

Special points of interest:

- IAIR is an interdisciplinary organization.
- There are currently 248 members.
- IAIR has eight Board Members
- The next IAIR conference will be in Bergen, Norway, 2015.

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Who We Are

Volume 1, Issue 3

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Series Editor's Letter

We are on our third issue of the IAIR series, Who We Are (WWA), this month. Editing this series, I have come to feel surrounded by like-minded friends and colleagues. I am also inspired by all that our members have accomplished, both professionally and in their personal lives. I hope that you feel similarly as you read each month's Academy member profiles.

In general, each issue features members in various leadership positions within the Academy, as well as IAIR fellows, regular members, and student members solicited alphabetically from the membership list.

The inaugural issue (August) featured the Academy's five members of the

Executive Council and six of IAIR's newest members. September's issue featured our five past presidents and six additional mem-



bers. In this issue, you are introduced to 10 more Academy members, including our four continuing Board Members. In November you can expect another collection of fascinating profiles from your colleagues, four of whom are our new Board Members. Then, in December, we will

begin to highlight the Academy's various committees, including their chairs and their members, while continuing to feature fellows, regular and student members.

In this and in future issues, also check out our links to information on the Bergen, Norway conference in 2015 (see David Lackland Sam's profile on p. 3 in this issue), and to clickable member profiles available on the IAIR website (see p. 6 inside).

I look forward to corresponding with each of you!

Cheers,

Kelly McKay-Semmler, IAIR Secretary and WWA Series Editor

Steve Kulich, Continuing Board Member

As a 3rd generation interculturalist, my first Academy contact was at the 1998 Cal State Fullerton inaugural meeting (and since at Taipei, 2004, Kent State, 2005, Groningen 2007, Singapore 2011, Reno, 2013), being nominated as a Fellow (in 2004) and Board Member (2011-2015, now Chair of the "Early Career Award" committee).

By training as an educator then Sinologist, I have lived and worked among Chinese since 1979 (Taiwan 2 years, Singapore 4, Xiamen, Fujian 3, and Shanghai since 1993) but increasingly realized the need for cross-cultural work. My MA thesis (Honors, 1992, Kansas U, under Nobleza Asuncion-Lande) focused on IC in Chinese interpersonal communication.

Then at Shanghai International Studies University (SISU), I developed IC training for Chinese scholars preparing to go overseas. Since 2002 SISU has had me initiate an IC grad thesis program (which has now graduated over 200 MAs), found and direct a research center (2006, the SISU Intercultural Institute, <http://sii.shisu.edu.cn>), and de-

Steve Kulich (cont.)



**Dr. Steve Kulich,
IAIR Continuing
Board Member**

velop an IC-focused management (SISU MBA) and PhD program (both since 2010). Besides my dissertation on values studies (available online, Humboldt U in Berlin), one of my contributions to the field in China has been organizing international conferences and launching a book series, *Intercultural Research* (similar to the former SCA Intercultural Annual) with theme-focused volumes (5 to date on Chinese

Communication, Identity, Acculturation, Values). For these, a “Special Contribution Award” and Academic Advisor role were awarded by the Chinese Association for IC (CAFIC, 2011) and the Magnolia Award (Silver 2007, Gold 2011) by the Shanghai government. But my relationships with Chinese colleagues and friends and trying to see and understand this ever-changing culture

through their experiences and eyes are what truly satisfies and motivates me to continue here.

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Shuang Liu, Continuing Board Member

I worked in universities in China, the USA and Hong Kong before moving to Australia to join The University of Queensland in 2000. Having lived and worked in different cultures, I have a profound interest in how culture influences people’s thinking, doing and being.

My research and publications are in the area of cross-cultural adaptation of immigrants and intercultural relations in multicultural societies (using both

qualitative and quantitative research methods). My research advances

understanding of the dynamic nature of cultural identity and identification, particularly of people who live away from their heritage culture or who live in a multicultural environment.

I teach undergraduate and postgraduate courses in the areas of identity, culture, and communication and research methods. I currently supervise four PhD students. I joined IAIR in 2007 and became an IAIR Board Member in 2011. I serve as a Consulting Editor on the Editorial Board of the *International Journal of Intercultural Relations*, the official journal of IAIR.

Non-academic activities? I love exploring different foods and cuisine. It is often said “We are what we eat”. Food choices, eating habits and cooking

are expressions of culture. Thus, people who eat different foods, or eat the same foods in different ways, are often thought to be different. With the increasing variety of cuisines from different cultures readily available, and with our acquisition of culturally diverse foods, will we gradually assimilate different cultures or will we become increasingly similar as we eat more similar foods in similar ways?

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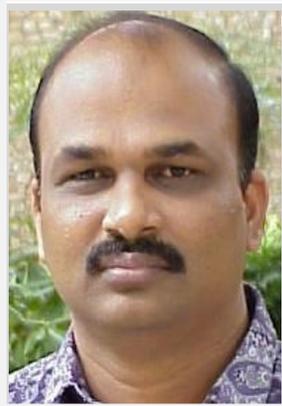


**Dr. Shuang
Liu, IAIR
Continuing
Board
Member**

Vijayan Munusamy, Continuing Board Member

I started my career as a mechanical engineer in Malaysia but after recognizing cross-cultural education as a powerful enabler for cultural understanding, I founded a social enterprise to share children's stories from different cultures with youths in Asia. The lessons I learned from this experience and the need to develop theoretical, methodological and experiential expertise to not only interlock people of different cultures but also unlock their human, cultural and social capital led me to work in corporate and public leadership roles and to become a Degree Fellow at the East-West Center (USA) and a graduate student at the University of Hawaii at Manoa. My dissertation research was on multiculturalism, and I contributed to understanding emic and etic models of multiculturalism. For this work, I was honored to receive three dissertation awards - from the Academy of Management (CMS Best Dissertation), The International Academy for Intercultural

Research (Outstanding Dissertation) and The International Association for Cross-Cultural Psychology (Finalist). I am currently working at the Human Capital Leadership Institute



**Dr. Vijayan Munusamy,
IAIR Continuing Board Member**

(Singapore) and my current research looks at the intersection of leader-

ship 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 interdisciplinary approach and using multiple data sources allow us to address fundamental human issues holistically. I have been a member since 2007 and attended the biennial conferences of the Academy in Xian, Kent State, and Hawaii. In 2011, I chaired the Singapore conference. Some of my non-professional activities include reading biographies and I am currently taking up cooking.

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David Lackland Sam, Continuing Board Member

My interest in intercultural relations stems from the culture shock that I had when I first arrived in Norway nearly 30 years ago. I had never been out of my home country, Ghana, before coming to Norway. I had arrived in Norway with the goal of pursuing graduate studies in industrial and organizational psychology. However, a simple question at a get-together, *what is it like to be an international student in Norway*, changed my study plans. After using over an hour answering this question, I asked myself whether my experiences were unique to me or general to international students. I therefore began my first research in acculturation, in 1985, with the goal of understanding my own experiences. 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 in-



**Dr. David Lackland Sam,
IAIR Continuing Board
Member and 2015
Conference Organizer**

ternational students in Ghana, and about to start a comparative study on Russians in Norway and Estonia. As part of my research work, I succeeded in getting the Faculty of Psychology, University of Bergen, Norway, to make Cross-Cultural Psychology a core course in our psychology program. I am presently Professor of Cross-Cultural Psychology at the University of Bergen,

and I divide my responsibilities between the Faculty of Psychology and the Faculty of Medicine and Dentistry. I am presently preparing to welcome the Academy to its 9th Biennial Congress in Bergen, June 28 – July 2, 2015.

See: <https://www.uib.no/rg/saw/konferanse/2013/10/iair>.

I became interested in IAIR after attending the Oxford, Mississippi conference, in 2001, and then the Kent, Ohio, Conference in 2005. Before then, I received the first Early Career Award of the Academy, and have been a Fellow since. I love classical music, and one of my passions is to attend classical music concerts. I love travelling, particularly visiting places and meeting new cultural groups. Otherwise, between my busy daily routines, I love listening to audiobooks.

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IAIR Members

Linda Beamer

Who I've Been might be a more accurate label now that I retired from teaching three years ago. My research for the past three decades has been into intercultural communication in a business context, with a focus on the effect of those cultural dimensions that are most important in business interactions on communication effectiveness. As the wife of a Chinese expatriate, I have had a cultural interpreter's lessons about Chinese culture—and my own experiences of it. The textbook I co-authored is in its 5th edition, and I've contributed over two dozen articles to intercultural

business communication scholarship from linguistic pragmatics, schema theory, politeness theory, and cultural variables theory. My PhD was in renaissance English literature; my interest in intercultural communication developed as the direct result of studying and working in various international locations: Canada, US, Scotland, Japan, China, Argentina, Mexico, the West Bank, and New Zealand where we now live. As a full professor at California State University, Los Angeles, I achieved a number of awards, including Outstanding Professor. For 35 years I have been a mem-

ber and ex-president of the Association for Business Communication, and became a member of IAIR at the founding conference in 1998 in Fullerton, CA. At present in Auckland I continue to serve as Associate Editor of *JBC*, editorial reviewer for several journals including *IJIR*, and dissertation examiner. I've been a choral singer for most of my life, but now have a challenging new passion: change ringing in the only Auckland bell tower.

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**Dr. Linda Beamer,
IAIR Member**

Milton Bennett

With a physics background from Stanford University, psycholinguistics from San Francisco State University, and social science training at the University of Minnesota (Ph.D. Communication Studies/Sociology), I have over my career attempted to nurture a philosophy of science perspective within the field of intercultural relations. My current work as a founding director of the *Intercultural Development Research Institute* is to support and disseminate research in quantum/constructivist paradigm solutions to intercultural problems, including a focus on developmental approaches to intercultural learning in educational exchange and intercultural ethicality in global business leadership.

In 1997 I was part of the organizing committee for the *IAIR*, and thus became a

“founding fellow.” At the time, the *SIETAR* was fragmenting and complaints were growing that *IJIR* was not relevant to intercultural practitioners. I was co-director of the *Intercultural Communication Institute* in Portland, Oregon, which my father had funded in 1986 as non-profit professional development organization. Already by 1997 *ICI* had become very practitioner-oriented, so neither it nor *SIETAR* really offered a forum for new research. I hoped that a new organization would really focus on intercultural theory and research, would support the journal, and would draw practitioners who were serious about staying current in those realms. For the most part, *IAIR* has fulfilled that potential and, while appropriately not supplanting *SI-*

ETAR, has continued to complement the practitioner side.

Currently I live part-time in Milan, Italy and part-time in Oregon, USA with my wife, Ida Castiglioni, and our 6-year-old son Leonardo. In Oregon I keep up my instrument pilot rating and we ply the skies in the same Piper Archer I've owned since 1980. In Italy, I stay on the ground, albeit whenever possible on steep ski slopes in the Italian Alps.

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**Dr. Milton Bennett,
IAIR Member**

Jeffrey Berlin



Jeffrey Berlin,
IAIR Member

Many of my professional and personal circumstances can be directly attributed to the academy. It was my great fortune to work with Dr. Sharon Glazer on my MS in industrial/organizational psychology at San Jose State University. Dr. Glazer recommended the IAIR conference in Groningen as a wonderful opportunity to present my thesis research: Social support and job satisfaction across 14 countries. This conference was truly a life-changing experience as I was exposed to a community of like-minded individuals sharing a passion for 'all-things-cultural.' It was here I met my future

dissertation advisor, Dr. Dharm Bhawuk.

Subsequently, I completed my MS and worked as a Development Specialist at NASA for three and a half years. In this role, I was an internal consultant working in the realms of organizational development, training, leadership development, and career development.

In 2009, Dr. Bhawuk graciously accepted my request to volunteer at the IAIR conference in Honolulu, Hawai'i. In 2010, I was accepted into the Community and Cultural Concentration at the University of Hawai'i at Mānoa, where I am currently working on

my dissertation research: A critical, mixed-method analysis of the relationship between study abroad and global citizenship. My post-dissertation goals involve blending my passions for organizational development, culture, and study abroad.

I am grateful to live on the beautiful North Shore of O'ahu with my wonderful girlfriend, Courtney. It is here I enjoy surfing, hiking, running, and beach-sits. Aloha.

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Dina Birman



Dr. Dina Birman,
IAIR Member

I received my Ph.D. in clinical/community psychology from the University of Maryland, College Park, and a B.S. in Foreign Service from Georgetown University. Currently, I am an associate professor in the Community and Prevention Research Division, in the Department of Psychology at the University of Illinois at Chicago. In January 2014 I will be moving to the Department of Educational and Psychological Studies at the University of Miami to direct the new Ph.D. program in Community Well Being. As a former refugee from the former Soviet Union, I

conduct research to give "voice" to the migration experience. As a Community Psychologist, I view the adjustment of immigrants and refugees from the perspective of person-environment fit. While a great deal of research documents the challenges faced by immigrants and refugees, I study the ways in which the environments where the acculturation process unfolds serve as a barrier or facilitator of adjustment, and can be the targets of intervention efforts. I have published my research in professional journals, and recently was a co-author of the APA report *Crossroads: The Psychology of Immigration in the New Century* (2012). Prior to working in academia, I

had worked in the Refugee Mental Health Program at the National Institute of Mental Health and Substance Abuse and Mental Health Services Administration, providing consultation and technical assistance on mental health issues to the federal Office of Refugee Resettlement (ORR). I continue to provide consultation to mental health and resettlement workers and teachers in communities impacted by refugees.

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Birgit Breninger

I am the Head of our Post-graduate Intercultural Programmes (ICC) at the University of Salzburg in Austria, which I founded together with my dear colleague Prof. Udeani from Nigeria in 2005. Currently I am also a Senior Lecturer at the Communication Studies Department of the University of Salzburg. Last year I set up and established together with our enthusiastic ICC team the Intercultural College (www.intercultural-college.at) at which research, education and social responsibility projects go hand in hand to con-

tribute to the development of a more responsible society. In autumn 2014 we launch our first intercultural programme offer for international students (www.uni-salzburg.at/icc) at the Intercultural College and we are most excited about it! I am a passionate researcher who is particularly interested in bridging the gap between the social and natural sciences when investigating culture. My research efforts focus on the change in perception and cognition when acquiring intercultural competence, as documented by a multi-

method approach (eyetracking, questionnaire and fMRI). Culturalized perception and its analysis lie at the heart of Dr. Kaltenbacher's and my collaborative research projects. I thoroughly enjoy travelling, meeting people, reading poetry and going on picnics. I am very much looking forward to the time as a member of IAIR!

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**Dr. Birgit Breninger,
IAIR Member**

Dominic Busch

Currently, I am a professor in intercultural communication and conflict research at Universität der Bundeswehr München, which is a federal university primarily teaching military officers in Germany. Although my classes are part of courses in education, my own approach comes from discourse studies, conversation analysis as well as cultural philosophy/cultural theory in general, however with a focus on critical perspectives. My discourse-focused research starts from the assumption that the notion of culture as well as the issue of intercultural research and debate itself are

cultural products. Referring to Foucault, I recently have published a [monograph](#) describing the intercultural debate as one of Michel Foucault's dispositifs: a debate that sometimes suffers from a strong and exclusive self-centeredness serving other goals than e.g. cross-cultural understanding. Here, approaches from ethnomethodology and conversation analysis may be applied in a way that is sensitive to the dispositive – suggesting some ideas to better cope with the discursive dilemma. Beyond this, I do some research on conflict mediation in

intercultural settings. I came to IAIR presenting some work at the 2005 conference at Kent State University in Ohio. Unfortunately, I was not able to attend any later conferences, but I hope I will in the future. Besides from academia, I enjoy life with my wife and our two little daughters.

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**Dr. Dominic Busch,
IAIR Member**

Visit the IAIR Website for More Information

Thanks to our webmaster, Anand Chandrasekar, the Academy website now has a new 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 information about specific IAIR members can now easily browse and click on member profiles, while the Who We Are issues are archived for those interested in viewing the profiles as a monthly compilation. The clickable list of member profiles is available at: [http://](http://www.intercultural-academy.net/about-iair/who-we-are.html)

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.

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.
- Access to past issues of the Journal through Sci-

ence Direct, a service of Elsevier, Ltd.

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



Information about membership in IAIR is available on our website at www.intercultural-academy.net/