

Special points of interest:

- IAIR is an interdisciplinary organization.
- There are currently 269 members.
- The next IAIR conference will be in Bergen, Norway, June 28-July 2, 2015.

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From the President's Desk

With this final issue, the Who We Are series has come to its happy ending. The first issue came out in August, 2013, soon after the last biennial conference in Reno. This monthly series was embarked as a special project of my IAIR Presidency designed to help enhance our understanding of who we are as an organization. I have read each and every featured member profile with a sense of joy and pride. We are blessed with an extraordinary membership, one that is strong in scholarship and richly varied in disciplinary perspectives and cultural backgrounds.

I am very thankful to the 204 members who have participated in this project by providing their bios and photos, as well as to those



*Young Yun Kim,
IAIR President*

who have shared their thoughts on intercultural research in short essays. And my warm gratitude goes to Secretary Kelly, who has worked with me over the past two years to produce this series with great enthusiasm and dedication. Let me remind you that all of the member profiles published in this series are

safely stored and can be accessed from the Academy website homepage, thanks to our webmaster Anand (<http://www.intercultural-academy.net/about-iair/who-we-are.html>).

Our 9th biennial conference is fast approaching. I eagerly look forward to welcoming you (first timers, old timers, and everyone in-between) to what promises to be yet another stimulating interdisciplinary forum in the beautiful Nordic city of Bergen. Please come to be inspired and ready to do all you can to help make this conference a truly excellent one.

Cheers to all!

Young Yun Kim

IAIR Members

Annet te Lindert

Since the IAIR conference in Groningen, I am an IAIR member. I presented my paper about Iranian immigrants in the Netherlands. I became secretary of the Academy in

2008. At the time, Ken Cushner was president, Dan Landis was past-president, and Jan Pieter van Oudenhoven was president-elect. John Berry, Dharm Bhawuk,

Rosita Albert, Colleen Ward, and Cookie and Walter Stephan were board members at the time. The latter documented the first by-laws and Jenny Abe and I made the first IAIR

Annet te Lindert, cont.



**Annet te Lindert,
IAIR Full Member**

minutes. It was a beautiful time. I have warm memories of our board meetings in Hawaii at the university, and I especially enjoyed the hospitality of the board members living in Hawaii, Bhawuk, Cookie, and Walter.

My name is Annet te Lindert. I study

clinical, personality, and crosscultural psychology, and I've worked as a practitioner and counselor, as well as an assistant professor at several universities in the Netherlands. Currently, I work as a politician for the Dutch Christian Democratic Party and as a researcher. My topics of interest are ethnic

hierarchy, discrimination, trauma, and resilience with the Self Confrontation Method.

My husband and I have two teenage sons, and we live in Capelle aan den IJssel. I love ice skating, cycling, ballet, and classical music.

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Linda K. Tip



**Linda K. Tip,
IAIR Full Member**

I am a social psychologist with a main research interest in intergroup relations. The majority of my research is focused on how we can improve relationships between people of different ethnic backgrounds, with an emphasis on acculturation processes, discrimination, and well-being of ethnic minority members. I have conducted research with a variety of majority and minority groups in England, the Netherlands, Canada, and Chile.

I am currently a research fellow at the University of Sussex, Brighton, United Kingdom, where I work on a re-

search project on refugee resettlement. This exciting project looks into long-term integration and well-being of refugees through a longitudinal comparative study of resettled refugees in various locations in the UK (<http://www.sussex.ac.uk/migration/research/current/refugeeresettlement>).

My interest in intergroup relations started during my undergraduate studies at the University of Groningen, the Netherlands. During my studies there, I worked as a research assistant for Jan Pieter van Oudenhoven. As part of my job, I helped organising the IAIR conference in Groningen in

2007, and this is where my connection with the Academy started. Five years later, the Academy kindly awarded me with the 2013 Outstanding Dissertation Award for my PhD research on acculturation processes, which I had conducted under the supervision of Rupert Brown in the UK. This gave me the opportunity to present my work at the conference in Reno, Nevada.

In my free time, I enjoy travelling, and long-distance runs and mountain bike rides along the beach or in the hills of the English countryside.

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Ingemar Torbiörn

I am professor emeritus in social and organizational psychology at Stockholm University and a charter fellow of IAIR from way back in 1998. My main fields of research as they relate to intercultural matters deal with two adjacent scientific domains that are unfortunately not so much cross-referenced between them. One of these perspectives is psychological or individual level adjustment in unfamiliar cultural settings, i.e., processes of adjustment, cultural barriers, etc. The other perspective deals with organizational psychology phenomena in international firms or in MNEs as subsumed in the growing research field of International Human Resource Management (IHRM). Here my writings have treated strategic approaches and consequences of such approaches in the staffing of inter-



**Ingemar Torbiörn,
IAIR Fellow**

national operations, cross-cultural role relations in MNEs, etc. In my book, *Living Abroad: Personal Adjustment and Personnel Policy in the Overseas Setting*, from 1982 I tried, in some sense, to combine the two perspectives. Examples of writings within the former field include the

IJIR article “A new Conceptualization of Intercultural Adjustment and the Goals of Training” in collaboration with Cornelius Grove, which won two awards, and “Culture Barriers as a Social Psychological Construct: An Empirical Validation.” Writings in the field of IHRM may be exemplified by “The Structure of Managerial Roles in Cross-Cultural Settings” or by “Operative and Strategic Use of Expatriates in New Organizations and Market Structures.”

I am now retired and live in Stockholm, Sweden and have some more time for hobbies such as open-air activities, amateur ornithology, painting, etc.

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Karen van Oudenhoven-van der Zee

Prof. Dr. Karen van Oudenhoven-van der Zee (1966) is dean of the faculty of Social Science at VU University of Amsterdam, The Netherlands. She holds a chair in intercultural competence at VU University and a chair in organizational psychology, cultural diversity, and integration at the University of Groningen, The Netherlands. Her research interest concerns cultural diversity at work. More specifically, she is interested in the role of personality, social identity, and organizational climate as moderators of diversity outcomes at work. Together with



**Karen van Oudenhoven-van der Zee,
IAIR Fellow**

Jan Pieter van Oudenhoven, she developed the Multicultural Personality Questionnaire, an instrument that has been translated in various languages and is widely cited. Because of her interest in cultural diversity at work, VU University appointed her as Chief Diversity Officer. In her free time, she likes to travel and explore different cultures, play the piano, and watch cult movies.

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Maykel Verkuyten



Maykel Verkuyten,
IAIR Fellow

I am a professor at the Department of Interdisciplinary Social Science at Utrecht University, the Netherlands. I am also the academic director of the European Research Centre on Migration and Ethnic Relations at Utrecht University

(Ercomer: www.ercomer.eu). This centre was established in 1992 and has its own two-year research master program in *Migration, Ethnic Relations, and Multiculturalism*. By training I am a social psychologist and cultural anthropologist. Together with my colleagues at Ercomer, I have conducted experimental, survey, and discourse analytical research as well as ethnographic types of work.

My main interests are in questions of ethnic and cultural identity, intergroup relations, acculturation, and multiculturalism. I have examined these issues among older children, adolescents and adults, among diverse populations in the Netherlands and other European countries, and in countries like Malaysia and Mauritius. My work has appeared in journals such as *Child Development*; *Developmental Psychology*; *Journal of Cross-Cultural Psychology*; *Journal of Experimental Social Psychology*; *Journal of Personality and Social Psychology*; *Personality and Social Psychology Bulletin*; and *Ethnic and Racial Studies*. I have contributed chapters to books such as the *Oxford Handbook of Multicultural Identity* and *Realizing the Potential*

of *Immigrant Youth*, and I have written several monographs including “The Social Psychology of Ethnic Identity,” and recently, “Identity and Cultural Diversity: What Social Psychology Can Teach Us.” I have been an associate editor of the *British Journal of Social Psychology* and I am a member and regular conference presenter at IAIR since 2006.

I enjoy cycling in the mountains, reading literature, and listening to different kinds of music.

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Gary Weaver



Gary Weaver,
IAIR Fellow

Gary Weaver grew up in Manitowoc, Wisconsin where he worked as a spot welder, canner, and short-order cook. For the past forty-seven years he has been a professor in the School of International Service at American University where he was one of the founders of the graduate program

in international communication. He also taught international relations at the University of Colombo in Sri Lanka and courses on multicultural management for the National Training Laboratory’s (NTL) graduate program at AU. Weaver designed, and is currently teaching, the University’s first graduate online course in Intercultural Relations.

Weaver is an intercultural practitioner/scholar

who has been a fellow of IAIR since its early years and was one of the first members of SIETAR. In 1999, he founded the Intercultural Management Institute (IMI), an intercultural training and education program for diplomats and executives, and he is publisher of the *Intercultural Management Quarterly*. Each March, he chairs the annual IMI conference for professionals in various areas of inter-

Gary Weaver, cont.

national and intercultural relations.

He received his PhD in international relations from American University with studies at the National Autonomous University of Mexico and the Psychoanalytic Institute of Mexico and post-doctoral studies at the Washington School of Psychiatry. His publications include: *The*

University and Revolution; America's Midlife Crisis: The Future of a Troubled Superpower (with Adam Mendelson); and most recently, *Intercultural Relations: Communication, Identity, and Conflict*. Weaver was the editor of a 2004 special edition of the *Journal of International Communication* entitled "Intercultural

Relations" and he is one of the co-authors of an upcoming article in IJIR on ethics in the field of intercultural relations. He also enjoys casinos and reading Erik Larson novels.

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Robert Weigl

I am a clinical and community psychologist (PhD, Univ. of Michigan '73) who has worked as a therapist and mental health program developer for over forty years. I began serious intercultural work in the early 90s, when I had training as an intercultural trainer with some great teachers, Milton Bennett having influenced me the most. I have presented symposia or papers at four IAIR conferences which reflect my strongest interests: the interface between new immigrants and hosts in American communities; development of intercultural experiences for youth; and developing cultural self-study as a training tool. My methodology in this last area has been adopted by the APA Office of Continuing Education.



Robert Weigl,
IAIR Fellow

I have been active in the programmatic development of Semester at Sea (out of UVA), having taught for

them for four semesters aboard ship. I have taught cross-cultural psychology for three other Washington D.C. universities and developed an undergraduate textbook in the field for Cambridge University Press. I am Spanish-speaking and worked with WHO in Latin America. Currently, I am involved in action research focused on building intercultural capacity at a municipal level in Alexandria, VA.

I have lived in Japan—my wife, Gail, is a Japanese art history scholar. Together we have traveled in 56 countries and for a long time had a second home in England. I garden, sing, and love long conversations over dinner.

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Kinga Williams

Born and bred in Budapest, into a medical dynasty and 'goulash-socialism,' I first graduated in English and Hungarian literature and linguistics (MA 1982); the same year I was appointed lecturer (ELTE Department of English), later did a doctorate while teaching (1984), then married an English Medievalist and moved to Britain (1985), where I still live—NB as Hungarian as ever...

I first taught poetics in the Reading University English Department (1985-89) while studying psychology at Birkbeck College, London (BSc 1990); then I did clinical psychology training with University College, London (1990-93), taught abnormal psychology to Oxford under- and post-graduates (1993-98), gave birth to daughter Anna (1995, bilingual), and in 1998 qualified as an adult mental hygiene and clinical

psychologist with HIETE OPNI Department of Clinical Psychology, Budapest.

To date, I Google as "Dr. Kinga Williams MA PhD BSc DipClinPsych BABCPreg, Clinical Psychologist, Cognitive-Behavioural Psychotherapist, Lecturer in Abnormal Psychology, with particular interest in the psychopathology of immigration and culture shock in adults and the el-

Kinga Williams, cont.



**Kinga Williams,
IAIR Full Member**

derly – specialising in the applied psychology of international transitions.”

Work comprises blocks of clinical appointments and super-

vising, interspersed with globe-trotting to conferences—to participate with a vengeance (IAIR 2009, 2011, 2013).

Private practice allowing no access to primary research, I build theoretical models—some as lectures (IAIR 2009), others as posters (IACCP Best Poster Award 2005; 2007).

Despite falling between categories, I found myself on the governing board of the Society for Terrorism Research (2011-2014), while still on the editorial board of the *Journal of Intercultural Communication* (2004 to date).

A practicing ex-pat, I am happiest on a plane.

A once-aspiring concert-pianist, music for me is classical.

A former gymnast, I believe in fitness.

An erstwhile literary historian, I no longer read much.

Like my father before me, I am totally devoted to my patients.

He died of it – I hope to retire before that happens...

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Wu-Tien Wu



**Wu-Tien Wu,
IAIR Fellow**

Dr. Wu-Tien Wu is emeritus professor of special education at National Taiwan Normal University (NTNU), chair professor of National Taichung University of Education, and Distinguished Professor of Lingnan Normal University, China. He earned his PhD (in school psychology) from the University of Kentucky, USA in 1975. He is one of

the pioneers of gifted education in Taiwan and an internationally known educator in this field. He has been the leader for numerous professional organizations both in Taiwan and abroad, such as the founding president of the Chinese Association of Gifted Education (in Tai-

wan) and the president of the World Council for Gifted and Talented Children (WCGTC) (1993-97). Over the past four decades of services at the University, he has held many administrative posts such as chair of the Special Education Department and dean of the College of Education at NTNU. In addition, he has served as the committee chair of education of the National Science Council (NSC), Taiwan, ROC.

Professor Wu's research and service interests center on the discovery and development of human potentials. His expertise covers special education, gifted education, counseling, and testing. He has published over 50 books and 200 scientific papers

in either Chinese or English. He has received numerous recognitions and awards, such as the distinguished research award of NSC, the Distinguished Educator of the Year in Taiwan, the Distinguished Alumnus of NTNU, the Marden Fellow of the University of Hong Kong, the distinguished service award of WCGTC, and the life-long achievement award of the Taiwan Guidance and Counseling Association.

Professor Wu is a fellow of IAIR and served as the organizing committee chair of the 2005 IAIR international conference in Taipei.

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Ikushi Yamaguchi

I am a professor at the School of Information and Communication, Meiji University, Tokyo. Between 1999 and 2001, I was a visiting scholar at the Marshall School of Business, University of Southern California.

I have been a full member of IAIR since it was established in 1997. I have participated in IAIR conferences several times, presenting papers at the 1998 conference at California State University, Fullerton, the 1999 conference at Kent State University, the 2007 Netherlands conference at the University of Groningen, and the 2011 conference at the University of Hawaii, Manoa. Also, two of my papers were published in the *International Journal of Intercultural Research*, Vols. 33(1) and 37(1).

I received a BA from Doshisha University in Kyoto, a MA from the



**Ikushi Yamaguchi,
IAIR Full Member**

University of Hawaii, and a PhD from the International Christian University, Tokyo. My specialty is organizational communication and organizational behavior. My research interests are: communication

audits, leadership communication, influence tactics, organizational justice, and teamwork. I have conducted both qualitative and quantitative research for workers in business organizations and care facilities, including a cross-cultural study.

In 2012 and 2013 I received Best Paper Award at the 11th and 12th Asia-Pacific Conferences of the Association for Business Communication in South Korea and Kyoto, respectively. I am an author, a co-author and a co-editor of 15 books (in Japanese) and more than 50 academic papers (Japanese and English). In addition, I have written a series of weekly newspaper articles and several essays for non-academic journals.

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Min Yang

I am an assistant professor in the Department of Curriculum and Instruction at the Hong Kong Institute of Education. As a teacher educator, I teach undergraduate and master's courses in curriculum, assessment, and research methods, and I supervise doctoral students in related areas.

I have been a member of the Academy for four years, since September 2010. One of the IAIR conferences I attended was the 7th Biennial Conference (24-28 July, 2011) in Singapore. My connection to the Academy is through the investigation of university students' intercultural experiential learning: interaction between students' goals, experiences and outcomes of studying abroad; students' identity development in and through multicultural service learning; and students' social engagement in diversifying cam-



**Min Yang,
IAIR Full Member**

pus. Another theme of my research is the exploration of the

characteristics of the Chinese learning culture (which is embedded in Confucian-Heritage culture) as manifested in learning, teaching, and assessment in classrooms and how these can be geared toward productive learning for higher education students.

Being a Mainland Chinese, I enjoy my life and work in Hong Kong. With her magnificent view of the Victoria Harbour and her people from various ethnic and cultural backgrounds, this Asian Pearl is becoming even more dynamic and beautiful. I look forward to meeting fellow members of the IAIR here and in other places of the world where the research and socialising events of the Academy bring us together.

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Tomoko Yoshida



**Tomoko Yoshida,
IAIR Fellow**

Tomoko Yoshida is a TCK who was born and raised in the Philippines and has lived in New Zealand, the USA, and Japan. She entered the field under the tutelage of Dr. Edward

Stewart in the late 1980s. After completing her master's degree at Syracuse University under the guidance of Dr.

Paul Pedersen, she served as a project fellow at the East West Center working with Dr. Richard Brislin. Currently, she is a professor in the Faculty of Business & Commerce at Keio University and is serving as the SIETAR Japan journal co-editor. She became a fellow of the Academy a few years ago and has attended the IAIR conferences in Hawaii and Reno. She is looking forward to the upcoming conference in Bergen!

Tomoko has authored various books and articles on intercultural training,

returnee adjustment issues, and biethnic cultural identity. During her free time she enjoys hiking with her dog, Tappy, and discovering new *onsens* (hot springs) with her friends. If any of you are visiting Tokyo and are interested in going to *onsens*, please let her know!

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New IAIR Members

Bagher Fardanesh



**Bagher Fardanesh,
IAIR New Full Member**

Coming to the United States as a high school student, the only word I knew was "good morning," which I thought meant hello, and I used it all the time. By saying this term in the evenings, I was often perceived as being humorous, and with a smile, others would respond by saying,

"Good morning to you..." As I remember, this was my first encounter with misunderstanding in a culturally diverse setting which drove my interest in the field of miscommunication relevant to multicultural organizations.

Regarding my hobbies, by living in Switzerland and in Colorado for several years, I became attracted to winter sports, particularly downhill skiing. I very much enjoy socializing with my friends and family.

In 2008 I had the pleas-

ure of meeting one of your members, Dr. Gary Weaver, who heads the Intercultural Management Institute (IMI) at the American University. After giving various presentations at IMI, Gary recommended that I join the International Academy for Intercultural Research. I am excited and delighted to be a member of this prestigious academy.

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Joep Hofhuis

I was born in the Netherlands, but spent a considerable part of my childhood in the United States. After graduating from high school in Washington, D.C., I enrolled at the University of Groningen, in the Netherlands. In 2012, I was awarded a PhD in organizational psychology on the topic of cultural diversity in organizations. My academic research focuses on how people of different backgrounds work together in teams, and what organizations can do to benefit more from diversity in the workplace. During my time as a PhD student I was introduced to the IAIR by my supervisor Karen van der Zee and her husband Jan Pieter van Oudenhoven.

At present, I am employed as a



Joep Hofhuis,
IAIR New Full Member

lecturer in corporate communication at the University of Amsterdam

and as a senior researcher in social innovation and diversity at the Windesheim University of Applied Sciences. Furthermore, I work as a freelance researcher, consultant, and trainer for organizations that want to learn how to 'deal with differences' and enhance interdisciplinary and intercultural cooperation among their employees. In my spare time, I enjoy riding on my racebike and playing guitar in a blues/folk band.

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Alexander Tatarko

Alexander Tatarko is a PhD associate professor in the psychology department at the State University Higher School of Economics (HSE) in Moscow, Russia. His areas of interest include topics such as intercultural interaction, social capital, and values. He has been engaged in research in the field of cross-cultural psychology since 2000. He has studied inter-ethnic relations in the multicultural regions of Russia and has participated in the design and implementation of a scientifically-based training in intercultural interaction in the southern regions of Russia. Currently, he is engaged in research on the influence of cul-



Alexander Tatarko,
IAIR New Full Member

tural and psychological factors on multiculturalism in Russia and the C.I.S countries. He is also interested in the study of the influence of culture and ethnic heterogeneity on social capital. He lectures in the areas of cross-cultural psychology, advanced social psychology, and cross-cultural psychology of organizational behavior in the HSE (Higher School of Economics).

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Series Editor's Thank You

It has been a delight corresponding with so many of you over the last couple of years, and it has been my great pleasure to compile your inspiring profiles and member reflections. Through these 21 issues of WWA, I hope we are all more aware of how special the Academy is by virtue of the breadth and depth of its members' areas of expertise and experiences. In signing off, I wish to extend our thanks, on behalf of the membership, to President Young Yun Kim for envisioning this wonderful



***Kelly McKay-Semmler,
IAIR Secretary and WWA
Series Editor***

initiative, and echo her thanks to all who participated in this series.

I am looking forward to seeing many of you face-to-face again, or for the first time, in only a couple more weeks. Wishing you all safe and happy travels to Bergen!

Warmest regards,

Kelly McKay-Semmler

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>.

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/

- 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>