

Special points of interest:

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

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Who We Are

Volume 1, Issue 5

December 2013

Series Editor's Letter

The passing of a calendar year compels us to reflect on the people and projects we hold dear in our lives. As 2013 draws to a close, I am filled with gratitude for the opportunity to serve as series editor for Who We Are (WWA), which aims to further link our Academy members with one another. As evidenced in the dozens of members' profiles featured thus far, we are an eclectic group of people unified in our projects to promote intercultural understanding.

This month's issue features IAIR's Scientific Committee, the first of nine committees to be profiled in the WWA series. The chair of the Sci-

entific Committee, David Lackland Sam, describes the committee's activities and its membership in the first article below. Following the chair's introduction, members of the Scientific Committee are briefly profiled alphabetically. Since many of the members of this committee have been featured in previous issues of WWA, their abbreviated bios are presented here. (Their full profiles are available at: <http://www.intercultural-academy.net/about-iair/who-we-are.html>.) Two members of the Scientific Committee are featured at length for the first time in this month's issue, howev-

er: Drs. Dharm P.S. Bhawuk and Jennifer Mahon.

In addition to the Scientific Committee, you are introduced to, or perhaps reacquainted with, seven more Academy members in this final issue of 2013. In keeping with the charge of this important Academy initiative, WWA in 2014 will continue to function in the spirit of the Robert Burns poem, "Auld Lang Syne," lest our old acquaintance(s) be forgot.

Wishing you all a very happy end to 2013.

Kelly McKay-Semmler, IAIR Secretary and WWA Series Editor

The Scientific Committee

The primary role of the Scientific Committee is to review and make recommendations regarding abstracts (for posters, individual papers and symposia) that have been submitted for an upcoming conference. In practice, two or more members review each of the submitted abstract and determine among others (i) the relevance of the topic for the Academy and the conference (ii) the contribution the presentation will make to the field (iii) the

appropriateness of the theory and empirical basis of the presentation, and (iv) the language and clarity of the abstract. The Scientific Committee may also determine whether the abstract is appropriate as a poster (i.e., if posters are part of the conference), individual paper, or as a symposium. The committee may also request that an abstract be revised and resubmitted. Scientific Committee member(s) may also advise on the contents and appropri-

ateness of keynote presentations.

The Scientific Committee has not received a written mandate on how to do their work. Much of their work is based on (previous) experience. The chair of the committee is de-facto the person organizing the next biennial conference.

The current members of the Scientific Committee are Dharm P. S. Bhawuk (University of Hawaii at Manoa, USA); Kenneth

Scientific Committee (cont.)



Dr. David Lackland Sam, IAIR Fellow and Scientific Committee Chair

Cushman (Kent State University, USA) Young Kim (University of Oklahoma, USA); Dan Landis (University of Hawaii at Hilo, USA); Jennifer Mahon (University of Nevada, USA); Vijayan Munusamy (Human Capital Leadership Institute, Singapore); David L. Sam (University of Bergen, Norway); Nan M. Sussman (City University of New York, USA); Jan-

Pieter van Oudenhoven (University of Groningen, the Netherlands) and Colleen Ward (Victoria University of New Zealand, New Zealand). Many of the members of the Scientific Committee are organizers of previous conference(s).

As you reflect on the duties of the Scientific Committee, you are reminded of the next conference of

the Academy to be held in Bergen, Norway, and to set aside the period June 28 – July 2, 2015 to join us in Bergen. For more information about the conference visit:

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

David Lackland Sam, Scientific Committee Chair

Dharm P.S. Bhawuk

A professor of management and culture and community psychology at the University of Hawaii at Manoa, Dharm Bhawuk brings with him the experience of living and growing in a developing economy, Nepal. He started his intercultural journey with a month at an international children's

camp in Artek, USSR, in 1972. His interdisciplinary training includes a bachelor of technology (B. Tech, Honors) from the Indian Institute of

Technology, Kharagpur, in Mechanical Engineering, a master's of business administration from the University of Hawaii at Manoa with a fellow-

ship from the East-West Center, where he did research with Professor Richard W. Brislin in the area of intercultural training, and a Ph.D. in industrial relations with specialization in human resource management and cross-cultural psychology under the guidance of Professor Harry Triandis at the University of Illinois at Urbana-Champaign. He has research interests in indigenous psychology and management, cross-cultural training, intercultural sensitivity, diversity in the workplace, individualism and collectivism, culture and creativity, and spirituality. He is originally from Nepal (US citizen and resident of Hawaii), and has published 60 papers, book chapters, special issues of journals, and books. He is author of the book *Spirituality and Indian Psychology: Lessons from the Bhagavad-*

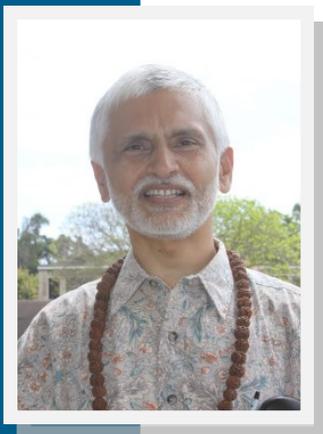
Gita (Springer, 2011) and co-editor of the book *Asian Contributions to Cross-Cultural Psychology* (Sage, 1996). He has co-edited special issues of journals on globalization and diversity (*International Journal of Intercultural Relations*, 2008, volume 32, no. 4; with Professor Young Kim) and Indian psychology (*Psychology and Developing Societies*, 2010, volume 22, no. 1; with Professor E.S. Srivas). He has received many awards including Best Paper Award from the Academy of Management (2009 and 1996), and the Distinguished Service Award from the East West Center (1989). He is a Founding Fellow of IAIR.

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Dr. Dharm P.S. Bhawuk, IAIR Fellow and Scientific Committee Member

Kenneth Cushner

I have been a professor of international and intercultural teacher education at Kent State University since 1987. I am a Founding Fellow of IAIR, have served as a Board Member, Past President (2007 – 2009), hosted two conferences (1999 and 2005), and serve on the editorial board of *JJIR*. My research interests continue to focus on the intercultural development of teachers and young people. I am Director of COST – the Consortium of Overseas Student Teaching, a collaboration of 15 U.S. universities that send stu-



**Dr. Kenneth Cushner,
IAIR Fellow and Scientific
Committee Member**

dent teachers overseas, and was director of Semester at Sea's Teachers at Sea program during the summers of 2010 and 2011. My work with Richard Brislin and the culture-general assimilator (*Intercultural Interactions: A Practical Guide*) has enabled me to consult with a wide range of organizations, including the U.S. Army Research Institute; the World Bank; ETIC – the Euphrates-Tigris Initiative for Cooperation; and to receive a Fulbright to Sweden in 2008.

Young Yun Kim

I am a professor of communication at the University of Oklahoma, teaching courses and directing dissertation studies in the area of intercultural and interethnic communication. As a founding fellow of the Academy, I have served as a member of the Board of Directors and as the Vice President/President-Elect, and now as the President. I began studying the phenomenon of cross-cultural adaptation for my doctoral dissertation (1976) at Northwestern University in Illinois. I have since conducted original studies among other immigrants, refugees, and eth-

nic minorities in the United States. These original studies, along with the numerous published works across social science disciplines, provided empirical grounding for the integrative theory of cross-cultural adaptation, developed first in *Communication and Cross-Cultural Adaptation* (1988) and further refined in *Becoming Intercultural* (2001). Over the past two decades, I have extended my research domain to issues of race and

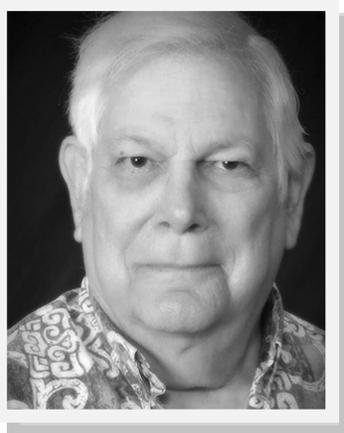


**Dr. Young Yun Kim,
IAIR Fellow and Scientific
Committee Member**

ethnicity within a society.

Dan Landis

Over my career, my research interests have spanned areas of cross-cultural training and research, the measurement of equal opportunity climate, individual-differences research and methodology, evaluation of social programs, development of theory in social psychology, and cross-cultural aspects of human sexuality. In 1977, I founded the interdisciplinary journal, the *International Journal of Intercultural Relations* (*JJIR*), and was its editor-in-chief for 35 years (1977–2011). As a founding fellow of the Academy, I was elected its first president in 1997 and remained in that office for five years. I am currently the organi-



**Dr. Dan Landis,
IAIR Fellow and Scientific
Committee Member**

zation's Executive Director and Treasurer. In 2007, I was honored to receive the Academy's Lifetime Achievement Award. I have edited three editions of the *Handbook of Intercultural Training* (1983, 1996, 2004) and most recently co-edited the *Handbook of Ethnic Conflict: International Perspectives* with Rosita Albert, which was awarded the Academy's 2013 Gudykunst Outstanding Book Award at the biennial conference in Reno, NV. Currently, I am working on two additional books: a fourth edition of the *Handbook of Intercultural Training* and a volume on the relationship of neuroscience and intercultural relations.

Jennifer Mahon

Jennifer Mahon, Ph.D. is an associate professor of sociocultural education at the University of Nevada, Reno. She is a former board member of IAIR, and the recovering conference host of IAIR 2013. Her work focuses on international and intercultural education, teacher exchange, and intercultural awareness development. Growing out of the critical tradition, Dr. Mahon examines the ways in which cross-cultural and cross-disciplinary experiences can affect change, and how institutional norms and structures become barriers to international growth. She holds degrees from Kent State University, the University of Dayton (U.S.), and the University of New England (Australia). She has been a secondary educator in Australia, England, Costa Rica, and the U.S. She is a State of Nevada conflict me-



**Dr. Jennifer Mahon,
IAIR Full Member and Scientific
Committee Member**

diator and a graduate of the Gremlin Taming Institute (ask her about it!). She loves public speaking, (ask her

to come do it!), and secretly dreams of being a stand-up comic. When she is not out planning conferences, Dr J. (as her students call her) spends time with her 4 year old twins, their gargantuan Great Dane, and 2 fierce felines. She loves living in the Sierra Nevada Mountains, and showing off Lake Tahoe. She is saving pennies for a horse (and a college fund for the kids, if there's any money left over after the horse). She has been known to get a little goofy in the presence of John Berry, and is in a race with Ken Cushner and Marisa Mealy to get the most passport stamps (she is losing!).

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Vijayan Munusamy

I am currently working at the Human Capital Leadership Institute (Singapore) and my current research looks at the intersection of leadership and multiculturalism. I am approaching this intersection from an inter-disciplinary perspective. In my research on multiculturalism, I realized that even the definition of a construct varies across disciplines, and can be rife with disagreements and controversies. Adopting an in-

terdisciplinary approach and using multiple data sources allow us to address fundamental human issues holistically. I have been a member of IAIR since 2007 and attended the biennial conferences of the Academy in Xian, Kent State, and Hawaii. In 2011, I chaired the Singapore conference.

**Dr. Vijayan Munusamy,
IAIR Full Member and Scientific
Committee Member**



David Lackland Sam

I began my first research in acculturation in 1985 with the goal of understanding my own experiences in moving from Ghana to Norway. Subsequently, I expanded my interest to the acculturation of young immigrants, before embarking on a more comparative approach to these issues. I have also been involved in research on recruitment of immigrants into the labor force. I am presently completing a study on international students in Ghana, and

about to start a comparative study on Russians in Norway and Estonia.



I am presently a professor of cross-cultural psychology at the University of Bergen, Norway,

**Dr. David Lackland Sam,
IAIR Fellow and Scientific
Committee Chair**

where I divide my responsibilities between the Faculty of Psychology and the Faculty of Medicine and Dentistry. I became interested in IAIR after attending the Oxford, Mississippi conference, in 2001, and then the Kent, Ohio, Conference in 2005. I am presently preparing to welcome the Academy to its 9th Biennial Congress in Bergen, June 28 – July 2, 2015.

Nan Sussman

I was trained as a social and cross-cultural psychologist at the University of Kansas (MA, PhD), became a Professional Associate at the East-West Center in Honolulu, and completed my training at the Intercultural Communication Institute at Stanford University. I have had a 30-year career in the field of cultural psychology: as a scholar, educator, and practitioner.

As a researcher, I have maintained a program of research focusing on the psychological aspects of cultural transitions, in particular repatriation. Other research has focused on acculturation and health, and culture and nonverbal behavior. My



**Dr. Nan Sussman,
IAIR Fellow and Scientific
Committee Member**

recent book is *Return Migration and Identity: A Global Phenomenon, A Hong Kong Case*. I am on the editorial board of the *International Journal of Intercultural Relations* and I serve as a grant panelist for the Hong Kong Research Grants Council. In 1982, I joined the College of Staten Island, and Graduate Center, City University of New York where I am a professor of psychology and a member of the CUNY doctoral faculty. I currently serve as interim dean of humanities and social sciences.

I have been a member of IAIR almost since its founding.

Jan Pieter van Oudenhoven

I have been a member of the IAIR for almost 2 decades. For me, the IAIR has been a kind of friendly and open intellectual family with an American touch where all members happen to be interested in the same topics as I have been. I have two main research interests: 1. Issues related to immigration and expatriate life, and 2. Aspects of life that may differ from nation to nation. I have studied national differences with respect to organization cultures, conflict management, using dirty words, and

currently I'm involved in a 14-nations study about virtues and vices. The most appreciated virtue across the nations appears to be honesty. I'm now retired. I started academic life working as a social scientist in remote rural zones in Latin America. One of my current hobbies still is traveling to unexplored countries or zones.

**Dr. Jan Pieter van
Oudenhoven,
IAIR Fellow and Scientific
Committee Member**



Colleen Ward

I started life in New Orleans, but went to the University of Durham, England, to obtain a PhD in social psychology. Then I put on the backpack and kept travelling (with tropical islands being of particular interest). I held an organization of American States Post-doctoral Fellowship at the University of the West Indies, Trinidad, and then took up my first academic appointment at the Science University of Malaysia in Penang. There I became a cross-cultural psychologist—purely out of necessity. I could easily see that the American texts were not exactly what I needed to teach psychology in Malaysia, but I had no idea what to



**Dr. Colleen Ward
IAIR Fellow and Scientific
Committee Member**

put in its place! I went on to Singapore and then spent three decades bouncing back and forth between the National University of Singapore and New Zealand—first at Canterbury University and more recently at Victoria University of Wellington, where I am a Co-Director of the Centre for Applied Cross-Cultural Research. My primary research interests are in acculturation and intercultural relations. I am a former president of IAIR and am currently the Editor of *the International Journal of Intercultural Relations*, and am working on the third edition of *The Psychology of Culture Shock*

IAIR Members

Aini Maznina A. Manaf

I am an assistant professor of communication at the International Islamic University Malaysia. My research interests are in the areas of organizational communication, Islamic communication, media studies and intercultural communication. I obtained my degrees in communication, specifically an MA from the International Islamic University Malaysia and PhD from the University of Queensland, Australia. My PhD thesis focused on the influences of ethnic diversity

on group communication. In 2011, I was honored to receive a postgraduate bursary award at the Australia and New Zealand Communication Association Conference (ANZCA) which was held in Hamilton, New Zealand. I have also reviewed several manuscripts submitted to the *International Journal of Intercultural Relations (IJIR)*. I have been a member of IAIR since 2011 upon recommendation from my supervisor. Recently, I have extended my research domain to issues of race and

ethnicity within Malaysian society, mainly on the influences they have on organization and media. Some of my non-academic interests include cooking, travelling and reading novels and magazines.

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**Dr. Aini Maznina A. Manaf,
IAIR Full Member**

Clifford Clarke

I am a product of Japanese and American heritage and upbringing, but my orientation is more Japanese when it comes to human relationships. Challenging cultural assumptions has been my favorite pastime since childhood. I chose to become a bridge-between-cultures when I was 10 years old in Kyoto, and so focused my knowledge and skills to become effective in this capacity in my formal education at Wake Forest, ICU, Duke, and Stanford.

My four careers have been in foreign student counseling, intercultural communication teaching, intercultural business management, and educational program evaluation. I have been involved in many more professional organiza-

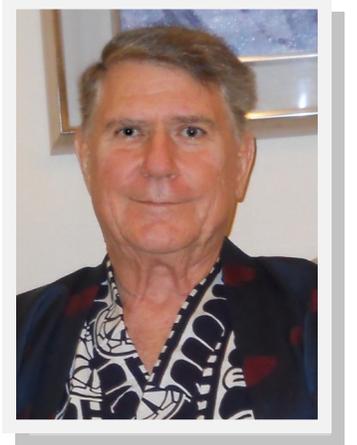
tions, the latest being IAIR. I have only attended the Honolulu conference but long to visit Bergen again. I've loved traveling to 36 countries and have enjoyed learning from friends in their diversity of cultures. My loving wife is from Japan to which we will return in 2016 after she finishes her PhD in educational psychology.

I have enjoyed teaching for 13 years and serving over 300 multicultural organizations in 18 countries for 30 years. I've employed research as the foundation of my consulting, training, and coaching in order to be grounded in the experiences of my client organization. I've been uniquely privy to multi-year contracts that required my engagement within organizations in their real-time interactions across

cultures. My research has always been focused on business functions in the multicultural context toward the goal of mutual understanding that enables the discovery of synergistic values and behaviors that lead to performance improvements of the client organization.

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**Dr. Clifford Clarke,
IAIR Fellow**

Layton Seth Curl



**Dr. Layton Seth Curl,
IAIR Full Member**

Presently, I serve as the chair of the department of psychology at Metropolitan State University of Denver ([MSU Denver](#)). Previously I taught in the areas of cross-cultural and social psychology at Hobart and William Smith Colleges ([HWS](#)), as well as the University of Mississippi ([Ole Miss](#)), where I earned my Ph.D. in psychology under the direction of Professor Dan Landis. I was Dan's last doctoral student, before his retirement and move to Hawaii. My B.A. is also in psychology from [Lyon College](#), and my first university-level diploma is in Asian Studies from [Kansai Gaidai](#) of Japan. My research interests cross the areas intercultural psychology, human sexuality, and social psychology. Recently I was accepted to the 2014 [Harvard Graduate](#)

[School of Education Management Development Program](#) (MDP).

I've traveled, studied, or worked on each continent save Antarctica, and settled in Denver with my partner Cheng Tan. My hobbies range from skiing, keeping up on the latest advances in electronics and the sciences, to independent video gaming. We have two cats, Dexter and Fang.

Working with my friend and colleague, Dr. Mary Ann Watson, I've produced numerous educational video series used in college classrooms across the globe. The newest three comprise the series, [Intercultural Connections in Psychology: Altruism, Dimensions of Culture, and Happiness](#).

The series includes : [The Role Of Altruism in a Meaningful Life](#), [Five Dimensions of Culture in Ethiopia, South Africa, and the U.S](#),

and [The Pursuit of Happiness in Ethiopia and the U.S](#), published by *Films for the Humanities and Sciences*. These educational series have garnered numerous awards, with our 21-part video series, [Portraits in Sexuality](#), used widely across the United States. Other popular titles include [Becoming Me: The Gender Within](#) and [Rocking the Cradle: Gay Parenting](#). Among my other academic publications is a lead journal article in *International Education* titled, "The Cross-Cultural Generality of Equal Opportunity Climate: A Study of College Students," which sampled 1,334 students in three countries.

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David Dalsky



**Dr. David Dalsky,
IAIR Full Member**

My involvement with the Academy began in 2001 when I had the pleasure of working with Dan Landis (my PhD supervisor) to organize the second IAIR conference in Oxford, Mississippi, USA. A few years later, I moved to Japan on a research fellowship from the Japanese Ministry of Education to finish data collection for my doctoral dissertation on mutual self-enhancement, a construct for which I developed an instrument to measure. This work received an honorable mention for the IAIR Outstanding Dissertation

Award in 2007, and a part of it was published in the *Journal of Cross-Cultural Psychology*. Since then, I've been working as an associate professor to improve the general education curriculum at Kyoto University in the Center for the Promotion of Excellence in Higher Education. My colleagues and I have collaborated on several books including an academic vocabulary database and a textbook called *Writing for Academic Purposes*, which received the Excellence in Teaching Award from the Japan Association for College English Teachers in 2011. I've enjoyed liv-

ing in various parts of Japan and experiencing some of the country's most beautiful regions including the Japan Alps, the northern wilderness of Hokkaido, and, of course, ancient Kyoto. Japan is my home, but I keep my American spirit alive by listening to all genres of music from hip-hop to punk to jazz, and watching National Football League games, especially the Green Bay Packers.

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Justine Dandy

My research interests are in social and cross-cultural psychology. More specifically, I conduct and supervise research on: ethnic and racial identity; attitudes toward immigration, immigrants and diversity; and intercultural relations in plural societies. Recently I have led a national study examining factors that influence social cohesion in multicultural communities (with Associate Professor Rogelia Pe-Pua, UNSW). I am currently working on acculturation attitudes and expectations in Australia, and coordinating the Australian project team for MIRIPS (Mutual Intercultural Relations in Plural Societies, led by John Berry). I am particularly interested in the attitudes and actions of majority and dominant groups in plural societies like Australia, and have also examined discrimination and prejudice toward ethnic and other minorities. In my spare time, I am a music and talks presenter on Perth community radio station RTRFM.

I have been a member of the Academy for several years but I haven't yet made it to a conference – hopefully I will make it to Bergen in 2015.

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**Dr. Justine Dandy,
IAIR Full Member**

Radosveta Dimitrova

I obtained my PhD in developmental psychology at Trieste University, Italy with a dissertation on immigrant families that was awarded the Best Doctoral Thesis by the Italian Psychological Association in 2009. Currently, I am completing my 2nd PhD in cross-cultural psychology at Tilburg University, the Netherlands with a project on ethnic minority youth in post-communist Europe that received the 2012 Student and Early Career Council (SECC) Dissertation Award of the Society for Research in Child Development (SRCD). I have been a visiting researcher at the Brent Centre for Young People London (UK) and Brown University (USA). My research interests are in the areas of cross-cultural and developmental psychology, migration, and identity of ethnic minority groups (Roma). I have also edited a

book: Dimitrova, R., & Bender, M., & van de Vijver, F. (2013). *Global perspectives on well-being in immigrant families*. NY: Springer.

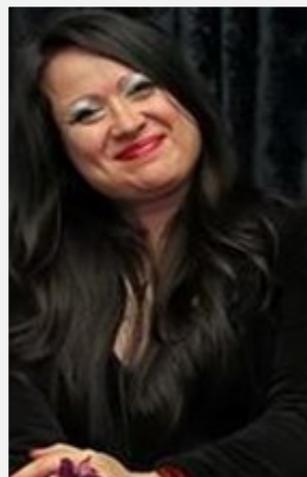
I am actively involved in international professional service for young scholars as the president of the Early Researchers Union (ERU) at the European Association of Developmental Psychology (EADP) and representative of SECC and the Ethnic & Racial Issues Committee at SRCD, the Society for Research on Adolescence's (SRA) Study Group Committee, the Society for the Study of Human Development (SSHD) Emerging Scholars Committee and the Advisory Committee of the Global Human Development Intervention Research Network.

I have been an IAIR member since 2010 and have published a paper in its journal, *IJIR*: Dimitrova, R., Chasiotis, A., Bender, M., & van de

Vijver, F. J. R. (2013). Ethnic identity and acculturation of Turkish-Bulgarian adolescents. *IJIR*, 37, 1-10.

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**Dr. Radosveta Dimitrova,
IAIR Full Member**

Ray T. Donahue

I am a fellow of IAIR and a professor of intercultural communication at Nagoya Gakuin University in Japan, teaching in graduate programs of international studies and of English linguistics and elsewhere.

My career began as an interracial counselor and trainer in the U.S., by which I gained skill at discourse analysis and intercultural relations. Such was applied in my book *Japanese Culture and Communication: Critical Cultural Analysis* (University Press of America), receiving an outstanding research award by the International/Intercultural Division of the National Communication Association and since identified in the *Journal of Multicultural Discourse* as a core book for the study of East Asia. My other major books include *Diplomatic Discourse: International Conflict at the*

United Nations, with Michael H. Prosser, (Ablex) and *Exploring Japaneseness* (ed.) (Ablex). Among my research contributions are these “firsts” related to cultural imaging and perception:

- 1) First to make comparative study of the historic U.S. government *Job* films (1945/46)—orientation training for the post-war occupation of Germany and of Japan—finding relative difference in racial imaging of “other” and relation with the “fundamental error of attribution.”

- 2) First, or among the first, to trace cultural transmission of racialized stereotyping across generations: from post-war media (1945/1946) to a children’s cartoon series (1985) and to major television network news broadcasting (1995) in the U.S.
- 3) First to comprehensively study the cornerstone of the

field of contrastive rhetoric—certain cross-linguistic studies of Japanese and English rhetoric—revealing the structuralist prescriptive (as opposed to functionalist descriptive) underpinnings while identifying key principles of contrastive discourse analysis.

Presently I am studying the links between culture and communication in international exchanges. In my free time, I like playing basketball, viewing impressionistic and abstract art works, and watching good movies.

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**Dr. Ray T. Donahue,
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 infor-

mation 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.

For more information about the 2015 biennial conference in Bergen 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 Intercul-*

tural 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>