

Special points of interest:

- IAIR is an interdisciplinary organization.
- There are currently 244 members.
- The next IAIR conference will be in Bergen, Norway, June 28-July 2, 2015.
- The submission deadline for paper, poster, and symposium proposals for the Bergen, Norway conference: January 31, 2015

In this issue:

Yang Soo Kim	1
Michael Salzman	2
Ann C. Schauber	2
Joseph Shaules	3
Ehsan Shahghasemi	3
George Simons	4
Shinobu Suzuki	4
Bernard Saint-Jacques	5
Saint-Jacques: Reflections	5
IAIR Information	6

Series Editor's Letter

This month's issue of WWA features the profiles of eight more Academy members, whose varied interests, accomplishments, and contributions serve as further testament to the excellent company we keep as members of this organization.

In addition, we hear from IAIR Fellow, Bernard Saint-Jacques, in this month's member reflection piece.

In his comments to the membership, he under-



scores the importance of acknowledging the forces of

globalization and global migration in the ways we conceptualize and study cultures.

I hope you enjoy this month's edition of the series, and until next month, wishing you all pleasant and productive weeks ahead!

Kelly McKay-Semmler, IAIR Secretary and WWA Series Editor

Yang Soo Kim

I am currently an associate professor in the Department of Speech and Theatre at Middle Tennessee State University, USA. My research interests are intercultural communication competence and cross-cultural adaptation among sojourners. This cultural issue captured my interest when I was working as an expatriate manager in a global organization in a Middle Eastern country. Working with a multicultural workforce and traveling around the world intrigued me to seriously think about the issue of cultural differences across national boundaries and similarities we share as a human species. This life experience prompted me to



**Yang Soo Kim,
IAIR Full Member**

pursue my PhD. My research about cross-cultural adaptation among expatriate managers has appeared in *Asian Communication Research*, *Human Communication*, *International and Intercultural*

Communication Annual, and *The Journal of Intergroup Relations*. Also, the study of cross-cultural adaptation among Korean immigrant youth has also been published in the *Journal of Intercultural Communication*. I am now interested in bridging theory and practice in the field of global competence and training among global managers.

I have been a member of IAIR since 2012. I enjoy playing the guitar and practicing oriental martial arts. The martial art I am most deeply interested in practicing is Gumdo ("Oriental fencing").

Email: yskim@mtsu.edu
Website: <http://mtweb.mtsu.edu/yskim/>

Michael Salzman



Michael Salzman,
IAIR Fellow

Michael Salzman is a professor and chair of the Department of Educational Psychology at the University of Hawai'i at Manoa. He has been a member and regular conference presenter at IAIR since 2001 and is now a "fellow." He is a licensed psychologist and has published in the areas of intercultural conflict and cooperation; the psychology of colonization and decolonization; intercultural sensitivity training; multicultural counseling; cultural trauma and recovery among indigenous peoples; and the effects of globalization on culture and anxiety. He has

worked with diverse populations as a teacher in an inner city Brooklyn community, a clinician in a community mental health center in South Tucson, AZ, a researcher and school counselor in the Navajo Nation, a coordinator of a model rural mental health program serving Native Alaska, and an advisor in a Native Hawaiian Leadership project in Hawai'i. Michael has been at the University of Hawai'i at Manoa since 1997, first as a counselor educator and now as the chair of the Department of Educational Psychology. He recently contributed a chapter entitled, "Ethnocultural Conflict and Cooperation in Hawai'i" to the *Handbook of Ethnic Conflict: International Per-*

spectives and a chapter in the just published book, *Internalized Oppression: The Psychology of Marginalized Groups*. Michael is currently working on a book entitled, *A Psychology of Culture: Culture and Human Needs*. He enjoys exercise, the café life, good company, and conversation. He hopes that his teaching, research, and service contribute to the construction of a better world through the promotion of social justice, respect, equality, and understanding among peoples.

Email: msalzman@hawaii.edu
Website: <https://coe.hawaii.edu/directory/?person=msalzman>

Ann C. Schauber



Ann C. Schauber,
IAIR Fellow

I have been a member of the Academy since 1999. I am an emeritus professor from Oregon State University in Corvallis, Oregon, USA. During my tenure, I worked with people through the Extension Service, the branch of the land-grant university that takes research to the people to apply in the community. As the first diversity leader for the OSU Extension Service, I worked with faculty and staff throughout the state and the nation to increase their awareness and skills in intercultural communication and building more inclusive workplaces. My joy is to synthesize cur-

rent research and make it easy for the layperson to understand and apply. My book, *Working with Differences in Communities: A Handbook for Those Who Care about Creating Inclusive Communities*, was published in 2002. My doctoral research focused on intercultural communication and organizational climate towards greater inclusivity of cultural differences. Upon retirement in 2006, I founded Caracolors, LLC, a consulting business that focuses on creating greater inclusivity at the individual, group, and organizational levels. I work primarily with educational, governmental, and non-profit organizations.

My most recent work has been to apply the intercultural perspective to people as spiritual beings—the dimension of ourselves concerned with the meaning of our existence. I studied for ten years at a mystery school in Whitefish, Montana where I learned about a typology of energetic differences in humans. I find that the intercultural perspective and the spiritual perspective inform each other. I am currently blending these two perspectives in my work.

Email: ann@caracolors.com
Website: <http://caracolors.com/>

Joseph Shaules

I discovered Edward Hall's *The Silent Language* in graduate school, and have been chasing culture ever since. I have worked in intercultural education in Japan, Mexico, and Europe for more than 25 years, spending ten years as a tenured faculty at Rikkyo University in Tokyo, as well as 5 years as a special associate professor at Rikkyo's Graduate School of Intercultural Communication. From April 2015 I will be a tenured full professor at the Faculty of International Liberal Arts at Juntendo University in Tokyo. I came to intercultural living by way of foreign languages. As a teenager taking tickets at Sea World, a marine park in San Diego, California, I

thought the Spanish-speaking visitors were "cool." This led to a homestay in Mexico and starting a language school in the city of Zacatecas. I moved to Japan in 1986. I have also spent time living in France and studying French, and most recently have been studying Indonesian and escaping to Bali for writing getaways. My current research focuses on applying insights from cultural neuroscience to intercultural education. I talk about this in my upcoming book: *The Intercultural Mind—Connecting Culture, Cognition and Global Living* (Intercultural Press). It's exciting that neuroscience is finally starting to catch up

with the foundational insights of Edward Hall—that we are influenced by our culture in hidden ways. It's a pleasure to be a member of the IAIR community of dedicated interculturalists—a space I feel at home, even when at a distance.



**Joseph Shaules,
IAIR Full Member**

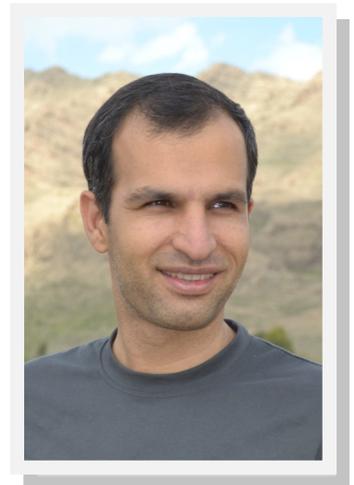
Email: jshaules@japanintercultural.org
Website: www.josephshaules.com

Ehsan Shahghasemi

I was born and raised in Mamasani, in the south western part of Iran. In 1997 I earned a high school diploma in physics & mathematics, and one year later I entered the University of Shiraz to study mechanics of agricultural machinery. After graduation in 2003, I tried to enter a MA program in journalism, but I failed. So, I enlisted to serve in the Iranian army for two years. In 2005 after finishing my two years of service, I entered a MA program in communication at the University of Tehran. After graduation in 2007, I was employed by the University of Tehran as an expert researcher, but as I wanted to get a PhD and dedicate my life to research, I de-

cidated to resign after four months and get prepared to participate in the PhD entrance exam. I entered the PhD program at the same department in September 2009, and I am now a PhD candidate. Currently, I am in the final stages of my dissertation, which is a study on cross cultural schemata American people have of Iranians. I have some other works with this topic, and it will be one of my research interests in the future. I have also interests in cyberspace studies and media philosophy. I also like to read history. In 2009, professor D. Ray Heisey introduced me to the Academy, and I am still a

student member. I am also working with another member, Professor Michael H. Prosser, and I will start another project with two other members by May 2015.



**Ehsan Shahghasemi,
IAIR Student Member**

Email: shahghasemi@ut.ac.ir
Website: <http://esmatlyintercultural.blogfa.com/>

George Simons

My name is George Simons (né Simonovitz). I was born of mixed Central European immigrant families to the



George Simons,
IAIR Fellow

US Western Reserve, where difference was at best suspect and at worst punished. Hence cultural identity has been a concern from day one, and continues to motivate my lifelong chase for ways to encourage and enable myself and others to understand, relate and relativize our identity narratives so we can peaceably and peacefully cohabit the neighborhood and the planet. Currently my research focuses on designing ways to explore cul-

ture as a whole person phenomenon through gamification.

diversophy® is one way. I have created or edited over 60 games designed to create cultural competence in the face of differing, often conflicting ethnic, racial, religious, social, economic and political narratives, which are written in our minds, our muscles and our genes, to say nothing of our socially constructed story worlds and social designs.

Having visited and worked as consultant, trainer and betimes university lecturer in over fifty countries and lived in four, I am settled on the Côte d'Azur where I can bike the shores and

swim the Med. Delighting in diverse young minds, I have hosted interns from 16 countries. Managing a handful of languages, I am a long time member of IAIR and SIETAR, repeatedly serving on SIETAR's national and international boards. I currently manage its 5,000 strong European LinkedIn group on cultural competence. I have authored numerous books and countless articles and reviews as well as co-creating eight Cultural Detective® instruments.

Email: diversophy@gmail.com

Website:

www.georgesimons.com

Shinobu Suzuki

Shinobu Suzuki, PhD, is a professor in the Graduate School of International Media, Communication, and Tourism Studies at Hokkaido University, Japan. She has 20 years of experience in teaching research methods in communication studies and English as a second language. Her research interests include interpersonal, organizational, and intercultural communication. Specific topics of her research include: (a) influence of intergroup communication on cultures of international organizations, (b) conceptual and measurement equivalence of



Shinobu Suzuki,
IAIR Full Member

trait argumentativeness across cultures, (c) describing and comparing forms of written arguments across cultures, and (d) culture change in organizational public discourse. Her research has appeared in such journals as *Human Communication Research*, *Communication Monographs*, *Communication Research*, and the *International Journal of Intercultural Relations*. She is currently working on analysis of interactive arguments on the Internet, and its application to intercultural contexts.

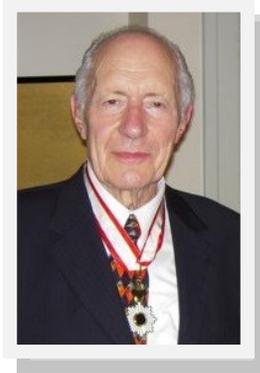
She has earned a PhD from the University of Minnesota in speech

communication. After her PhD, she returned to Japan, taught at Hokkaido Tokai University, and has been teaching at Hokkaido University. She joined the Academy in 2010. She enjoys gardening and cooking in her spare time.

Email: shinobu@imc.hokudai.ac.jp

Bernard Saint-Jacques

Dr. Saint-Jacques is Professor Emeritus at the University of British Columbia in Vancouver. He was born in Montreal and to obtain his BA he had to go through the 8 years of the Cours Classique: 6 years of literature, languages and classical Latin and Greek and 2 years of philosophy. At Montreal University, he took one MA in French literature and a second MA in philosophy. Then, Bernard wanted to see the world! He read in an English newspaper that a big language school in Tokyo was looking for instructors in French, English, and German. He was fluent in the 3 languages and was accepted immediately. After a few years of teaching, he decided to study Japanese. He became so proficient in this language that on the phone nobody would know that he was not Japanese until he had to say his name. Being able to read and write in Japanese he took a MA in Japanese culture and religions at Jochi University in Tokyo. Having been awarded a Ford Foundation fellowship, he went to



**Bernard Saint-Jacques,
IAIR Fellow**

Georgetown University and took a MS in psycholinguistics. Then, invited by the renowned French linguist André Martinet, Bernard went to Paris and did a first doctorate; the title of the thesis was *Analyse Structurale du Japonais moderne*, which was published both in French and English. The second doctorate, *Doctorat ès Lettres et Sciences Humaines*, the title of the thesis was *Aspects Sociolinguistiques du Bilinguisme Canadien*. It was published by the International Centre for Research

on Bilingualism at Laval University.

He then became professor in the Department of Linguistics at the University of British Columbia. His main research interests and publications were in sociolinguistics, second language learning, communication, Japanese culture and society. After 22 years at UBC, he took early retirement to accept a position as Head and Professor in a graduate program in intercultural communication at Aichi Shukutoku University in Nagoya. He has lived 25 years in Japan.

Prof. Saint-Jacques has published and edited 8 books and has written more than 100 papers in scientific journals in English, Japanese, and French. He has been a guest speaker of several universities in Japan, France, Canada, and the U.S. He is a fellow of the Royal Society of Canada and 6 years ago was granted by the Japanese government the prestigious honor of "The Order of the Rising Sun."

Email: bsaintj@telus.net

Opinion on the State of the Study of Intercultural Relations

Bernard Saint-Jacques, IAIR Fellow

Being a consulting editor of IJIR and having read many other journals dealing with culture and intercultural relations, I was astonished by the superficiality of the conclusions of many papers dealing with intercultural relations. Globalization has changed the notion of culture. Thomas' (1996) definition of culture as a system that is valid for all members of a society or a nation, as well as Hall's (1984) and Hofstede's (1980, 1991, 1997) "cultural dimensions"—fixed sets of polar attributes (collectivism vs. individualism, etc.) obtained with written

questionnaires to very small groups of participants (very often students) and reaching conclusions for all the members of a nation—are no more adapted to research in intercultural understanding. Cultures are not homogeneous and stable entities. Recent cultural theory takes into account the increasing mixture of cultures and people within each culture, emphasizing the hybrid nature of culture and also stressing the reciprocal influence of cultures. In the last five decades, the number of people living outside the country where they were born

has reached a number higher than at any time in history. The most important result of this massive immigration is that societies have become ethnically, culturally, linguistically, and religiously far more diverse. The traditional assumption of the nation-state where ethnicity, culture, language, and religion are homogeneous constituents of the nation is obsolete.

In 2011, with the desire to write these ideas in a scientific way, I wrote a paper titled, "Intercultural Communication in a Globalized

State of the Study of Intercultural Relations (cont.)

Bernard Saint-Jacques, IAIR Fellow

World.” This paper was published in the first chapter of the 13th edition of the very successful book: *Intercultural Communication. A Reader*. (L. Samovar, R. Porter, E. McDaniel, eds.) Boston: Wadsworth.

This paper certainly attracted a lot of attention because it was published in the first chapter of two other books in 2014:

1) My paper was selected among the 600 papers of the 13 editions of *Intercultural Communication. A Reader*, for inclusion in the 14th edition of *Intercultural Communication. A Reader, 40th Anniversary Edition* (L. Samovar, R. Porter, E. McDaniel, C. Sexton Roy, eds.) Boston: Cengage Learning, 2014.

2) Again the same paper is the first chapter of CULT>2000: World Cul-

tures (M. Murphy-Fricker, ed.) Toronto: Nelson Education Ltd., 2014.

Email: bsaintj@telus.net

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 collec-

tion 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://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/

- 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>