

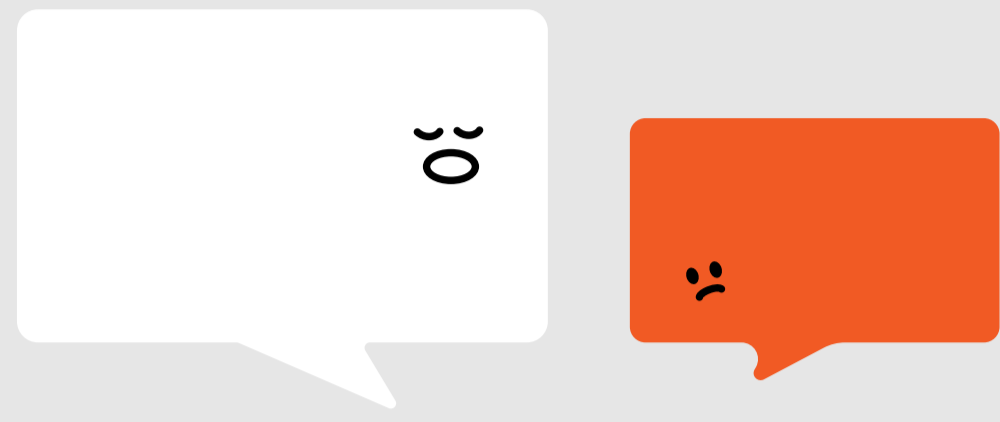
Intercultural Competence in International Research Collaboration

Collaborations between institutions in different countries have been encouraged by funding agencies to help their mission of supporting research that has a global impact. Cross-cultural communication differences are a critical stumbling block in determining how teams work together. These issues can even extend to small factors such as differences in modes of communication (e.g. email vs. phone calls vs. video conferencing vs. WhatsApp) to time difference challenges. Unawareness of other person's cultural differences could pose an inherent risk in the long run, which then can cause the project to fail and result in loss of funding. While some institutions have training geared to teaching international students, little attention is given to research.

Hence, institutions must ensure that adequate training and resources are made available to faculty before they embark in international research partnerships.

Cultural Dimensions

1



Power Distance

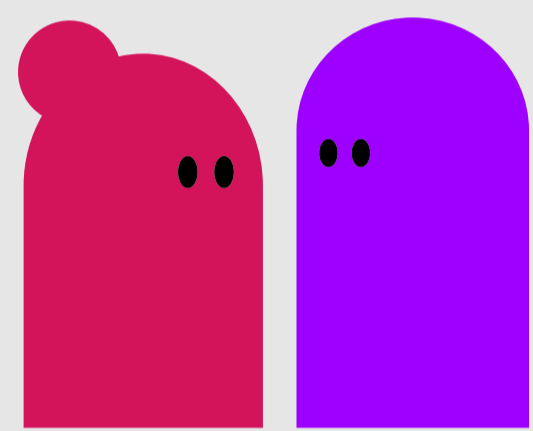
Power distance is the extent to which the less powerful members of institutions & organizations within a country expect & accept that power is distributed unequally.

Example:

Low: U.S.A & Canada

High: Japan & Singapore

2



Masculinity & Femininity

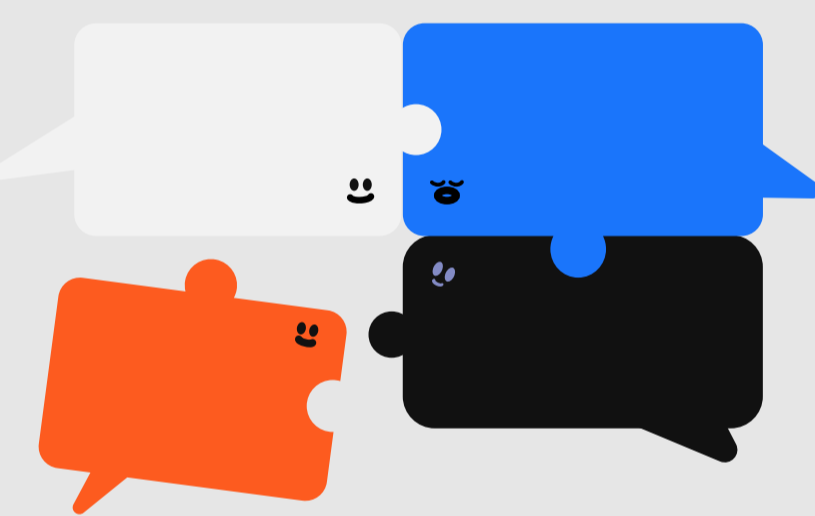
Masculinity: pertains to cultures in which social gender roles are clearly distant
Femininity: describes cultures in which social gender roles overlap.

Example:

Masculinity: Japan, Austria & Italy

Femininity: Sweden, Norway & Netherlands

3



Individualism & collectivism

Individualism: describes cultures in which the ties between individuals are loose.

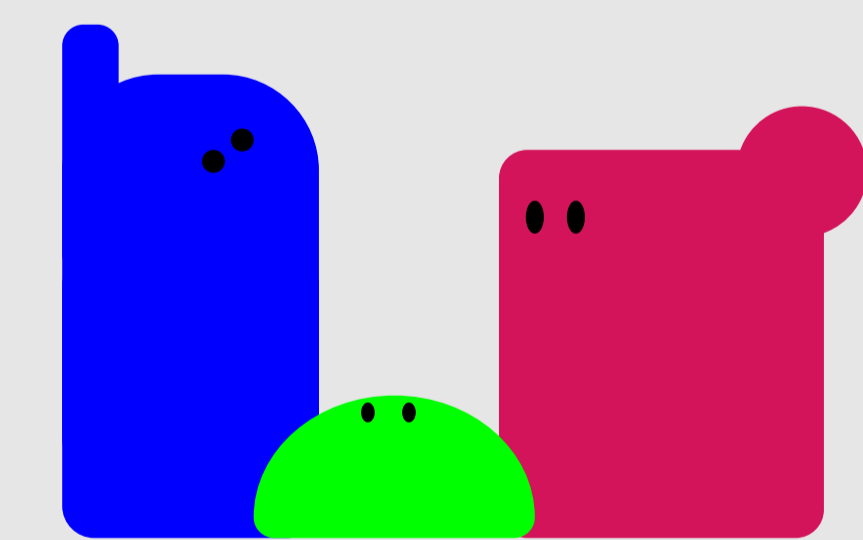
Collectivism: describes cultures in which people are integrated into strong, cohesive groups that protect individuals in exchange for unquestioning loyalty.

Example:

Individualistic: U.S.A , Australia & Great Britain

Collectivistic: Singapore, Hong Kong & Mexico

4



Uncertainty Avoidance

The extent to which the members of a culture feel threatened by uncertain or unknown situations.

Example:

Low: Singapore, Jamaica & Denmark

High: Greece, Portugal & Japan

5



Confucian Dyanism

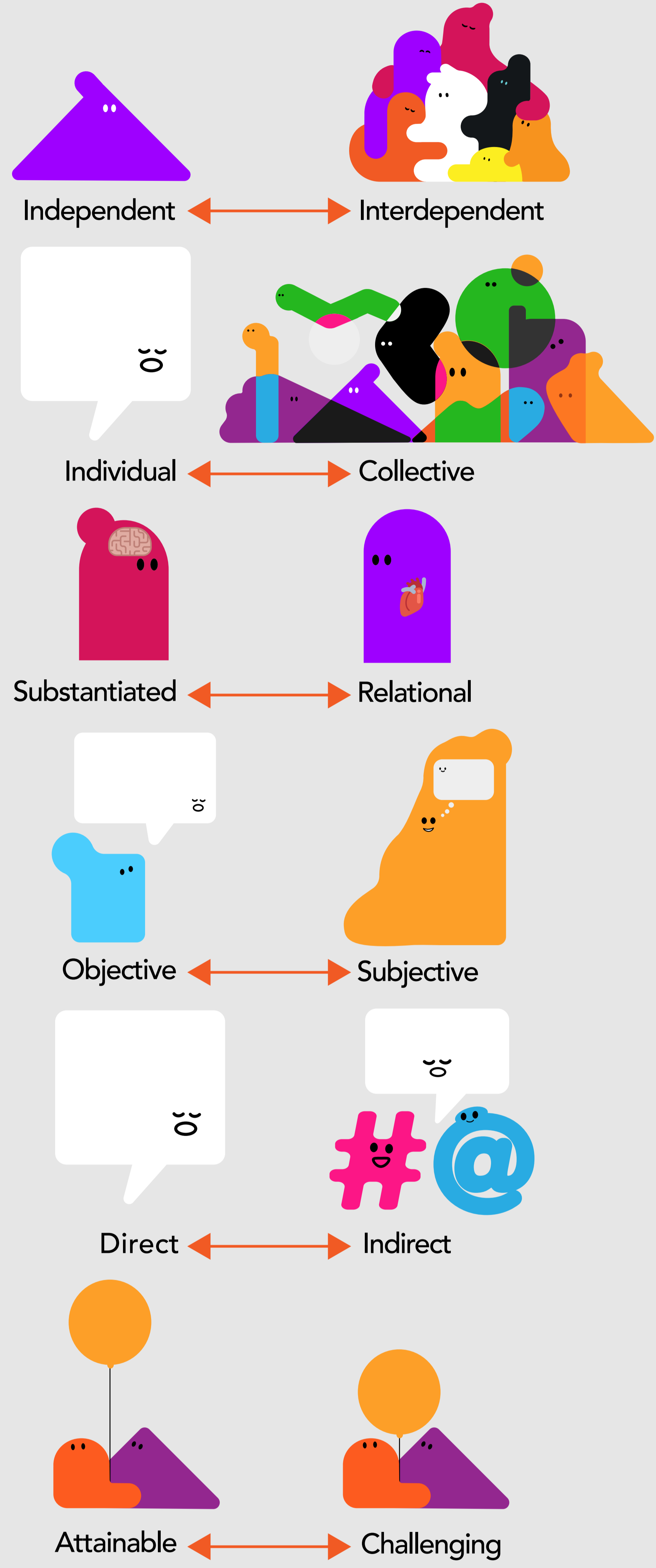
Denotes the time orientation of culture, defined as a continuum with long-term & short-term orientations as its two poles.

Example:

Long-term: China & Japan

Femininity: U.S. & Canada

Different Work Styles



Tips:

- Faculty should do his/her homework; never assume anything.
- Listen not only to what is said, but how it's said;
- Consider putting yourself in other person shoes & assume you are from another culture.
- Attend 'Intercultural Communication and Collaboration' workshops.
- Enroll in a CITI program: Course module on Cultural Competence in Research.
- To reflect upon your personal cultural value preferences, take the Culture Compass™ (<https://www.hofstede-insights.com/>)

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Resources: *Intercultural Collaboration by Design*
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