International Academy for Intercultural Research

Inaugural Conference on Interdisciplinary Theory, Research, and Practice on Intercultural Relations

April 29 – May 1, 1999 Kent State University

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The College and Graduate School of Education
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INTERNATIONAL ACADEMY FOR INTERCULTURAL RESEARCH

Conference Program Overview Time Session Rooms Date Conference Opening and Welcome Kiva Auditorium 29-Apr 9.00-9.30 Kiva Auditorium 9.30-12.30 Waging Peace and the Role of the Intercultural Research Ballroom 12.30-1.45 Lunch Paradigms Lost-Paradigms Discovered: Room 319 Foundations of Intercultural Research and Practice - Part II 318 New Visions New Boundaries: Intercultural Research in Organizational Settings Balcony/Ballroom 5.00-6.30 President's Reception 313 30-Apr 9.00-12.00 Intercultural Development and Analysis of the Bennett Model of Intercultural Sensitivity 319 Unresolved Issues in the Study of Cultural Impacts on Work-Group Productivity 318 An Empirical Demonstration of the Cultural Historian's Approach to the Use of Art in Analyzing a Culture 12.00-1.30 Lunch On your own 307 1,30-2.20 Moving Between Culture-General Concepts and Culture-Specific Materials: Critical Incidents for Chinese Culture and Hawaiian Training Materials 309 Intercultural Theory in Practice in Direct Mail Sales in Mexico and the U.S. 313 Evaluating Overall International Student Satisfaction with Web-Based Applications: Concepts, Lessons, and Results 315 Cross-Cultural and Longitudinal Comparisons of Women's Socializations and Their Impact on Societal Inequalities 316 Life Transitions: A Longitudinal Analysis of Older Immigrant Woman 306 Poster presenters will be available 2:20-3:00 A-B-C to discuss their research Cross-Cultural Transitions and Sojourner 313 3:00-5:00 Adjustment Enriching the Cultural Validity of 319 Career Theory and Counseling Practice 309 Achieving Diversity and Equity in Military Institutions 2nd Floor 6.30 p.m. Dinner w/ Arun Gandhi Dining Room

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INTERNATIONAL ACADEMY FOR INTERCULTURAL RESEARCH

Conference Program Overview

Date	Time	Session	Rooms
1-May	9.00-11.00	Including Traditionally Marginalized Groups and Individuals	313
		The Future of the Intercultural Field and Higher Education	319
		How Can intercultural Communication Theories Inform and or Guide Effective Doctor-Patient Interactions: An Exploratory Dialogue	309
	11.15-12.05	Adaptation of Turkish Immigrants in Canada	307
		An Integrated Model of Motivation and Intercultural Communication in a Multicultural Organization	309
		Microscopes in Minefields: Intercultural Research, Creativity and Empowerment in the Treatment and Prevention of Human Rights Abuses	319
		Intercultural Conflict in Communication: Chinese-American Communicative Behavior	315
		Integrating Research on Gender Differences into Cross-Cultural and Diversity Training Programs	313
	12.05-1.15	Lunch	On own, except ticket holders
	1.15-4.15	Tensions and Turning Points: Educating for Cultural Relevance in School and University Contexts	313
		Ideology and the Study of Intercultural Relations	319
<u> </u>	4.30-5.30	Fellows Meeting	318

Conference Registration, Poster Sessions, Book Displays and Refreshments can be found in Rooms 306 A-B-C

Office of the President (330) 672-2210 FAX (330) 672-3281



April 29, 1999

Dear Conference Participants:

On behalf of the Kent State University community, it is my great pleasure to welcome the International Academy for Intercultural Research to its Inaugural Conference on Interdisciplinary Theory, Research and Practice on Intercultural Relations.

Kent State University's outstanding faculty, programs and departments support the Academy's mission in many ways. As a comprehensive, Carnegie Research II institution, Kent State has a long and strong commitment to understanding and promoting institutional and social diversity. This commitment is realized in terms of student demographics, and in a wide variety of scholarly pursuits that seek to foster a deeper understanding of the processes involved in intercultural relations and coalition building.

For these reasons, Kent State is particularly proud to serve as host of this important meeting. I wish each of you a pleasant and productive stay!

Sincerely.

Carol A. Cartwright President April 29, 1999

A Message from the President:

I want to welcome you to this meeting, the inaugural conference of the International Academy for Intercultural Research. Among the primary purposes of the Academy is to provide an opportunity for extended and thoughtful discussion on a variety of intercultural topics. For that reason, the organizers of each biennial meeting are encouraged to develop new ways of designing the conference. Longer session times are but one such approach. Others, including responses to keynote and plenary speakers (more a conversation than a debate) are another. In the next three days, you will be exposed to many ways of engaging in and being exposed to the ideas and research of your colleagues. Take advantage of them all!

The Academy is a growing organization made up of researchers considered by their peers to be the leaders in the field. For those of you who would like to be considered for Fellow status, the requirements are on the Academy webpage: http://www.watervalley.net/users/academy/default.html

I hope to meet and talk with most, if not all of you, during the conference. It is our hope that you leave Kent with a renewed sense of the value of intercultural research and some new directions as well as collaborations for that effort.

Sincerely,

Dan Landis

President.

International Academy for Intercultural Research

April 29, 1999 9.30am - 12.30pm

Waging Peace and the Role of Intercultural Research

Kiva Auditorium

Two leaders in the fields of conflict resolution and mediation relate their experiences, concerns, and current work. Academy fellows discuss the role of intercultural research and social psychology in understanding and guiding future work.

Keynote Speakers

Giandomenico Picco, former United Nations Assistant Secretary-General and Chief Hostage
Negotiator, is Chairman and Chief Executive Officer of GDP Associates, Incorporated, a firm that helps to develop key
partnerships and affiliations for multicultural global trade and investment. Mr. Picco is former Assistant Secretary
General and Chief Hostage Negotiator of the United Nations. In this role at the United Nations, Mr. Picco was
responsible for the release of the Western hostages in Lebanon; and, in 1992, lead the United Nations delegation in talks
with the government of Iraq on the proposed sale of Iraqi oil under the terms set by the Security Council. Mr. Picco
regularly contributes to foreign policy publications in many nations, and has authored munerous chapters for books on
foreign policy in a number of European countries. He holds advanced degrees in political science, international
relations, and comparative politics from the University of Padua, Italy, the University of California - Santa Barbara, and
the University of Amsterdam, The Netherlands. Among his numerous awards, he has received the Special Award for
Exceptional Service by the President of the United States in December, 1991, for his role in the hostage saga in
Lebanon.

Camelia Anwar Sadat experienced first hand the rise of her father's power from an army officer to the President of Egypt and the world leader who ended a war of hatred with Israel. Deeply moved by her father's commitment and ultimate sacrifice for world peace, she dedicated her life to the issues of world peace, justice and human rights. Actively working for these issues, Sadat is in constant contact with global peace organizations on a continual basis. As a representative of the Libyan Jews in exile, Camelia Sadat initiated an on-going dialogue between Momar Quaddaff of Libya and Libyan Jews. She actively facilitates negotiations between the Arab world and Israel, Sadat is President and Founder of the Sadat Peace Institute, and author of My Father and I - an intimate portrait of the man behind the politics.

Discussants

Richard Brislin, Director of the Ph.D. program in International Management and Professor of Management and Industrial Relations, at the College of Business Administration, University of Hawaii. Dr. Brislin is author of numerous texts in the field of cross-cultural psychology and intercultural training. One of his books, The Art of Getting Things Done; A Practical Guide to the Use of Power, was a Book of the Month Club Selection in 1992.

Mitchell Hammer, Associate Professor, School of International Service at the American University in Washington D.C. Dr. Flammer has gained an international reputation as a consultant, researcher and workshop leader for numerous projects involving intercultural communication and intercultural effectiveness, cross-cultural adaptation, cultural diversity, cross-cultural training and organizational development, cultural considerations in crisis (e.g., hostage) negotiations and conflict mediation.

Kwok Leung, Professor and Chairman of the Department of Psychology at the Chinese University of Hong Kong. He has been as associate editor of the Journal of Cross-Cultural Psychology, and is currently an associate editor of the Asian Journal of Social Psychology. Currently the President of the Asian Association of Social Psychology, Dr. Leung has authored numerous publications in the fields of justice and conflict resolution, cross-cultural psychology, and cross-cultural research methodology.

Moderator

Kenneth Cushner, Associate Dean for Student Life and Intercultural Affairs and Professor of Education in the College and Graduate School of Education at Kent State University. Dr. Cushner is current director of COST—the Consortium for Overseas Student Teaching, and is author of numerous texts in the fields of multicultural education and intercultural training.

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Paradigms Lost, Paradigms Discovered: Foundations of Intercultural Research and Practice - Part III

Room 319

Three senior researchers in the field present the paradigms they have used over the years and the directions their research took. Discussion will focus on the intersection of these paradigms with the generally accepted paradigms of the social sciences.

D. P. S. Bhawuk, University of Hawaii (Chair)
Harry Triandis, University of Illinois
Dan Landis, University of Mississippi
Milton Bennett, Intercultural Communication Institute

New Visions, New Boundaries: Intercultural Research in Organizational Settings

Room 318

Panel presentations related to intercultural dimensions in organizational settings. Rosita Albert: Research on Latino/Anglo Interactions and the Development of Intercultural Sensitizers (ICSs) Lisa Millhous: Coordinating Across Cultural Boundaries: Challenges in Russian-American Joint Operations Inah Ha: Korean and North American Differences in Styles of Handling Interpersonal Conflict in the Workplace Eunkyong (Ester) Yook: Effects of the Intercultural Sensitizer, Role Playing, and Disclosure on Audience Reactions to Non-Native Speakers Neal Goodman: Intercultural Training in Business Organizations Zareen Karani Araoz: Cross-Cultural Issues in Corporate Collaboration.

Rosita Albert (Chair), Department of Psychology, Harvard University and University of Minnesota
Lisa M. Millhous, University of Minnesota
In-ah Ha, University of Minnesota
Eunkyong (Ester) Yook, James Madison University
Neal Goodman, Global Dynamics Inc.
Zareen Karani Araoz, Managing Across Cultures

Please join us for a reception hosted by Kent State University President, Carol A. Cartwright, Ballroom Balcony, $3^{\rm rd}$ floor of the Kent Student Center, 5:00-6:30 p.m.

9.00am - 12.00pm

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Intercultural Development and Analysis of the Bennett Model of Intercultural Sensitivity

Room 313

This session will provide a unique opportunity for participants to follow the progression of Milton Bennett's model of intercultural sensitivity from its inception, through the instrument development phase leading to the Intercultural Development Inventory (IDI). Recent research using the IDI will be reviewed.

R. Michael Paige, University of Minnesota
Milton Bennett, Intercultural Communication Institute
Mitchell Hammer, American University
Joan Delaeghere, University of Minnesota
Melody Jacobs-Cassuto, University of Minnesota
Yelena Yershova, University of Minnesota

Unresolved Issues in the Study of Cultural Impacts on Work-Group Productivity

Room 319

The groundbreaking work of Hofstede as applied in industrial settings suggests that work groups made up of members from different cultural orientations may function in ways that are different from groups that are homogeneous. Panel members will each present on topics related to issues of how members of individualist and collectivist culture function in work groups. Following the presentation, dialogue will occur between panelists and the audience, with the goal that specifications of the major theoretical and methodological issues necessary to understand how culturally heterogeneous work groups can be expected to function. Professor Triandis will summarize the presentations and draw conclusions from the discussion as to what the research has shown and what is still needed to be shown.

Dan Landis and William O Shea, University of Mississippi
Dharm Bhawuk, University of Hawaii
Robert Faley, Cathy L. Z. Dubois, and Jinchul Jung, Kent State University
Kwok Leung, University of Hong Kong
Rabi Bhagat, University of Memphis
Harry Triandis, University of Illinois

An Empirical Demonstration of the Cultural Historian's Approach to the Use of Art in Analyzing a Culture

Room 318

Using slides and overhead transparencies of key examples to offer definitions and to explain complex processes, this presentation is a live demonstration of the approach a cultural historian would use to analyze typical paintings of the Sung Dynasty in China (960-1279 AD) to take a reading of that culture, time and place.

L. Robert Kohls, Institute for Intercultural Leadership

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Moving Between Culture-General Concepts and Culture-Specific Materials: Critical Incidents for Chinese Culture and Hawaiian Training Materials

Room 30

The presenter will discuss his recent experiences working with teams of material developers on Chinese and Hawaiian culture materials. Special emphasis will be placed on the link between culture general concepts and the development of cultural specific materials.

Richard Brislin, University of Hawaii

Intercultural Theory in Practice in Direct Mail Sales in Mexico and the United States

Room 309

Persuasion in direct mail sales letters involves values that are culturally determined. While Mexican sales letters follow the same organizational pattern as United States letters, they emphasize a relationship between the writer and reader based on attributed credibility of the writer and respect for the reader. This presentation will demonstrate how politeness theory and value orientation can be applied to understanding the impact of culture on business documents.

Linda Beamer, California State University - Los Angeles

Evaluating Overall International Student Satisfaction with Web-Based Applications: Concepts, Lessons, and Results

Room 313

Development, application and the outcome of a web-based assessment of international students' satisfaction will be presented.

Charles Nieman, Kent State University, Ohio

Cross-Cultural and Longitudinal Comparisons of Women's Socializations and Their Impact on Societal Inequalities

Room 315

This paper reports cross-cultural, longitudinal comparisons of women's socializations. Data analyses involve various objective indicators and subjective meanings from 12 international societies. Results support all theoretical considerations and empirical predictions. Implications are important to harmonious sociocultural transformations for all citizens and families of international communities in different modernization stages.

Oliver C. S. Tzeng, Purdue University Erica Reed, Purdue University Life Transitions: A Longitudinal Analysis of Older Immigrant Women

Room 316

This presentation focuses on a longitudinal analysis of the ways in which the lives of older immigrant women have changed in the past three to five years due to major life traumas such as cancer, depression, loss of a spouse, or illness of another family member. Focusing on the ways in which these events have impacted their sense of self and their close relationships, the findings are discussed in relation to Susan Krause Whibourne's perspective of a life story focusing on the ways in which people build conceptions of how their lives should proceed.

Jasmin Tahmaseb McConatha, West Chester University

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Poster Sessions*

Room 306 A-B-C

- A Model of factors Contributing to Acculturative Stress in Japanese Sojourners. Tehmina Zainuddin Banatwala, University of Mississippi
- Hyperfeminity and Hypermasculinity: A Relationship Between Hypergender and Cultural Constructs. Tehmina Zainuddin Banatwala, University of Mississippi
- Self-Reported Benefits of Cultural Immersion for Pre-Service Teachers.
 Teri Crotty, Brenda Shearer, University of Wisconsin River Falls
- Conformity and Self-Esteem: A Cross-Cultural Survey of American and German Adolescents. Layton Seth Curl, University of Mississippi
- An Analysis of the Structure of Meyer and Allen's Three Component Model of Organizational Commitment in South Korea." Jinchul Jung, Kent State University
- Japanese and American English Lexicon for Emotions: Potential for Intercultural Miscommunication. Futoshi Kobayashi, Holly A. Ogren, Diane Schallert University of Texas at Austin
- Overseas Student Teaching: Personal, Professional and Global Competencies.
 Jennifer Mahon, Kent State University
- Psychosocial and Physical Effects of Environmental Pollution on Ethnic/Cultural Groups of Color. Michelle Mitchell, Kent State University
- Do Attributions Change with the Government? The Effects of the Fall of Communism on Situational and Dispositional Attributions in the Czech Republic as Compared to the United States. Kelly Pledger Weeks, University of Memphis
- A Method for the Measurement of Intercultural Knowledge: Validity and Results. William O Shea, University of Mississippi
- An Examination of Cultural Differences in Passionate Love through Cultural Values. William O Shea, Lori Fox, Andrew Hurley, University of Mississippi

*Poster presentations will be on display throughout the conference. Presenters will be available to discuss their research during this session.

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April 30, 1999 3.00pm - 5.00pn

Cross-Cultural Transitions and Sojourner Adjustment

Room 313

Three presenters discuss various aspects of sojourner adjustment and cross-cultural transitions.

Ingemar Torbiorn - Intercultural Encounters: Why Isn't There Always a Problem?
Nan Sussman - A New Model of Cultural Identity and Cultural Transition
Carolyn Leavenworth - Easing Displacement through the Validation of Experiences
and the Creation of a Third Culture.

Ingemax Torbiorn, Dept. of Psychology, Stockholm University
Nan Sussman, Dept. of Psychology, College of Staten Island
Carolyn Leavenworth, Executive Director, inlingua - Minneapolis/St. Paul

Enriching the Cultural Validity of Career Theory and Counseling Practice

Room 319

Career choice and development theories offer various accounts of how people make career decisions, adjust to those decisions, and manage work relative to other life roles. This symposium examines the cross-cultural and multicultural relevance of career theory constructs for understanding individual career development and vocational behavior.

Frederick Leong: Culturally Enriching Career Theory with an Integrative Model Erin Hardin: Cultural Relativity in the Conceptualization of Career Maturity: The Role of Acculturation and Self-Construal

Beverly Vandiver: Cultural Identity and Self-Concept: Their Nexus in Career Theory

Paul Hartung, Role Salience and Values: Critical Constructs for Culturally Relevant Career Theory and Practice Northeastern Ohio Univ. College of Medicine (Co-Chair)

Frederick T. L. Leong, The Ohio State University, (Co-Chair)
Beverly J. Vandiver, The Pennsylvania State University
Exin Hardin, The Ohio State University

Kwok Leung, Chinese University of Hong Kong (Discussant)

Achieving Diversity and Equity in Military Institutions

Room 309

The quality of individual and group relations in the military has become a matter of concern as these institutions attempt to meet the needs of the diverse peoples they serve, both domestically (in culturally plural societies) and internationally (in peace keeping and coalition roles). This symposium brings together researchers who have been concerned with understanding and improving relationships within military institutions.

John Berry, Queen's University, Canada, (Chair)
Dan Landis, University of Mississippi
Mickey Dansby, Defense Equal Opportunity Management Institute, FL
Rudolf Kalin, Queen's University, Canada
Serge Guimond, Universite Blaise Pascal, CEDEX, France
Kyunghwa Kwak, Royal Military College of Canada

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April 30, 1999

6:30 pm. 2nd Floor Dining Room

Dinner with Arun Gandhi

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Born in 1934 in Durban, South Africa, Arun Gandhí is the fifth grandson of India's late spiritual leader, Mohandas Karamchand "Mahatma" Gandhi. Growing up under South Africa's apartheid, Arun experienced the firsthand effects of discrimination. At the age of twelve, Arun was taken to India where he could spend time with his grandfather. In India, he learned firsthand the effects of a national campaign for liberation carried out through both violent and nonviolent means. Returning to South Africa, Arun experienced his father's imprisonment (over 16 years) for his efforts to change the system. His mother spent 54 years at Gandhi's ashram, Phoenix, outside Durban, and for many years was the principal driving force. At the age of 23, Arun returned to India and worked as a journalist and reporter for The Times of India. He, his wife Sunanda, and several colleagues started the successful economic initiative, India's Center for Social Unity, whose mission is to alleviate poverty and caste discrimination. Dr. Gandhi is an accomplished author and journalist, having written four books and hundreds of articles. Among his publications, he has edited World Without Violence: Can Gandhi's Dream Become Reality?, a collection of essays and poetry from noted international scientists, artists, and political and social leaders on the ideals of nonviolence. His most recent literary project, Testament to Truth, will be released soon by Harper Collins. In 1987, Arun and Sunanda came to the United States to compare race issues in the American South, color discrimination in South Africa, and the caste system in India. In 1991, the they founded the M.K. Gandhi Institute for Nonviolence, whose mission is to examine, promote, and apply the principles of nonviolent thought and action through research, workshops, seminars, and community service.

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Including Traditionally Marginalized Groups and Individuals

Room 313

Four presentations involving the inclusion of marginalized groups and individuals, including the Maori of New Zealand, ethnic minorities in Romania, economically depressed children in Ireland and Australia, and individuals with disabilities.

Russell Bishop (et. al), University of Waikato, New Zealand Linda Rogers, Kent State University Michael Whiteley, Kent State University Mary Anne Higgins, Kent State University

The Future of the Intercultural Field and Higher Education

Room 316

This session will focus on the past, present, and projected future impact of the intercultural field on higher education in the United States and Europe. The way in which intercultural concepts, theories, and ideas found their way into higher education and the impact they have had on the academy will be discussed through such questions as: To what degree and in what ways has the intercultural field become institutionalized within higher education? To what degree and how have intercultural concepts and theories influenced other disciplines? In what ways have intercultural ideas influenced other campus programs such as student life, study abroad, international students and scholars, etc.? What is the current status of the intercultural field within higher education? and What does the future hold for the intercultural field in terms of its place in higher education?

R. Michael Paige, University of Minnesota David Bachner, University of Minnesota Liisa Salo-Lee, University of Jyvaskyla Julianna Roth, University of Jyvaskyla

How Can Intercultural Communication Theories Inform and/or Guide Effective Doctor-Patient Interactions: An Exploratory Dialogue

Room 309

This round table discussion on culture and health focuses on the role of culture in doctor-patient interactions. While there exists a significant body of research on cross-cultural health care in nursing and medical education, there is much less in the field of intercultural communication. In this session, the presenters will review the literature on how medical providers are being trained to deal with diverse populations, and offer a few ways in which intercultural communication can inform this issue before opening the session to discussion.

Nagesh Rao, Ohio University
Janet Bennett, Intercultural Communication Institute

May 1, 1999

11.15am -- 12.05pm

Adaptation of Turkish Immigrants in Canada

Room 307

The present study distinguished the psychological, sociocultural, and marital adaptation of married Turkish immigrants (100 couples) living in Toronto, Canada. The study supported the contention that adaptation is multifaceted. The three facets of adaptation may be related to some extent; however, they are conceptually distinct, and are empirically related to different sources.

B. Ataca and John Berry, Queen's University, Kingston, Canada

An Integrated Model of Motivation and Intercultural Communication in a Multicultural Organization

Room 309

The main objective of this study is to integrate intercultural and interpersonal communication and motivation into a single model. This study takes the following steps: 1) modeling motivational processes of those workers; 2) modeling intercultural communication strategies for motivating workers; and 3) integrating model 1 and 2 into Motivation-Communication Model.

Ikushi Yamaguchi, Meiji University, Japan

Integrating Research on Gender Differences into Cross-Cultural and Diversity Training Programs

Room 313

Participants in cross-cultural training programs often inquire about gender and gender differences, even if the program's title does not include this aspect of diversity. A theoretical perspective on gender differences, which includes the possibility of biological influences, will be presented that is admittedly controversial. However, given that it is becoming well-known among gender researchers and is covered in many college classes, cross-cultural trainers should be familiar with the theory's assumptions and implications.

Richard Brislin, University of Hawaii

Intercultural Conflict in Communication: Chinese-American Communicative Behavior

Room 315

Panel presentations:

Ray Reisey, Kent State University: Civilizations in Conflict/Adaptation: The Jiang-Clinton Summit Meetings

Shuming Lou, City University of New York: Intercultural Conflict at the Centennial Olympic Games: NBC and the Chinese Community

Microscopes in Minefields: Intercultural Research, Creativity and Empowerment in the Treatment and Prevention of Human Rights Abuses

Room 319

Participants will discuss a model for successful intercultural research in human rights treatment and prevention.

Todd Packer, Consultant, Cleveland Ohio

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Tensions and Turning Points: Educating for Cultural Relevance in School and University Contexts

Room 313

This culturally diverse panel draws from the research findings and personal experiences of teacher educators inquiring about cultural relevance and identity in education. Following brief presentations by panel members, participants will have an opportunity to engage in small group discussions with panel members.

Beth Blue Swadener, Kent State University (Chair)
Vilma Seeberg, Kent State University
Patricia Burdell, Kent State University
Jaylynne N. Hutchinson, Ohio University
W. Stephan Howard, Ohio University
Jean Ann Hunt, National Louis University
Paula Caldwell, Kent State University
Haoua Hamza, Kent State University
Nancy Blair, Kent State University
Ibrahim Makkawi, Kent State University

Ideology and the Study of Intercultural Relations

Room 319

Panel members, all researchers of intercultural relations, will address the following themes in an interactive symposium: What are our personal ideological beliefs on interethnic relations (e.g. assimilation, pluralism, separatism, etc.)? To what extent are our personal ideological beliefs linked to the cultural ideological milieu? How, if any, do our ideological beliefs play a role in our respective practices of inquiry? What are our methodological perspectives on the ideal social inquiry? If our ideology influences our research practices, how do we strive for reconciling it with our view of the ideal social inquiry?

Young Yun Kim, University of Oklahoma (Chair) John Berry, Queen's University, Canada Marilyn Brewer, Ohio State University Cookie Stephan, New Mexico State Univ. Walter Stephan, New Mexico State Univ. Richard Clement, University of Ottawa, Canada

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I wish to thank the following individuals who have contributed time and energy to make this conference a success:

Marion Korllos Sylvia Popson Suzie O'Karma Tammy Gill Linda Robertson Jennifer Mahon Jennifer Lips Sofoh Hassane Todd Rickel Ludmilla Crevcenco Yolanta Dumicz Patty O'Toole Charles Nieman Janette Habashi Gretchen Espinetti Kagendo Mutua Gregory Martin Ibrahim Makkawi Veronica Harris

Kenneth Cushner, Ed. D.

Conference Chair

Associate Dean and Professor

Kent State University