

## Special points of interest:

- IAIR is an interdisciplinary organization.
- There are currently 265 members.
- The next IAIR conference will be in Bergen, Norway, June 28-July 2, 2015.

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## Series Editor's Letter

The countdown to the 2015 IAIR-Bergen, Norway conference continues, and this month's issue of WWA aims to further acquaint you with Academy members and enlighten you with more conference program details.

Our membership is growing, and each month more new members contribute their profiles to the series. This month, you are introduced to one of our newest members, along with 12 other interdisciplinary scholars and/or practitioners who have made IAIR an academic home for several years.

In addition to member profiles, this issue features information about the IAIR-Bergen Fellows' Day Workshop. Dr. Milton Bennett, convener of this year's Fellows' Day, provides an overview and rationale of the day's presentations and discussion topics (pp. 8-9). The



Workshop will examine "The Value of Cultural Diversity: Rhetoric and Reality" and will take place all day Sunday, June 28<sup>th</sup>. Please note that participation in the Fellows' Day Workshop is reserved for Academy Fellows. Fellows may sign up for the Workshop as part of registering for the conference.

Academy Fellow and Board Member, Saba Safdar, provides this month's member reflection, in which she highlights the personal relevance of her area of academic interest and expertise, a senti-

ment that is likely to resonate with many Academy members.

The **Early Bird Registration deadline** is approaching fast, so be sure to complete your conference registration by no later than this **Wednesday, April 15<sup>th</sup>** to take advantage of the savings. Please direct any questions you may have regarding the conference, including registration and accommodation, to the IAIR-Bergen conference organizers at the following email address: [iair2015@uib.no](mailto:iair2015@uib.no). The link for online conference registration is available in the bulleted list below.

Wishing you all pleasant and productive weeks to come!

Kelly McKay-Semmler, IAIR secretary and WWA series editor

## IAIR-BERGEN NEWS AND DEADLINES

- ◆ Early registration deadline for the IAIR Bergen conference: April 15, 2015
- ◆ For more information and to register for the IAIR-Bergen conference go to: <http://www.uib.no/en/iair2015>
- ◆ See pp. 8-9 in this issue of WWA for information about the IAIR-Bergen Fellows' Day Workshop

## IAIR Members

### Dina Dunayeva (Kolodzie)



**Dina Dunayeva  
(Kolodzie),  
IAIR Full Member**

Born and raised in Ukraine, I was educated and worked in Ukraine, Russia, Europe, and the USA. My career started at the Moscow Academy of Management (Russia) in the 1980s.

My doctorate research on the methodology of transition from command to market economy thinking turned into a life-long theoretical and practical work

devoted to the development of the effective mechanisms of communication and cooperation for people with former “ socialist” and capitalist” backgrounds.

Some practical results included *The Comparative Thesaurus of Key Command and Market Economy Terms*; *The Professional English for Managers*; *Economika* 1989; curricula

and materials for my business language school, *Economika*; as well as articles and numerous presentations at international forums in Russia, Europe, and the USA.

Since the 1990s I have lived in the USA developing and delivering training programs and consulting projects for numerous American, Russian and Russian/American teams, businesses and organizations based on my Model of Cross-Cultural Communication.

The key components of the model, i.e., contextual, mentality, and values analyses, were described in my presentation at the IAIR 2<sup>nd</sup> Biennial Conference in 2001\*. I also provided some input from a practitioner view to some IAIR magazine publications.

The practical implemen-

tation of my model contributed to the development of the common professional language and shared business culture in many Russian/American projects, especially in the Russian Far East.

Recently, I have been processing theoretical and practical findings (“lessons learned”) to update and move my training and consulting projects to a new level. The current Ukrainian-Russian-American crisis calls for more effective mechanisms for understanding, communication, and cooperation.

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\*Presentation entitled, “Russian/American cross-cultural programs as a way of increasing the effectiveness of business cooperation”

### Wes Hansen



**Wes Hansen,  
IAIR Student Member**

Wes Hansen is a graduate instructor and PhD candidate in the Department of Communication Studies at the University of Minnesota. Wes is also affiliated with the Department of Organizational Leadership, Policy & Development, through an international education minor. He is internationally motivated through his experience of living and working in Costa

Rica, in addition to his former tenure managing international programs for the International Business

Program at San Diego State University. His research interests involve intergroup interactions, perceptions, and behavior within the context of the globalized world and higher education.

In addition to being passionate about his research area, he is also driven in his teaching of intercultural and nonverbal communication, training, pursuit of travel and year-round outdoor adventures, love for language and cultural learning, his family, and the Green Bay Packers American football team.

Wes is a new student member to IAIR, and looks forward to upcoming conferences and collaboration among its many internationally like-minded members. Wes speaks English, Spanish, and Portuguese, and holds great pride for his family’s award winning chili.

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## Kristi L. Kremers

Kristi L. Kremers has been teaching at colleges and universities for the past decade. Her primary research interests include: emotional intelligence, ethics, neuroleadership, applied mindfulness in leadership, and how organizations can adapt an anthropological approach to creating culture and community.

She is currently a PhD student at the University of Minnesota studying organizational leadership, policy and development. She is also the founder of Lead to Love, a publishing company for children's books. In developing Lead to Love, it is her wish to create tools and resources for families and teachers to instill both a love for lead-



**Kristi L. Kremers,  
IAIR Student Member**

ership and a mindset to lead *with* love in children. Her first book, [Who Is a Leader?](#), reached #1 on Amazon.com's best seller's list in three categories.

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## James Hou-fu Liu

James Hou-fu Liu is a professor and head of the School in Psychology at Massey University in New Zealand. He moved there recently after 20 years at Victoria University of Wellington (VUW), where he was co-director of its Centre for Applied Cross Cultural Research (<http://www.victoria.ac.nz/cacr>). He obtained a bachelor's degree in computer science from the University of Illinois and worked as an aerospace engineer in Los Angeles. He then completed a PhD in social psychology at UCLA, followed by a post-doc at Florida Atlantic University. He taught at VUW from 1994-2014, and has been a Fellow of IAIR since 2011. His research is in cross-cultural, political, and social psychology, specializing in social representations of history and their relationship to identity and intergroup relations. Recently, he has become interested



**James Hou-fu Liu,  
IAIR Fellow**

in digital influence and the creation of global consciousness through the internet. Culture and culture change, viewed through lenses from indige-

nous to global fascinate him. He has 150+ publications, including *New Zealand Identities: Departures and Destinations*, *Restorative Justice and Practices in New Zealand*, and *Progress in Asian Social Psychology, Volumes 2 and 6*. He was editor-in-chief of the *Asian Journal of Social Psychology* from 2008-2011, and is currently president of the Asian Association of Social Psychology. Born in Taiwan and a fluent Mandarin speaker, he is now a naturalized citizen of two countries, describing himself as a "Chinese-American-New Zealander." He edited a special issue of IJIR in 2014 on critical junctures theory, a new interdisciplinary theory of the rise and fall of sovereign states.

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## Mark E. Mendenhall

Mark E. Mendenhall holds the J. Burton Frierson Chair of Excellence in Business Leadership at the University of Tennessee, Chattanooga. He received his BS degree (1980) in psychology and his PhD (1983) in social psychology, both from Brigham

Young University. In 1998, he held the Ludwig Erhard Stiftungsprofessur Chair at the University of Bayreuth. He has been a visiting professor at the University of Saarland, Vienna University of Business and Economics, and Reykjavik University.

Mark is an internationally recognized scholar in the field of global leadership and international human resource management.

Mark has published numerous journal articles and scholarly book chapters, and has co-authored many

## Mark E. Mendenhall, cont.



**Mark E. Mendenhall,**  
*IAIR Fellow*

books as well, the most recent being: *Global Leadership: Research, Practice and Development* (2<sup>nd</sup> edition, 2013, Routledge). A firm believer in applying findings from the research literature on intercultural competence, he actively consults organizations in the area of global leadership and intercultural effectiveness.

He is a partner in *The Kozai Group*, a consultancy that specializes in global leadership identification, assessment, and development. Mark is active in the Academy of Management, and is currently past president of the International Management Division of that organization.

His avocations include genealogical research, football (keen follower of the Premier League and the Bundesliga), and theologi-

cal history. Mark spent his formative years in New Zealand, where he grew up in a small, multicultural community near Hamilton, New Zealand, and maintains that his “emotional/cognitive software” is at least one-third Maori, if not more.

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## Fotini Papoudakis



**Fotini Papoudakis,**  
*IAIR Fellow*

Fotini Papoudakis is associate professor at the Department of Business and Public Administration of the Technological Educational Institute (TEI) of the Peloponnese, Greece.

She earned her PhD at the University of Edinburgh on EU politics and policies and has published articles on political and administrative culture. She has taught courses on social and political institutions,

comparative local government, and culture.

She was for seven years Erasmus Institutional Coordinator of the TEI of the Peloponnese and has organized and attended several international conferences. She is a member of the Political Science Association (PSA) and the University Association for Contemporary European Studies (UACES).

Her research interests include European politics, comparative political

culture, solidarity and civil society, and social and political development.

She joined the IAIR in 2001, attended the 2001 IAIR conference, and has been a reviewer for the IJIR.

She has two dogs and four cats—all rescued—and enjoys gardening and walking on the beach.

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## Hee Sun Park



**Hee Sun Park,**  
*IAIR Full Member*

Hee Sun Park is a professor in the School of Media & Communication at Korea University. She received her BA in communication from Michigan State University in 1996, MA from the University of Hawai'i at Manoa in 1998, and her doctorate in communication from the University of California at Santa Barbara in 2003. Before coming to Korea in 2013, she worked at Michigan State University as a professor of commu-

nication. She has taught classes on cross-cultural communication, organizational communication, and undergraduate and graduate level research methods and applied statistics. Her current research projects examine cross-cultural differences in norms and interaction patterns, multilevel aspects of group and organizational communication, and health related social influence processes and outcomes. She received an Early Career Award

from the Academy in 2009, and served as an associate editor of the *International Journal of Intercultural Research* from 2012 to 2014. Since coming back to Korea, she started exercising regularly and taking tennis lessons. Her two dogs (a Yorkshire terrier and a Maltese mix) also seem to be enjoying life in Korea, playing often with Hee Sun's niece and nephew.

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## Jason D. Patent

I was born and raised in a highly monocultural part of the United States—Western Montana—but was always curious about other cultures, especially China, since my father’s stateless-Jewish family had fled Shanghai not long after the communist revolution in 1949. After a BA in East Asian studies, I went to China in 1991, and found that my fancy college education had left me *utterly* unprepared to interact respectfully with human beings whose perceptions, thinking, and behavior differed so radically from mine. I didn’t know it at the time, but that’s when I became an interculturalist in spirit.

In the two-plus decades since, I have hopped the Pacific dozens of times. My dear spouse is a historian of China, and we adopted our two daughters, now 13 and 11, from China. A decade ago I received my PhD in linguistics from UC Berkeley, which gave me a rich



**Jason D. Patent,  
IAIR Full Member**

set of tools for analyzing culture through language. My professional life has consisted mostly of academic administration, though I also worked in the private sector for four years and have taken every opportunity I can to teach, con-

sult, and train. I joined the Academy in 2009.

Having returned to the San Francisco Bay Area in 2014 after a decade away, including two three-year stints working in China, I currently direct the Center for Intercultural Leadership (CIL) at UC Berkeley’s International House, which around 600 Cal students, postdocs, and visiting scholars from 60+ countries have called home for 85 years. CIL is in its first year, and we plan to create research projects that will help us figure out how best to leverage our staggeringly rich intercultural environment to advance intercultural learning. Please be in touch—we welcome your suggestions!

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## Toshi Sasao

Toshi Sasao is a social and community psychologist, an elected fellow of the American Psychological Association, a tenured professor of psychology, education and peace studies at International Christian University (ICU: [www.icu.ac.jp](http://www.icu.ac.jp)), Tokyo, Japan (since 1997), and also a foreign professor in the Institute of Psychology, University of Opole (UO: [www.uni.opole.pl](http://www.uni.opole.pl)), Poland (since 2010). At ICU, Toshi currently directs its Interdisciplinary Peace Studies Program. He received his PhD at the University of Southern California after his BS (psychology) and MED (educational psychology) at the University of Washington prior to the era of Starbucks and Bill Gates.

A “global nomad,” as he is called by his colleagues and friends, Toshi extensively travels and splits his time mostly in Europe, the U.S., Japan, and Korea for teaching and conducting local and cross-cultural field research. Un-



**Toshi Sasao,  
IAIR Fellow**

der the general theme of “promoting well-being of individuals and communities in globalizing and multicultural contexts,” Toshi’s current research focuses on designing and implementing innovative research with disenfranchised groups around the world and developing an intervention/evaluation model (“Life Resources Model”) for Japan’s minority and immigrant communities (*zainichi* Koreans and Brazilian Japanese) with cross-cultural

comparison in Korea and Brazil.

Toshi enjoys teaching around the world; not simply giving one-time presentations, but engaging in face-to-face dialogue, extended teaching, and research with students and colleagues of diverse cultural backgrounds and experience. In his spare time, wherever he may be, Toshi loves good coffee over good books, and, in fact, is quite a coffee connoisseur in his own opinion. For some time now, Toshi likes to read Scott Turow’s legal thrillers as well as classic mysteries. Toshi also enjoys good BBQ with his family and church friends on weekends. One of his annual family traditions for the past 20 years has been to celebrate Christmas at his home with his students (old and new), colleagues, and good friends from around the world.

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## Winston Sieck



**Winston Sieck,**  
IAIR Full Member

Winston Sieck, PhD, is president and principal scientist at Global Cognition. Dr. Sieck is a cognitive psychologist and education researcher. He investigates competence in the overlapping areas of critical thinking, decision making, inquiry, metacognition, self-regulated learning, collaboration, communication, and intercultural interaction.

To keep sane and make scientific progress across these areas, Dr. Sieck focuses on uncovering essential cognitive skills that enhance performance in diverse situations. For example, he discovered that the

same thinking skills used by great scientists are critical for efficient adaptation to new cultures (see “Metacognitive Strategies for Making Sense of Cross-Cultural Encounters,” 2013, *Journal of Cross-Cultural Psychology*).

Dr. Sieck has authored over 60 scientific publications. He enjoys speaking and has been invited to present in a variety of venues, including universities, U.S. government agencies, and NATO.

Dr. Sieck received his PhD in cognitive psychology from the University of Michigan in 2000, MA in statistics in 1995, and participated in the Culture & Cognition program headed by Dick Nisbett. He worked on multinational collaborative projects led by Frank Yates

to understand cultural differences in critical thinking and decision-making among Japanese, Taiwanese, and Americans. He was recruited by Klein Associates in 2003, where he conducted cognitive-cultural field research in several locations, including Lebanon and Afghanistan. He joined IAIR in 2008, and presented at the Hawaii conference in 2009.

Winston lives in the village of Yellow Springs, a culture, arts, and nature hub in western Ohio. He enjoys hiking, skiing, scuba diving, and traveling to far off places.

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## Hannah Soong



**Hannah Soong,**  
IAIR Full Member

I am an early career researcher and a full member of IAIR and Hawke Research Institute at University of South Australia. My current research focus is on the phenomenon of mobility of students through higher education and how international higher education is playing a major role in influencing one's social, cultural, and practical life. My key research disciplines include migration studies, transnationalism, the meaning of social imagination, and intercultural adjustment. By using sociological and anthropological lenses, I have developed a conceptual framework to deepen one's understanding of student mobility, who are on the verge of migration through education processes. I am looking for-

ward to publishing my doctoral work as a monograph by mid-2015. The forthcoming book is entitled *Transnational Students and Mobility: Lived Experiences of Migrations*, and is to be published by Routledge (London) - <http://www.bookdepository.com/Transnational-Students-Mobility-Hannah-Soong/9781138022836>.

Prior to commencing my doctorate study, my honours research focused on how a person justifies one's reasoning in moral, science, and social domains. Based on this honours project, I was later invited to work collaboratively with academics from another discipline (business and management) to examine how culture impacts one's reasoning within ethical domains. Such collaboration took me to

compare how Asian Malaysian students and Anglo-Celtic Australian students differed in their reasoning, and what possible underpinning reasons led to the reasoning difference. This was also my first contact with IAIR when I began to understand cultural influences from a socio-psychological framework. I soon became a member of IAIR and seek to attend more IAIR conferences in the years to come.

Whenever I can find free time, I like organising events such as a day picnic for new Australian migrants. I really like the new arrivals to know that they are not struggling alone in adjusting to live in a foreign country.

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## Hans W. Spijkerman

After my MA in sociology in 1974, I worked in development education in the Netherlands (Oxfam-Novib) till 1994. Then I became managing director of Osmose, a small, subsidized “consultancy on multicultural issues.” I met Jan Pieter van Oudenhoven, and in his book, *Cross-cultural Psychology*, I read about his Intercultural Effectiveness Training (IET). Together we produced this training for Dutch professionals to support them in their contacts with migrants. In 2007, Jan Pieter invited me to give a presentation at the IAIR conference in Groningen.

After my retirement in 2008, I started a PhD study: evaluation of the newest version of IET. Jan Pieter was supervisor, and I became a student member of IAIR. My study took more time than expected, so we had to find another supervisor. We found her in Prof. Yvonne Benschop at Nij-



**Hans W. Spijkerman,  
IAIR Student Member**

megen School of Management of Radboud University. The subject of my

study has broadened.

I am studying the concept of Constructive Intercultural Contact (CIC). The research questions are:

- What is CIC? A theoretical and empirical (qualitative) exploration of the concept.
- Can you learn it? My intention is to evaluate the new IET.
- Which impact on team cohesiveness (if any) occurs when (a number of) team members are trained in CIC by means of IET?

I was born in 1943. After living together for 25 years, my wife Anne and I were married in 1997. We live in Nijmegen since 1965. I like walking, reading and watching detectives. I played cello and intend to start again.

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## New IAIR Member

### Sydney Merz

Hello! My name is Sydney Merz, and I am a PhD candidate at George Mason University, Virginia, USA. I serve as an adjunct instructor, teaching undergraduate education foundations courses, as well as a graduate research assistant for two professors. My research interests focus on teachers' and prospective teachers' perceptions and understandings of diversity and intercultural education in their current/future educational settings. Additionally, my dissertation “Intercultural Understanding of Teacher Educators” explores one university's teacher education programs that actively and explicitly have taken steps to expose their prospective teachers to multiple cultural perspectives.

Prior to my doctoral studies, I was a United States Peace Corps volunteer, serving 27 months as an English teacher in a small Armenian vil-



**Sydney Merz,  
IAIR New Student Member**

lage and an additional tour as a teacher educator at Visayas State University, Philippines. Working and living outside my home country pushed me to explore myself as a

cultural being as well as the intercultural attitudes, knowledge, and skills needed for meaningful interactions. While living in each country, I also learned their languages, offering authentic experiences as a second language learner.

I have an interdisciplinary background that embraces recreational management and sports programming combined with adult and higher education learning. I enjoy travelling, the outdoors, and reading a good book in a hammock. I am very excited to be a part of the IAIR team and thrilled that Ken Cushner put the Academy on my radar. I look forward to meeting you all!

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# IAIR-Bergen Conference 2015

## Fellows' Day Workshop:

### THE VALUE OF CULTURAL DIVERSITY: RHETORIC AND REALITY



**Milton J. Bennett,**  
IAIR Fellow and Fellows'  
Day Workshop Convener

**Convener: Dr. Milton J. Bennett, Intercultural Development Research Institute**

*Date: June 28, 2015*

*Time: 9:00-17:00*

Practitioners of intercultural communication and cross-cultural psychology routinely make the claim that cultural diversity is an asset to teams, organizations, and societies. The more research-oriented among us quote studies that have shown correlations of creativity and heterogeneity of teams, profitability and diversity in corporations, and innovativeness and immigration in societies. These studies serve our purposes, but to what extent are they indicative of a general value of diversity? What is the research that fails to show these correlations or that suggests complex mediating factors? How do we integrate our understanding of immigrant assimilation with the preservation of ethnic diversity? How can we extend the idea of preserving diversity to the realm of mergers and acquisitions in corporations? Is the global village generating homogeneity, or is it really, as McLuhan put it, that our neighbors will be different from us? And is that intrinsically good, or

do we need to make it good?

These and other questions central to our social future are appropriate for consideration by IAIR Fellows. I propose that we do so in three exploratory phases. The first exploration is of the rhetoric: what we want to believe, what we sell, and how we support that with anecdote and ideology. The second exploration is a more critical view of our claims, seeking both supportive and contradictory theory and research regarding the value of diversity and/or the value of uniformity. The third phase is reconciliatory, exploring ways to form a dialectic of diversity and unity that would provide us with a more sophisticated guide to practical action in the areas of education, corporate consulting, and intercultural training.

#### **Phase I: The Rhetoric**

Presentation: Why Diversity is the Right Thing for Global Fitness

- Supporting ideology
- Anecdotal evidence, e.g., case studies

Discussion: Selling Diversity

#### **Phase II: The Reality**

Presentation: The Demon-

strated (or not) Value of Diversity

- Supporting research and theoretical assumptions
  - Critical research and theoretical assumptions
- Discussion: Balancing Rhetoric and Reality: What Can We Legitimately Claim?

#### **Phase III: The Reconciliation**

Presentation: Constructing a Dialectic of Diversity and Unity

- Theoretical & empirical support
- Practical applications in education, business, and social services

Discussion: The Future of Intercultural Diversity Work

#### **Fellows' Day Update**

In an attempt to make the Fellows' Day session maximally topical, I would like to add an emphasis on intergroup hatred. We interculturalists may sometimes have too rosy a picture of cultural diversity, easily espousing the cultural relativism established by Boas at the beginning of last century and exploring its ongoing manifestation in civil societies, governance, and business practices. But as we are seeing in stark and bloody terms, not everyone is so accepting of cul-

## Fellows' Day Workshop, cont.

tural relativism. Domestic and international terrorism, genocide, and everyday hate crimes remind us that cultural diversity's value is often outweighed by its threat. I suspect this is because culture is so central to our human existence, and that therefore any ambiguity about its form may constitute a deeply existential threat.

Ed Dunbar, an IAIR Fellow, is editing an important series of three books on this topic titled *From Hate to Homicide*. Bhawuk and I are both writing chapters for it, and Ed has completed a very comprehensive introduction to

the series. I am encouraging Ed to join us in extending our Fellows' Day discussion into the "other side of diversity." Ray Donahue has also expressed an interest in keeping a focus on *racism* during our discussions, Ripley Smith and John Berry will add a summary of current cross-cultural research on diversity and equity.

So, while we will keep the basic structure of the day as described above, I'll suggest we begin the Rhetoric phase with some discussion of the "modern" and "post-modern" assumptions of individualism and relativism

that inform our (mostly Western?) ideas of cultural diversity. Ripley Smith has also expressed an interest in pursuing a critical approach to our paradigm. Taking a critical approach should not preclude our proceeding to define the value of diversity and explore empirical support for that value. But it could help us understand some of the opposition to cultural diversity and how to seek respectful reconciliation with those other views.

## Reflection: "Acculturation Research: A Personal Journey"

### Saba Safdar, IAIR Board Member

I am an associate professor in the Psychology Department, University of Guelph in Canada. My primary line of research is the examination of the acculturation process of newcomers in their country of settlement. I am also a *first generation immigrant* who has been living in North America for over two decades. The process of learning how to adapt to Canada and call Toronto a new home was gradual, rewarding and positive, and at times stressful and disconnected. Developing an interest in the unique experience of immigrants settling in their new home was not just an academic curiosity, it was also a personal awareness.

I completed my graduate training at York University in Toronto working with one of John Berry's students as a member of my graduate advisory. I was, therefore, influenced by Berry's acculturation theoretical framework and have been told that I am a *second generation John Berry*. My first published paper was on acculturation of Iranian immigrants in Canada, developing an acculturation mod-



**Saba Safdar,**  
**Fellow Representative,**  
**IAIR Board of Directors**

el (the Multidimensional Individual Difference Acculturation model, MIDA). Since then, I have revised and tested the MIDA model examining adjustment of various immigrant groups, including Indian, Chinese, Russian, and Latin Americans in Canada.

I have been studying and working in the acculturation field for over 15 years. The acculturation field is rich with examinations of the adjustment of immigrants, refugees, and sojourners in their new home. Most of these studies are on the adjustment of newcomers living in Western nations. The MIDA model is one of the several models that incorporate key variables that either obstruct or facilitate the adjustment of newcomers. These models have been theoretically and empirically tested and continue to contribute to our understanding of the acculturation of newcomers.

One of the challenges that researchers face in studying the adjustment of immigrants is that although there are common experiences in adapting to life in a new culture, people are different and unique in the way they settle into their new home. These individual experiences are not fully explored in the psychological literature of acculturation. For example, despite the cultural and familial similarities between my sister and I, we had different accultura-

## Member Reflection, cont.

### Saba Safdar

tion experiences in the last two decades living in Canada. One being that I am more 'integrated,' while my sister is more 'separated'. Our social networks are made up differently in terms of ethnicity, and we define adjustment in Canada differently. Some of these differences are revealing in terms of individual characteristics of immigrants which, in combination with cultural opportunities and resources, shape how they adjust to life in Canada. A focus on individual discourse and narrative is an important way of expanding acculturation research. My students and I increasing-

ly seek to study minorities and immigrants using well-established acculturation models and alternative frameworks. Incorporating mixed methods, using both qualitative and quantitative methodologies, has the advantage of capturing both the individual and the group experience of adapting to life in a new culture.

Looking to the future, examining the influence of factors that are less studied by researchers could help the field to develop further. The acculturation literature is scant in examining factors such as clothing, food,

music, housing, religion, and the impact of these factors on adjustment of newcomers. Yet, these factors express identity, reflect status, foster in-group relations, and emphasize group boundaries. Therefore, in examining acculturation, it is not only broad characteristics of the receiving society and immigrant groups that are important and informative but also specific cultural practices that could shed light on newcomers' daily lives and their adjustment into the settling society.

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## Visit the IAIR Website for More Information

Thanks to our webmaster, Anand Chandrasekar, the Academy website 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 WWA series, they

are added to a growing collection of individually clickable profiles listed by member name. Individuals looking for information about specific IAIR members can now easily browse and click on member profiles, while the Who We Are issues are archived for those interested in viewing the profiles as a periodic 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.



# IAIR 2015

Biennial Conference in Bergen, Norway

For more information visit: <http://www.uib.no/en/iair2015>

## 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/](http://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>