

## Special points of interest:

- IAIR is an interdisciplinary organization.
- There are currently 238 members.
- 280 attended the Shanghai Joint Conference

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## President's Perspectives



**Steve Kulich**  
**IAIR President**

Dear Colleagues,

### The transition has begun!

We extend great appreciation to each of the exemplary scholars and leaders who have guided us up to this juncture. Deep bows of appreciation go to the pioneering and persevering efforts of Dan Landis, who not only founded the *International Journal of Intercultural Research (IJIR)* in 1977 (which served as SIE-TAR's journal for 20 years), but helped position it as our flagship outlet since the formation of the Academy in 1997, serving as Founder and Executive Director and Treasurer of IAIR since! Ken Cushner has been approved by the Board and is already functioning as the transitional Executive Director and also Treasurer for the next two years and has been active these last months further shoring up administrative and organizational aspects of our Academy.

And continuing the tradition of excellence started by Dan and continued with Oliver Tseng, Ken Cushner, Colleen Ward, Jan Pieter van Oudenhoven, Young Yun Kim, and Nan Sussman, we also greatly thank David Sam for capably serving as President the last two years! Like each of our esteemed presidents, David has left big shoes to fill as I begin to serve you in this role. But with the excellent Executive Committee and the collaborative spirit in IAIR, I trust that we will move forward together strongly.

### Vision: From our Conference to Continued Collaboration

The world we live in poses just as many challenges, uncertainties, and threats as before. Our role as scholars is also just as critical and necessary as ever, whether wrestling with theories, testing them with cutting-edge research or advocating relevant applications and agency in our respective societies.

Many joined us in the megacity of Shanghai with some awareness of its claim to bring together the confluence of cultures, blend domestic and international migration in hybrid variations, and fuse tradition dynamically with modern or futuristic trends. Whatever we each gained from almost a week of shared experiences or unique exposure we have now hopefully taken back into our homes, social networks, or work.

For over 20 years, the Academy has aimed to become and

grown to be a community of committed intercultural scholars. How will we strengthen connections and collaboration with each other, invite in other high-level scholars, increase the visibility of our research and publications, and vie for projects or programmes that make a difference in our divided and troubled world?

As we celebrated the Opening Banquet near the old Shanghai Bund and looked across the Huangpu River at the futuristic cityscape that is now Pudong, we similarly look ahead to how we can navigate new cross-cultural contexts, build bridges of understanding and cooperation, and traverse the boundaries or barriers we might face. And as IAIR has done from those initial gatherings and conferences, we hope to do this in teams and as a community: one that builds the academy, affirms diversity, engages meaningfully in scholarship, and serves informed social action.

As I begin my presidency and work closely with Ken Cushner and the Executive Board, my hope is that this is not just a changing of the guard, but the building of engaged committees and the expanding of our scholarly network. There is a contentious and confused cultural world out there that needs our scholarship. Let the transition and translation continue...

*Steve J. Kulich*  
([steve.kulich@gmail.com](mailto:steve.kulich@gmail.com))

Shanghai International  
Studies University (SISU)

## Ken Cushner's Comments

### Interim IAIR Executive Director & Treasurer

Greetings from the new administrative home of the Academy – my desk in northeast Ohio! To say that there's been a flurry of activity behind the scenes in the few months since I assumed the role of Executive Director would be an understatement. I'd like to thank our hard-working Executive Board members who have convened via Skype every two months to help manage this transition, and to summarize a few of changes that might impact you the most.

You should be aware by now of the many new communication streams available to members that include having a new host site for the listserv (Kent State University), as well as an increased presence on such social media platforms as Facebook, LinkedIn and Twitter. I appreciate the work of the new social media committee look forward to seeing how we all will benefit from these increased means of communicating with one another.



We have been working diligently to combine three separate databases into one that holds relevant membership data. This has also resulted in providing members with new ID numbers. I hope the transition to accessing information on the website has been smooth. Thanks to those of you who received numerous emails from me asking for updates as we clarified your membership status. A special note of appreciation goes to Anand Chandrasekar who has been working tirelessly behind the scenes as our Webmaster. He can be reached at [iairwebmaster@gmail.com](mailto:iairwebmaster@gmail.com).

Although it should be seamless and probably not even visible to you, we have moved our banking services from Mississippi (where the Academy was officially established) to Ohio. This will allow us to transfer funds by wire instead of check as wire transfers must be initiated in-person!

We have proposed a new and simplified membership fee structure we hope will be in effect for the 2020 Year. We will continue to use PayPal as our primary source to make payments while looking for easier alternatives for the few of you who continue to have trouble accessing their services from your home country. Look for information on this in the coming weeks.

Finally, I do wish to be responsive to your needs and welcome your feedback, ideas and questions. Please reach out to me at [kcushner@kent.edu](mailto:kcushner@kent.edu) or at [iairtreasurer@gmail.com](mailto:iairtreasurer@gmail.com).

*Ken Cushner*  
Professor Emeritus, Kent State University

The Fellows Day Committee was composed of Lily Arasaratnam-Smith, Dharm Bhawuk, and Adam Komisarof (chair). After vetting proposals, the chair proposed a program addressing intercultural competence, which received enthusiastic support. In choosing this program, the Fellows Day Committee stressed that one of the critical aspects of our mission as interculturalists is to advance knowledge about what constitutes intercultural competence as well as to spread the knowhow so more people can improve their own intercultural competence in daily communication. Lily Arasaratnam-Smith, an internationally-renowned expert in intercultural communication competence, designed the original program and facilitators' guide, which were then developed and finalized in close communication among the other committee members.



The Shanghai conference Fellows Day was quite different from those in the past in several regards: 1. Its intended outcomes were the identification of directions for future research and potential collaborations for intercultural competence research, 2. All sessions in the program had co-facilitators, and two of the time slots had two streams, requiring participants to choose one, so that attendees could pursue individual interests and interact in smaller numbers, and 3. The streams were meant largely to be roundtable discussions, but each was prefaced by a presentation done by the facilitators for the first 15-20 minutes in order to provide a foundation for the discussion.

Fellows Day started with concurrent sessions led by Young Kim and Steve Kulich (intercultural competence theory development) and Colleen Ward with Dharm Bhawuk (methodologies employed in intercultural competence research). Afterwards, all Fellows regrouped to integrate the first 2 discussions with facilitators Jenny Mahon and Ripley Smith. In the afternoon, simultaneous sessions were led by Jane Jackson and Ken Cushner, in which they discussed international education initiatives designed to develop intercultural competence, as well as Milton Bennett and Ida Castiglioni, who led an interactive lecture about nurturing intercultural competence in business training and government/nonprofit consulting. The final discussion, led by Darla Deardorff and Adam Komisarof, served to collate key insights from the day's full program.

In the end, Fellows Day served its purpose: to provide a forum for Fellows to examine in depth one of the key issues facing the field of intercultural relations. Having time to focus on intercultural competence allowed us to identify future directions for developing both theory and methodology, as well as articulate effective means of nurturing this key aptitude in a variety of organizational contexts. The Fellows Day Committee would like to thank all of the Fellows who attended as facilitators and participants, thus ensuring a stimulating exchange of ideas as well as an opportunity for both personal and professional development for everyone.



*Adam Komisarof*, ([komisarof.adam@gmail.com](mailto:komisarof.adam@gmail.com))  
IAIR President-Elect, Keio University

*As Adam mentioned, the Shanghai Fellows day focused on the overarching topic of Intercultural Competence with split-track sessions. In this issue we provide a report from one track addressing how to apply our research on intercultural competence to real-world contexts. Future editions of the newsletter will seek to highlight other tracks.*

## Professional Applications of Intercultural Competence

By Milton Bennett and Ida Castiglioni

### 1) Consulting with Corporations: Competence & Viability

In the first section, Bennett suggested that given the high variability of definitions of intercultural competence, it would be useful to approach assessment and intervention in organizations with a clearer idea of the intervention's unit of analysis. Following work currently in press for the Cambridge Handbook of Intercultural Communication, Bennett presented a taxonomy of unit of analysis formed by crossing four levels of analysis (Institutional, Group, Individual, and Critical) with three epistemological paradigms (Positivist, Relativist, Constructivist). He suggested that current corporate consulting on intercultural competence tends to be positivist, stressing organizational structure, ascribed race and/or cultural categories (at the group level), personal traits and characteristics (at the individual level) and power and privilege (as the critical level). While these topics are familiar to traditional corporations, they do not reflect the current trends in organizational theory, which tend to be more relativist and constructivist. Consulting to corporations in a more relativist way needs to stress organizational culture, multicultural worldviews, communicative competence, and diversity/equity/inclusion. More avant-garde corporations are even shifting to some aspects of a constructivist paradigm, which focuses on organizational autopoiesis (self-organization). Constructivist consulting to corporations involves looking at groups in terms of co-ontological coordination and individuals in terms of self-reflexive development. Bennett is using the term "intercultural viability" to refer to a constructivist assessment of adaptability to contextual volatility that he is developing for institutional and group levels of analysis



### 2) Consulting with Government and International Agencies: Relevance & Ethicality

In the second section, Castiglioni used case studies of agency interventions to illustrate the need for an ethical intercultural perspective. She noted that grant proposals usually do not include any consideration of cultural context, a lack that led to the initial failure of an international agency program for women's empowerment in Uzbekistan that she was able to salvage with some intercultural consulting. In terms of the taxonomy of analysis introduced by Bennett earlier, Castiglioni attributed the initial failure of the program to its emphasis on positivist critical analysis that focused exclusively on the women's "human rights." Her correction included shifting to the relativist critical analysis of equitable social networks and to a constructivist critical approach generating nexus groups that modeled self-developmental actions. She suggested that it would be far more effective to write the need for such analysis into the proposal in the first place, and described a Ph.D. program in "Sustainable Human Development" (of which she is a faculty/administrator) that seeks to educate prospective Cooperation and Partnership (International Development) personnel in principles of "Communication, Culture, and Co-Evolution." Similar to international agencies, domestic social service agencies also do not often stress the relevance of intercultural competence for their operators. Castiglioni described her experience in the social work program she co-directs at the University of Milano Bicocca of introducing Perry's Scheme of Cognitive and Ethical Development, a relativist/constructivist approach to ethicality. Like the international agency personnel, if social workers are driven by more positivist assumptions of absolute values, they are precluded from empathizing with their clients who may not share those values. The Perry Scheme provides a way to empathize with others while maintaining a commitment to one's own values.

# Inaugural PhD Workshop

Members of the IAIR board and several past presidents have expressed a commitment to develop our young and aspiring scholars. During David Sam's presidency, he explored ways to develop some sort of mentorship and especially urged us to take steps to launch a PhD training series as an important feature of this and future biennial conferences. We applaud the efforts of the inaugural PhD Workshop committee for the 2019 IAIR conference held at SISU in Shanghai, and are pleased to share this report of its success and exciting prospects.



The 1st PhD workshop was held on July 7th in conjunction with the Fellows day as part of the IAIR pre-conference program. The PhD workshop was organized by Dr. Kelly McKay, Dr. Jonas Kunst and Dr. Alex English. The Phd workshop recruited 30 participants from around the world including countries: Russia, China, Canada, Norway, Italy, Netherlands, Australia, United States, Germany, Spain, New Zealand and South Africa. The one-day workshop featured a presentation on “Power, and Pre-registration” by Jonas Kunst, “Cross-cultural Methodology” by Nicolas Geeraert, a Round Table presentation and overview to acculturation by John Berry and Colleen Ward, “Problems with Measurement in Intercultural Research” by Thomas Talhelm and finally the PhD Workshop ended with Dina Birman, the Editor of *IJIR*.

<b>Session 1</b>
Opening and greeting- Each person's self-introduction of their research topic
Quantitative Methods and Design Part I (Dr. Jonas Kunst)
Quantitative Methods and Design Part II (Dr. Nicolas Geeraert)
Roundtable Dialogue with Senior Scholars (Drs. Colleen Ward and John Berry)
<b>Session 2</b>
Problems measuring variables in Intercultural research: New methods and approaches (Dr. Thomas Talhelm)
Afternoon coffee/tea break mixer with Fellows
<b>Session 3</b>
Writing to Publish Your Dissertation (Dr. Dina Birman, Editor of <i>IJIR</i> )



## The 2019 IAIR William B. Gudykunst Best Book Award

### *Mutual Intercultural Relations*

Cambridge University Press, 2017

(the extensive list of authors, some affiliated with IAIR, who collaborated in this project and contributed book chapters can be seen on John's profile page at: <https://www.researchgate.net/publication/317542464>)

There is probably no more serious challenge to social stability and cohesion in the contemporary world than the management of intercultural relations within culturally plural societies. Successful management depends on many factors including a research-based understanding of the historical, political, economic, religious and psychological features of the groups that are in contact. In such culturally diverse societies, one of the biggest questions in our minds is 'how shall we all live together?' *Mutual Intercultural Relations* seeks to offer answers to this fundamental and topical issue.

This book is based on the long-term project entitled Mutual Intercultural Relations in Plural Societies (MIRIPS). A description of the project is available on line at <http://www.victoria.ac.nz/cacr/research/mutual-intercultural-relations-in-plural-societies-mirips>). By exploring intercultural relationships between dominant/national and non-dominant/ethnic populations in seventeen societies around the world, the authors are each able to chart the respective views of those populations and



*John Berry (Editor)*

generate general principles of intercultural relations. The research was also carried out comparatively across societies in order to identify some basic psychological principles that may not just be limited to a certain social and political situation, but underlie general patterns of intercultural relations across cultures.

The research reported in this book is guided by three psychological hypotheses of intercultural relations (multiculturalism, contact, and integration), which are each evaluated by empirical research and three guiding goals.

**(1) Comparative analysis:** repeatedly examine emerging features of intercultural relations in a number of societies that vary in their intercultural contexts. **(2) Contextual understanding:** relate the pattern of findings to the contextual features of these societies, including a country's extant cultural diversity and their policies that deal with their diversity, and their historical,

political and economic characteristics that may influence intercultural relationships. **(3) Implementation proposals:** employ the findings and relationships to propose possible policies or programmes that may improve the quality of intercultural relationships globally.

The research has been carried out by colleagues in 17 countries, who have arranged and adapted the evaluations to be appropriate for their particular contexts. In each country, two or more samples were drawn that represent the dominant ('national') group, and the non-dominant ('ethnic') group.

The core ideas that are addressed in the project have been derived from the Canadian policy of multiculturalism. They are the:

- (i) Multiculturalism hypothesis:** When individuals feel secure in their place in a society, they will be able to better accept those who are different from themselves; conversely when individuals are threatened, they will reject those who are different.
- (ii) Contact hypothesis:** When individuals have contact with, and engage with others who are culturally different from themselves, they will achieve mutual acceptance, under certain conditions.
- (iii) Integration hypothesis:** When individuals identify with and are socially connected to both their heritage culture and to the larger society in which they live, they will achieve higher levels of wellbeing than if they relate to only one or the other culture, or to neither.

### Best Book Award (Continued)

The overall findings are that out of 19 possible evaluations of each hypothesis, the multiculturalism hypothesis is supported in 16 of the national samples, and in 15 of the ethnic samples (with 2 opposing findings). The contact hypothesis is supported in 12 of the national and 11 ethnic samples (with two opposing findings). The integration hypothesis is supported in 12 national and 13 ethnic samples (with 5 opposing findings).

This pattern of findings is interpreted as generally supporting the three hypotheses, but with some variations according to national demographic, historical, political and economic factors. On this basis, the authors consider that there is sufficient support to propose that plural societies should seek to achieve positive intercultural relations by providing: (i) a secure environment for all groups that is free of threats and discrimination; (ii) opportunities for intercultural contact; and (iii) advocating for integrative identities.

*In the eyes of the IAIR book Award committee, this book's summary of these guiding principles and goal outcomes provides a valuable resource to researchers, inspiration to scholars and citizens seeking to make sense of their complex societies, and a practical guide to officials or those hoping to develop effective public policies or programmes. This award-winning book was deemed to make a timely and important contribution of research that has the potential to enhance the quality of intercultural relations in culturally diverse societies around the world.*

## Conference Summary and Highlights

**The 2019 IAIR-CAFIC Joint Conference** was organized by members of both associations and hosted by the Shanghai International Studies University (SISU) Intercultural Institute (SII) (warm thanks to the SII's small but incredibly capable team and the amazing group of cheerful SISU volunteers!).

This was the first IAIR conference held in collaboration with another association (the Chinese Association for Intercultural Communication, CAFIC). Via the registration portals of both organizations (IAIR 100+, CAFIC 140+ and additional local participation), it was an active conference with 280 registered participants from over 25 countries and regions!

Pre-conference activities on Saturday July 6 included meetings of the IAIR Executive Committee, the ad-hoc committee for IAIR By-laws revisions, both David Sam's outgoing and Steve Kulich's incoming IAIR Boards, and on Sunday July 7 the Fellows' Day (attended by 20), the first ever PhD Workshop (attended by 35 with about half from abroad and half from China). See the reports on each in this newsletter and overviews at: <https://www.intercultural-academy.net/conferences/iair2019.html>

With the theme of **Advancing Intercultural Research and Dialogue: Crossing Boundaries and Building Bridges**, the conference was marked by the high quality of research reports, wide variety of topics and approaches, extensive international exchanges and in-depth intercultural interaction. The extensive 3-day Joint-

Conference program (Monday-Wednesday, July 8-10) included 8 Keynotes, 26 themed symposium and workshop/panels, 26 parallel paper sessions (190 session papers), and 2 poster sessions involving 25 presenters, with additional 5 honorary award presentations (for a total of 220 academic presentations in all)!

Even though those three days featured presentations in multiple theme tracks from morning until late afternoon, many noted that interest was high throughout, the rooms were filled, and each session's audience was actively engaged. Participants also noted how the 2019 Shanghai at SISU conference brought diverse streams of intercultural research together across methodological, disciplinary, and national boundaries toward the further development of the intercultural research.

The organizers express their gratitude to IAIR fellows, members, and leaders for the strong support shown for the Shanghai conference, the engaged interactions across cultures, the impetus that this landmark joint-conference brought for stimulating further development of the field in China, and for the ongoing collaborative links that are being built. We look forward to seeing you all and others again for the 12th biennial conference with Stefan Kammhuber in Zurich in 2021!

*Steve Kulich for the SISU team*

## A Tribute to Departed Intercultural Colleagues (2017-2019)

Intercultural and cross-cultural research was designated as a field and formalized in the 1970s through the influence and collaboration of many pioneering scholars and practitioners. We are indebted to the living legacies of many great inspirations, including these who have passed within these last two years. With both great sadness and grateful appreciation, we pay special tribute and honor to these dear colleagues.

### **Harry C. Triandis** (16 October 1926 – 1 June 2019)



Professor Emeritus at the Department of Psychology of the University of Illinois at Urbana–Champaign, he is remembered as one of the pioneers of and great contributors to cross-cultural psychology through his active roles in culture-related associations, ground-breaking books (e.g., *Analysis of Subjective Culture*, 1972; *Individualism and Collectivism*, 1995), and his broad range of research areas including the cognitive aspects of attitudes, norms, roles, and values in different cultures. Winner of numerous outstanding, career, and international distinctions and awards (e.g., IACCP, 1982; Otto Kleinberg SPSSI, 1994; APS, 1996; APA, 1992+1994+2002; SPSP, 2011), he was among the founding IAIR Fellows and the winner of the first IAIR Lifetime Achievement Award.

### **Fons van de Vijver** (4 October 1952 – 1 June 2019)



Professor Emeritus of cross-cultural psychology at Tilburg University, and special chair appointments at North-West University, University of Queensland, and National Research University, Higher School of Economics in Russia. One of the most frequently cited cross-cultural psychologists in Europe, he was known for his wide range of cross-cultural research (including his term as Editor of JCCP) and also for his competence in and guidance on varied methods for cross-cultural comparisons (e.g. his co-authorship on *Methods and Data Analysis for CC Research*, 1997, *CC Survey Methods*, 2003, and *CC Research Methods in Psychology* 2011). An IAIR Fellow, he also served as President of IACCP and EAPA and was awarded for Distinguished Contributions to International Advancement in Psychology in APA.

**R. Michael Paige** (20 October 1943 – 9 November 2018)

Professor Emeritus of International and Intercultural Education at the University of Minnesota in the Department of Educational Policy and Administration. His intercultural education training work began in 1968 for the Peace Corps and continued on at Minnesota in 1977, first in the Office of International Education and was later active in CARLA Language and Culture initiatives. His research focused on levels of intercultural development, use and testing of the DMIS/IDI, and language/culture learning experiences, authoring pioneering books (e.g., *Cross-cultural Orientation*, 1986; *Education for the Intercultural Experience*, 1993; and co-edited *Culture as the Core*, 2003). He annually taught for the European Association for International Education Academy and the Summer Institute of Intercultural Communication (SIIC) in Portland. An IAIR Fellow, he also won many awards, e.g. the 2017 UMN Award for Distinguished Global Professor.

**Kyoung-ah Nam** (1 July 1971 – 23 March 2019)

Assistant Professor first at American University's School of International Service in Washington, DC then at San Jose State University's School of Global Innovation and Leadership, Nam was an inspiring intercultural educator, coach, and trainer specializing in organizational interactions between partners in North America and Korea, Japan, and China. With degrees in International Development Education, Organizational Communication and Journalism, she published on updating the D-I-E tool, applying the IDI, considering East-West differences, adopting IC approaches to Human Relations, and also taught annually at SIIC. She served actively on committees in SI-ETAR, was on the Advisory Council Member for the Intercultural Management Institute and was nominated for the 2015 IAIR Early Career Award. Sadly, her contributions and vivacious life were cut short by cancer.

## Keep up with IAIR on Social Media!

We are pleased to inform you that you can now keep up with and be involved with the Academy through the new IAIR Facebook, LinkedIn and Twitter accounts managed by our social media team.

Our hope is to use social media as a powerful tool to reach fellow scholars, researchers, and practitioners and both inform and expand our community. These posts will include information on job openings, conferences, recent IJIR issues, relevant intercultural communication and research articles from both IJIR and other related journals, useful tips regarding publishing, and IAIR members' major achievements.

We believe that a strong online presence will allow us to bring attention to global issues, help support our members, and become a truly global academic community. Thus we are looking forward to all IAIR members' contributions to our social media platforms.



To find us on Facebook, please click the link below or search "IAIR - International Academy for Intercultural Research" on Facebook.

<https://www.facebook.com/IAIROFFICIAL/?ref=bookmarks>



To find us on LinkedIn, please click the link below or search "IAIR - International Academy for Intercultural Research" on LinkedIn.

<https://www.linkedin.com/groups/12271660/>



To find us on Twitter, please click the link below or search "@IAIR\_OFFICIAL" on Twitter.

[https://twitter.com/IAIR\\_official](https://twitter.com/IAIR_official)

To recommend other social media sites, or volunteer to work with us, and help IAIR be more visible, current, and engaged, please let us know. We value your active contributions and interaction with our Social Media Team:

Jonas Kunst: [j.r.kunst@psykologi.uio.no](mailto:j.r.kunst@psykologi.uio.no)

Joep Hofhuis: [j.hofhuis@eshcc.eur.nl](mailto:j.hofhuis@eshcc.eur.nl)

(The next letter will introduce the members of the Social Media Committee)

## Current Leadership and Recruiting Your Involvement

### Leadership and Involvement in the Academy

The Academy holds elections every two years and welcomes nominations for each of the executive roles (presidential candidates voted in to a 6-year cycle, first as president elect, serving president, and past-president) and board positions (a four-year term of service, with each new cohort electing 2 Fellows and 2 Members). On the occasion of the conference in Shanghai, each of the presidents convened their boards for committee reports. Past-President David Sam expressed gratitude to the outgoing 2015-2019 IAIR Board: Jane Jackson, Jenny Mahon (both present), Rosita Albert and Ron Fischer (both unable to attend). The current leadership includes:

#### Executive Committee:

Past President: David Sam (2017-2019)  
 President: Steve Kulich (2019-2021)  
 President-Elect: Adam Komisarof (2021-2023)  
 Executive Director/Treasurer: Ken Cushner  
 (for an interim term, 2019-2021)  
 Executive Secretary: Ripley Smith  
 (2015-2019, invited to serve until 2021)

#### Current and Continuing Boards:

Cohort 2017-21: Janet Bennett, Nan Sussman+,  
 Justine Dandy, Kelly McKay-Semmler  
 Cohort 2019-23: Chan Hoong Leong, Stefan Kamhuber,  
 Joep Hofhuis, Jonas Kunst  
 (\*Adam Komisarof was on the 2017-21 Board, but once  
 elected, the joint meeting of the boards approved the selection of Nan Sussman to fill his vacated position)



### Calling for Your Involvement on Committees

The joint boards in Shanghai encouraged the broader recruitment of Academy Fellows and Members to serve on committees. Please consider how your own interests and experience might contribute to any of the following committees (each with some continuing members and most with at least one board representative).

#### Standing Committees:

Membership Committee  
 Ombudsman Conduct and Ethics Committee  
 Social Media Committee (newly formed)

#### Biannual Conference Committees:

Conference Location Committee  
 Pre-Conference PhD Workshop Committee  
 Fellows Day Committee  
 Scientific Program Committee

#### Awards Committees:

Life-time Achievement Award  
 Early-Career Award  
 William B. Gudykunst Outstanding Book Award (being considered annually)  
 Dan and Rae Landis Best Dissertation Award (being considered annually)

#### Ad-hoc Committees:

By-laws Revision Committee  
 Web-page Update Committee  
 Next Executive Director & Treasurer Search Committee  
 Publication Committee (IJIR Editorial Team and other possible publications)

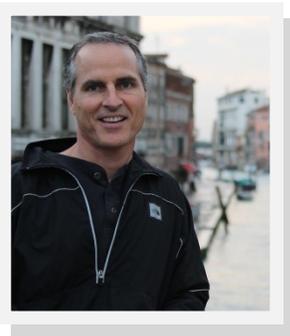
Please consider which of these areas you might be uniquely equipped or interested to contribute to, and contact Ken, Adam and me with your queries (emails noted in the first pages). We truly look forward to having more global representation in each of these areas. Your perspective can contribute much as we grow together!

*-Steve Kulich, Shanghai International Studies University*

## Newsletter Editor's Note

We are always on the lookout for newsletter content. If you would like to contribute a brief story (350-500 words), research insight from the field, or members in the news highlight that is relevant to our scholarly community, we will gladly receive them

New Members and Fellows: If you are new to the academy we would like to feature your profile in a future edition of the newsletter. If you will provide us with a 250 word biography/profile statement that describes your research interests, personal hobbies or non-academic interests, and introduction/connection to



**Ripley Smith,**  
**IAIR Secretary and**  
**Newsletter Editor**

IAIR along with a high resolution photograph of yourself we will introduce you to the membership in an upcoming newsletter. Please also provide us with a preferred email address and the URL of your institutional-affiliated personal website.

(With Ripley currently on sabbatical and this issue delayed while conference content was gathered, Anqi Zhang has helped Steve Kulich with production of this letter). For future contents, please send to:

[r-smith@bethel.edu](mailto:r-smith@bethel.edu)

and copy:

[steve.kulich@gmail.com](mailto:steve.kulich@gmail.com)

[anz@bu.edu](mailto:anz@bu.edu)

## Visit the IAIR Website for More Information

Thanks to our webmaster, Anand Chandrasekar, the Academy website has a page dedicated to archiving Newsletters as well as 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, 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 periodic compilation. The clickable list of member profiles is available at:

<http://www.intercultural-academy.net/about-iair/who-we-are.html>.

## Notice of Fee Update

IAIR has aimed to be an inviting academic community and to include intercultural scholars for membership consideration worldwide, and we continue to welcome new membership applications (who can then later be considered for Fellow nomination)!

Our fee structure has historically been relatively low with a sliding income-based scale and has remained unchanged for many years. To better meet current budgetary needs and possible new initiatives, the Executive Committee and Board have voted to create a new simplified fee structure (with a modest rise in some tiers). ALL payment categories receive an annual subscription to our highly-rated flagship journal, *International Journal of Intercultural Relations (IJIR)*.

We welcome you each to renew or apply to join as:

Fellows and Members	\$90. (choice of IJIR online or postal delivery)
Retired Fellows/Members	\$50. (IJIR online)
Student Member	\$30. (IJIR online)

Those with limited budgets who find the full \$90 fee high may write the Executive Director a written petition requesting a lower rate based on their income. In this way IAIR aims to keep strengthening our base and maintaining the inclusive flexibility that has been a hallmark of our academy since its founding.

Please renew/apply for this membership cycle via our website: <https://www.intercultural-academy.net/member-signup>

Changes go into effect January 1st, 2020



## 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.



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

### Levels of Membership

Three levels of membership are available: fellow, full member, and student member.

### 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 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

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