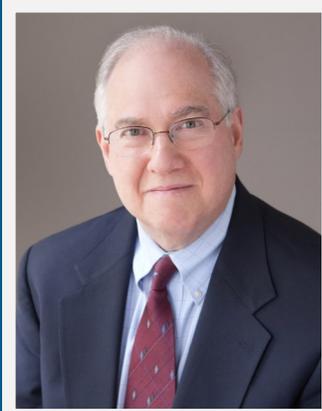
Chair of 9th IAIR Congress, Bergen 2015:

www.IAIR2015.com

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New IAIR Member

Edward L. Fink



**Edward L. Fink,
IAIR Full Member**

Edward L. Fink is professor of communication at the University of Maryland, where he is Distinguished Scholar-Teacher and affiliate professor of Sociology, Psychology, and the PhD Program in Second Language Acquisition. He previously taught at Michigan State University and the University of Notre Dame. His research involves creating and testing models of culture, cognition, and communication and studying the methodological and statistical issues involved in such research.

He has served as chair of Maryland’s Department of Communication (1997-2007) and as acting associate dean for Graduate Studies and Research. In 1998

he was awarded a Lady Davis Visiting Professorship to Hebrew University of Jerusalem. In 2014 he was named a Fellow of the International Communication Association. He has been editor of *Human Communication Research* and associate editor of the *Journal of Communication*.

His work has appeared in journals such as the *Journal of Cross-Cultural Psychology*, *Journal of Communication*, *Human Communication Research*, *Communication Monographs*, *Journal of Experimental Social Psychology*, *Communication Research*, and *Social Psychology Quarterly*. His intercultural work includes the co-authored book *The Measurement of Communication Processes* (1980) and cross-cultural research on

obligations (Cai, Fink, & Xie, 2012), conflict styles (Cai & Fink, 2002), and networks (Cai & Fink, 2011).

As you can surmise, much of his intercultural work has been in collaboration with his wife, Deborah A. Cai, who is an IAIR Fellow. In addition to researching together, they like to eat good food, drink good wine, read, watch movies, and walk their dog Argos.

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IAIR Members

Jacomijn Hofstra

Being a member of a minority group (Frisians) in the Netherlands, intergroup relations have always had my interest. Fortunately, after my graduation from the University of Groningen (social psychology) I got the opportunity to work with Prof. Dr. Jan Pieter van Oudenhoven on a PhD project that focused on the attitude of majority members towards immigrants in the Netherlands. In 2009 I finished my dissertation. After this more or less theoretical research, I wanted to focus more on applied research. For instance, I was interested in how to promote the relations between minority and majority groups in society. Again together with Prof. Dr. van Oudenhoven, I developed a new version of his Intercultural Effectiveness

Training (IET). The IET is a multimedia training instrument aimed at the enhancement of intercultural competences of both minority and majority members and is frequently used in the Netherlands by, for instance, educational and welfare organizations. At the moment, I am working at the Hanze university in Groningen on an European project aimed at another minority group in society: young people with a psychiatric disorder. The project is called "Supported Education," and the ultimate goal is to reduce premature school leaving of students with psychiatric disabilities. Together with partners in Norway, Portugal, and the Czech Republic, I am working to develop a toolkit—

based upon research results from each country—with instruments to help professionals and their organizations who want to start a Supported Education program.

The first IAIR conference that I attended was in 2005, in Ohio, at the Kent State University. I really enjoyed the friendly atmosphere at the conference and decided to become a member!

In my free time, I practice yoga, I like to read books and most of all enjoy being with my children.

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**Jacomijn Hofstra,
IAIR Full Member**

Kyoung-Ah Nam

Kyoung-Ah Nam, PhD, is an assistant professor in the School of International Service at American University, Washington, DC, where she is also a member of the Advisory Council of Intercultural Management Institute (IMI), the former Business Council for International Understanding Institute (BCIU).

She has 18+ years of experience in intercultural training, cross-cultural communication, international education, and global leadership development both in the U.S. and abroad. Her research and teaching interests include cross-cultural communication, maximizing study/work abroad, expatriate training, intercultural leadership, and interaction between international faculty and U.S. students. She has taught at the University of Minnesota, Concordia University, and American University.

Kyoung-Ah is on the faculty of the Summer Institute of Intercultural Communication (SIIC) in Portland, Oregon and has served as a special correspondent for Radio Free Asia. She has worked with key international organizations and multinational corporations as an external consultant and as an employee in Asia and North America, including American Councils for International Education, eBay, Fulbright, International Olympic Committee (IOC), Korea International Trade Association, LG Electronics, Microsoft India, Ogilvy & Mather, Siemens, Samsung, 3M, UNESCO, and the United Nations.

She earned a PhD from the University of Minnesota in international education and intercultural training, and has served on the scholarship committee of the Society for

Intercultural Education, Training, and Research (SIETAR-USA).

Originally from Korea, she has traveled and worked in 40+ countries and enjoys playing piano, tennis, yoga, and swing dance. She has been an Academy member since 2006, attended the conferences in Groningen (2007), Hawaii (2009), and Reno (2013), and is looking forward to meeting everyone in Norway in 2015!

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**Kyoung-Ah Nam,
IAIR Full Member**

Ujvala Rajadhyaksha



**Ujvala Rajadhyaksha,
IAIR Fellow**

I am Fellow and member of IAIR since 2005 when I attended my first IAIR conference at Kent State University at Ohio, USA. The conference coincided with the anniversary of the historic Kent State shootings - conference attendees stood for a moment of silence to remember innocent students who lost their lives on that day. As an international attendee, the conference and its members made an impression on me with their genuine commitment to promoting intercultural awareness. Although I have been unable to attend another IAIR conference since, I have continued to be a member of the Association and follow articles published in the IJIR journal.

You could say I developed acute intercultural awareness mainly through my experiences of growing up female and working in the male-dominated field of management in India's gender unequal culture. I have a doctoral degree in management with a specialization in organizational behavior from the Indian Institute of Management Ahmedabad India. My academic career took me to various parts of India - Indian institute of

Management Calcutta in the eastern region of the country and Indian Institute of Technology Bombay in the western part of India. I have also lived and worked briefly in China and now in the United States for a decade. My personal experience of juggling work and life in tandem with my spouse across three countries and multiple cultures got me deeply interested in issues pertaining to work and family, intercultural, cross-cultural and gender issues in management. I have been fortunate to be involved in research work that comes close to my calling - I have been the India collaborator in a multinational work-family research project that is exploring the role of culture in the work-family interface (<http://www.workfamilyconflict.ca/member.php?id=76>).

Currently I work as Associate Professor at Saint Mary's College, Notre Dame, Indiana in the Department of Business Administration and Economics. I teach courses in the management area and bring to them an intercultural and gender perspective. Some of my courses are cross listed across the business, intercultural studies and gender and

women's studies departments. My research work is in the area of work and family issues, cross-cultural and gender issues in management. My regional focus is presently on South Asia. I serve on the editorial board of the *South Asian Journal of Global Business Research* (SAJGBR) and have a country perspective article that captures most of my research interests titled, "Work-Life Balance in South-East Asia: The Indian experience" in the inaugural issue of the journal in 2012. I have experience with intercultural training especially for women business travelers traveling to South Asia.

During my spare time I enjoy listening to various genres of music - Hindustani classical, Western classical, Bollywood film music, Marathi bhavgeet, jazz, blues, classic rock and pop - with my young son. With family, friends and homes in Asia and North America, intercultural work is more than something I do for a living - it defines who I am.

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Marya S. Rozanova

Dr. Marya Rozanova is an associate professor at the Institute of Law (St. Petersburg, Russia), doctoral candidate at St. Petersburg State University (faculty of political science), and a director of the Migration Policy Program at the Institute of

Applied Research (St. Petersburg, Russia).

Since 2007, she has headed a St. Petersburg NGO called the Center for Civil, Social, Scientific and Cultural Initiatives "STRATEGIA"—that specializes in tolerance pro-

motion, migration processes, and migrant integration in contemporary Russia.

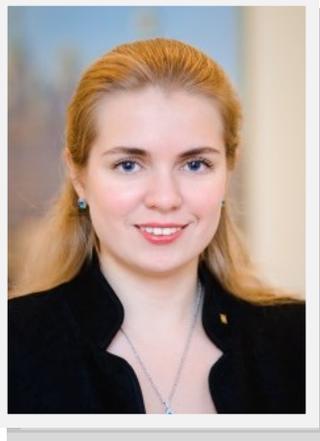
Dr. Rozanova holds a philosophy degree (MA) from St. Petersburg State University, a law degree (MA) from the North-West

Marya S. Rozanova, cont.

Academy of Public Administration, and a PhD from St. Petersburg State University.

She specializes on migration policy and integration of migrants. From 2007 to 2013, she directed a project on strengthening the principles of tolerance, and building constructive intercultural communication between young people in multiethnic classes at schools in St. Petersburg. Altogether, over 3,200 school students were enrolled in this project.

From 2010 to 2013 she was the head of the project on adaptation and integration of the students coming from Ingushetia (North Caucasus region) at Admiral Makarov State Maritime Academy. In 2012, Dr. Rozanova was given a



**Marya S. Rozanova ,
IAIR Full Member**

personal commendation from Gov. Y. Evkurov (Ingushetia) for her significant contribution

to the strengthening of friendship between peoples.

Her most recent book, *Migration Processes and Challenges in Contemporary Russia (St. Petersburg Case Study)* (Washington D.C., 2012), was devoted to the migration processes in contemporary Russia and St. Petersburg, migration policy, and migrants' integration (url: www.wilsoncenter.org/publication/migration-processes-and-challenges-contemporary-russia-st-petersburg-case-study).

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Nick Rule

Nick Rule is assistant professor of psychology and Canada Research Chair in Social Perception and Cognition at the University of Toronto. Nick (ironically a native of Florida) started at the University of Toronto in 2010 just after completing a PhD in psychology at Tufts University with the late Nalini Ambady. He joined the Academy the same year with the intention of presenting at the biennial conference in Singapore but ended up not making it. His research broadly investigates questions related to how it is that people perceive and form impressions about each other. Much of this focuses on questions about whether people are able to do this accurately. For example, Nick is probably best known for his program of research examining the accuracy of judgments of sexual orientation from minimal cues conveyed in people's faces. In another line of



**Nick Rule,
IAIR Full Member**

similar research, Nick has explored the predictive validity of inferences of personality traits from the faces of leaders in business, law, and politics. In all of this research, he takes a multi-method approach to

tackling these questions at different levels of analysis, ranging from the micro-level observation of specific brain areas to the macro-level investigation of systematic differences across nations and cultures. In his free time (of which there is little—he is being evaluated for tenure this year), Nick likes to apply his training as an experimental scientist in the kitchen and to spend time with his husband and their breathtakingly beautiful Maine coon cat (pictures eagerly offered upon request).

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Studying Intercultural Relations: Putting Theory into Practice

Randall E. Osborne, IAIR Full Member

I have been working to put the theory of Intercultural Research into practice for over two decades in a team-taught, multi-state online course on Prejudice, Discrimination and Hate. As I developed and taught the course, I encountered three fundamental challenges to the work: (1) getting students to understand the importance of intercultural issues, (2) developing methods for strengthening the skills necessary for success in intercultural situations, and (3) assisting students in determining their “place” on dimensions relevant to intercultural success and motivating them to want to become more interculturally aware and successful.

Foundational to the course is Bennett’s Model of Intercultural Sensitivity. Bennett (e.g., 1993) outlines six developmental levels of intercultural sensitivity: (1) denial, (2) defense, (3) minimization, (4) acceptance, (5) adaptation, and (6) integration. Movement along this continuum requires experience and practice within a somewhat protected environment. Students must be given practice with identifying “where they are” on this continuum and opportunities to advance along the levels.

The importance of Social Identity Theory for my course can be found in the implications of social identity for our interactions with and assumptions about other people (e.g., Tajfel & Turner, 1986). According to this theory, because we: (a) categorize, (b) identify, and (c) compare—



we develop “in-groups,” and “out-groups.” This tendency must be made explicit to students.

As I wrote in an earlier piece (Osborne, Kriese & Friedman, 2008), “When research results on social identity, self-categorization, and self-motives are taken together, we sense a self-motive ‘tug-of-war’ with profound implications for behavior. Research on Optimal Distinctiveness Theory suggests, for example, two opposing affiliation motives within us all (Brewer, 1991). Like many other motives (or even physiological drives), we seek balance between the desire to ‘fit in’ and the desire to stand out—‘optimal distinctiveness.’” These motives operate in direct opposition to each other. Students must be taught to recognize this and learn how to achieve balance.

Those of us working in the area of intercultural research in academia should put the findings of such research into practice in how we de-

sign, implement and assess students in our courses. We have the opportunity to use these findings to promote a more inclusive worldview in students and, in so doing, likely influence some who will join our Association in the future.

References

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- Tajfel, H., & Turner, J. C. (1986). The social identity theory of intergroup behaviour. In S. Worchel & W.G. Austin (Eds.), *Psychology of Intergroup Relations* (pp. 7-24). Chicago, IL: Nelson-Hall.

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IAIR 2015 Submission Deadlines

Fellows' Day Workshop Proposals: August 31, 2014

Poster, Paper, and Symposium Proposals: January 31, 2015

Completed Conference Papers for Journal Special Issue Consideration: August 31, 2015

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 collec-

tion 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>.

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, Norway

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>