

## Special points of interest:

- IAIR is an interdisciplinary organization.
- There are currently 242 members.
- The next IAIR conference will be in Bergen, Norway, 2015.

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## Series Editor's Letter

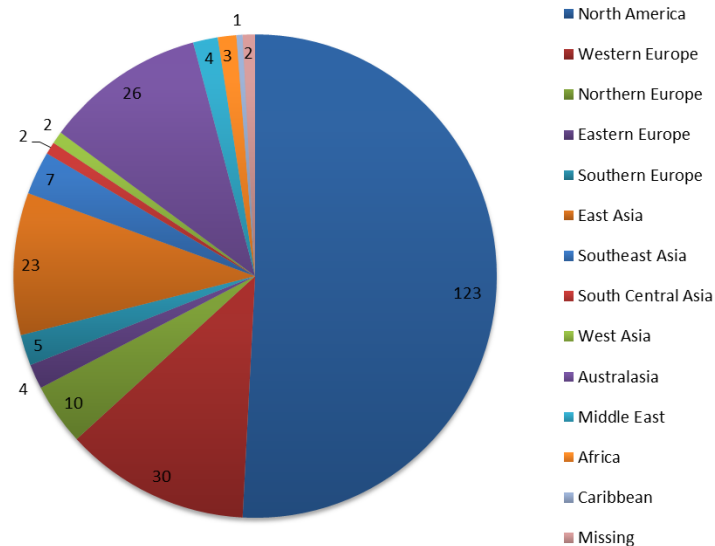
Each month we read the profiles of Academy members who are living and working in locations spanning the globe. This month's issue alone features members in Canada, Germany, Hong Kong, Australia, and four U.S. states (Texas, Arizona, Illinois, and Colorado).

Like each issue before and after this one in the WWA series, the eight profiles featured in the present issue are a microcosm of the Academy's global diversity as a whole. The chart included (right) provides a synopsis of the world regions represented among our membership. Constructed from the most recent organizational data available, the chart provides a visual reminder that, although the Academy is a relatively small organization by design, we are wide-reaching.

In total, Academy members span 34 nations in 13 regions of the world. The following summary of "who we are" by country of residence includes (in parentheses) the number of members from each country represented.

North America: Canada (13) and the U.S. (110)

Western Europe: Austria



(2), France (4), Germany (11), the Netherlands (11), and Switzerland (2)

Northern Europe: Finland (1), Ireland (1), Norway (2), Sweden (1), and the United Kingdom (5)

Eastern Europe: Estonia (1), Poland (1), and Russia (2)

Southern Europe: Greece (2), Italy (1), and Spain (2)

East Asia: China (10), Japan (10), Hong Kong (1), Taiwan (1), and Macau (1).

Southeast Asia: Indonesia (2) and Singapore (5)

South Central Asia: Iran (2)

West Asia: Turkey (2)

Australasia: Australia (17) and New Zealand (9)

Middle East: Israel (4)

Africa: Nigeria (1), South Africa (1), and Uganda (1)

Caribbean: Barbados (1)

Although diverse in our cultural, geographic, and disciplinary backgrounds, we remain united in our efforts to promote intercultural understanding through research, theory, and practice. To this end, we encourage any and all members to contribute a "Reflection on the Academy," which is your opportunity to share your thoughts on the past, present, and future of IAIR. For more information, see the April issue of WWA, vol. 1 (9), and/or contact me.

Kelly McKay-Semmler, IAIR Secretary and WWA Series Editor

# IAIR Members

## Richard Clément



*Richard Clément,  
IAIR Fellow*

I was born in Montreal, Quebec, Canada in an almost exclusively French-speaking neighbourhood. I learned English one summer, when I was about 10, playing with English-speaking kids. Returning home, I became an informal mediator between my peers and their English-speaking counterpart, when we had contact. Great experiential learning!

My high school curriculum was heavily loaded with Latin and French literature such that, by the time I reached university, my outlook on life was anchored in a language-culture perspective. I completed my undergraduate studies in psychol-

ogy at McGill University and had W.E. Lambert as an instructor and got involved in research with D. M. Taylor. My subsequent PhD at Western University with Bob Gardner allowed me to develop an expertise in second language acquisition and usage as well as in quantitative methodologies. I am currently Professor of Psychology as well as Director and Associate Dean of the Official Languages and Bilingualism Institute at the University of Ottawa. My current research interests include issues related to bilingualism, second language acquisition and identity change, and adjustment in the acculturative process, topics on which I have published in both

French and English. I am a founding member of IAIR as well as member of the editorial board of the IJIR. In 2001 I was awarded the Otto Klineberg Intercultural & International Relations Prize by the Society for the Psychological Study of Social Issues. I am an elected Fellow of both the Canadian and American Psychological Associations as well as of the Royal Society of Canada. On a more personal note, I enjoy skiing, cycling, going to the opera and reading fiction.

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## Daniela Gröeschke



*Daniela Gröeschke,  
IAIR Full Member*

I received my diploma (MA degree) in psychology from the University of Chemnitz, and my PhD degree in management from the University of Bochum, both in Germany. Currently, I am an assistant professor of Intercultural Human Resources and Organizational Development at the University of Jena, Germany. Multidisciplinary perspectives influence both my teaching and research. My teaching encompasses cross-cultural psychology, organizational culture, intercultural communication, and the area of cross-cultural teamwork.

My research interests include the analysis and the development of cross-cultural competence at individual, group, and organizational levels. I have also engaged with strategies in diversity management, collaboration mechanisms in cross-cultural teams, and shared leadership processes. I attended the biennial conference of the Academy in Singapore and have been a member since 2011. I feel very much honored to be a member of the Academy as the International Journal of Intercultural Relations was an un-

doubted eye opener for me during my studies. Besides my research and teaching, I enjoy traveling around the world but also commuting between Jena and Berlin, my home town. Before I started my academic career, I undertook an apprenticeship as an air traffic management assistant because airports are my third favorite place to be. I also enjoy walks in nature, photography, and exercising.

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## Kwok Leung

Kwok Leung received his PhD in social and organizational psychology from University of Illinois at Urbana-Champaign. He is Chair and Professor of Management at City University of Hong Kong. His research areas include justice and conflict, creativity, cross-cultural research methods, international management, and social axioms. He has published several books and over 150 academic articles in major outlets. His latest book, *Psychological Aspects of Social Axioms: Understanding Global Belief Systems*, with Michael Harris Bond as co-editor, is published by Springer.

He is the Deputy Editor-in-Chief of *Management and Organization Review*. Previously, he was a Deputy Editor-In-Chief of *Journal of International Business Studies*, the editor of *Asian Journal of Social Psychology*, and an associate editor of *Journal of Cross-Cultural Psychology* and *Asia*



**Kwok Leung,**  
**IAIR Fellow**

*Pacific Journal of Management*. He is the past President of the International Association for Cross-Cultural Psychology, a former chair of the Research Methods Division of the Academy of Management, and a

former president of the Asian Association of Social Psychology. He is a fellow of IAIR, the Association for Psychological Science (USA), the Academy of International Business, and the Hong Kong Psychological Society, as well as a member of the Society of Organizational Behavior. He has been a fellow since the early days of the Academy. He has attended several conferences of the Academy, including the conferences at Kent State University (1999), Taiwan (2004), and Singapore (2011).

Travelling is a major hobby for him, which is one of the reasons why he has been researching culture and psychology for over three decades. He also enjoys a variety of sports, music, and reading.

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## Jesse E. Olsen

I received my PhD in organizational behavior from the Scheller College of Business, Georgia Institute of Technology (Atlanta, Georgia, USA). As I was completing the program, I was honored to receive the Rae and Dr. Dan Landis Outstanding Dissertation Award. This provided me with an intimate introduction to the IAIR, and the fantastic opportunity to attend the conference in Singapore. I really enjoyed the community and diversity of the IAIR, which has helped me to learn about other areas of research that could add much value to my own work. I have gladly maintained my membership (and really enjoyed the Reno conference last year).

My research has primarily focused on diversity management and international/cross-cultural management. I have also worked on projects that deal with developing globally



**Jesse E. Olsen,**  
**IAIR Full Member**

competent human resources in Japan, and I am now starting work on virtual work and virtual teams. My first academic job was at the Solbridge International School of

Business (Daejeon, South Korea), followed by three years at Kwansai Gakuin University (Nishinomiya, Japan). Just this April, I began a new position as a research fellow at the University of Melbourne's new Centre for Workplace Leadership (Melbourne, Victoria, Australia). Before graduate school, I was the international exchange coordinator at Kwansai Gakuin University, and then a business project manager in the Merger Integration Office and Corporate Strategies Group of Sun-Trust Bank (Atlanta). I enjoy spending time with my wife and three children, including going to parks and watching movies (mostly of the superhero, sci-fi, and comedy genres).

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## Randall E. Osborne



**Randall E. Osborne,**  
IAIR Full Member

I am a Professor of Psychology at Texas State University and have taught there since fall of 2001. I received my PhD in social psychology from the University of Texas at Austin in 1990. My background is in social psychology but my teaching interests range from introductory psychology and forensic psychology to interdisciplinary courses on hatred. A research focus of mine that crosses over into my teaching—both how and why I teach the courses I teach—is the development of intercultural sensitivity.

As human beings, we share a tendency to ask “why” questions. We want to know—indeed, may *need* to know—why people (ourselves included) do the things they do. In my case, the “why” question always seemed to separate me from others, accentuating philosophical and personal differences with my father to more pedestrian debates concerning similarities and differences among and between people. In an effort to understand why people hate, I charted a path that moved toward exploring impression formation processes in general, and the path from ordinary bias to directed hate in particular. As a parent, I can say that

my son, Joseph, reminds me of the urgent need to understand and to deconstruct hate, and it is his willingness to learn from me and from others that reminds me of the silver lining of hope beneath the dark clouds of hate. Hate need not perpetuate. My wife (of 29 years) and I love to travel and my membership in the Academy and presentations at International conferences (ICAP, IACCP, etc.) have helped me most appreciate the importance of intercultural work.

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## Margaret (Maggie) Jane Pitts



**Margaret J. Pitts,**  
IAIR Full Member

I learned the importance and necessity of competent intercultural communication early in life. I was brought up with a family business in which we hosted several international tour groups weekly at our riding stables in Tucson, Arizona, USA. I was exposed to multiple languages and a variety of cultural ways of “being” and “doing.” Because of these early experiences, I have always felt comfortable among and intrigued by multiple cultures. I began to formally study language and culture as an undergraduate student at Arizona State University where I took a BA in French and in Communication. I also

studied abroad in Montpellier, France during my junior year. My experiences abroad were so life changing that I decided to pursue a career researching and writing about intercultural communication. I completed my masters and PhD at Penn State University (2005) with a focus on intercultural communication. For my dissertation, I returned to France for 6 months to conduct an ethnography of US students studying abroad in Paris. Now, several years later, I am an assistant professor of communication at the University of Arizona where I continue to explore the intersections of intercultural and interpersonal communication. I have an on-

going longitudinal investigation of study abroad and re-entry experiences among student sojourners. I teach courses in intercultural communication and participate in our departmental study abroad program in Orvieto, Italy. Although I am only recently a member of IAIR (2011), I am a longtime and avid reader of IJIR. I am indebted to the members of IAIR for their excellent scholarship that continues to motivate and inspire my own work.

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## Suchitra Shenoy-Packer

Suchitra Shenoy-Packer is an assistant professor of organizational and multicultural communication at DePaul University, USA. She received her doctorate from Purdue University, USA and her master's degree from Pittsburg State University, USA. Originally from India, Suchitra lived in Japan for a year as a teenager, the experiences of which inspired her to explore intercultural communication as an area of interest. Her other research interests include immigrant identities; careers, and meanings of work; women's work histories; socialization and assimilation experiences of underrepresented groups; and family communication. In addition to numerous book chapters, her peer-reviewed research articles have been published in the *Journal of International and Intercultural Communication*, *Journal of Communication and Religion*, *International Journal of Diversity*, and the *Iowa*



**Suchitra Shenoy-Packer,  
IAIR Full Member**

*Journal of Communication*, among others. She is the author of *India's Working Women and Career Discourses: Society, Socialization, and Agency* (forthcoming 2014, Lexington Books) and co-author of the textbook, *Intercultural Communication in*

*Everyday Life* (2014, Wiley Blackwell).

She is a member of IAIR, the International Communication Association, and the National Communication Association. She served as the Secretary of the Intercultural Communication Division of the International Communication Association from 2010-2014. Suchitra joined IAIR in 2013 and looks forward to taking an active role in the association in years to come.

When she is not engaged in academic pursuits, Suchitra loves spending time with her husband and two-month-old son.

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## Michael F. Tucker

I am President of Tucker International, founded in 1994, delivering proprietary intercultural assessment, coaching and training programs for global organizations. I am a lifetime member of the American Psychological Association; an early member, fellow, and on the membership committee of IAIR; a founding member and Ethics Chair of SI-ETARUSA; and a Certified Management Consultant and Trustee of IM-CUSA. I am also the senior faculty member for the NASA International Project Management Program. I began my career developing situational tests for the American Peace



**Michael F. Tucker,  
IAIR Fellow**

Corps and then spent some seven years as a Peace Corps consultant, doing field work for training volunteers in Iran and in Afghanistan and living with my family at training centers in Puerto Rico and Brazil. I led a research team in Brazil to identify and measure intercultural adjustment for purposes of assessment and training. I conducted large scale research for the US Navy, resulting in the Navy Overseas Assignment Inventory (NOAI). I co-founded Moran, Stahl & Boyer International (MS&B) in 1982, where we included 8 of the top 10 Fortune 500 companies as clients

## Michael F. Tucker (cont.)

for our assessment and training programs for international assignment. MS&B International was an owner, and I served on the Board of Directors, of INTEC Japan.

I am the author of a number of assessment instruments, including the OAI, Expat TAP and Global Leader TAP, the IMA, and the SETD. My major re-

search articles and book chapters include: Project Management for Space Programs; The Definition, Measurement and Prediction of Intercultural Adjustment and Job Performance Among Corporate Expatriates; and Leading Across Cultures in the Human Age: An Empirical Investigation of Intercultural Competency Among Global Leaders.

I have now lived or worked in some

45 countries, but now prefer to spend my free time in the Colorado and Utah mountains, skiing, fishing, golfing and hiking.

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## 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 individual-

ly 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://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.



# IAIR 2015

Biennial Conference in Bergen, Norway

For more information 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 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>