

IDI, LLC

Bibliography of
Publications Related
to the Intercultural
Development
Inventory (IDI)

Mitchell R. Hammer,
Ph.D. IDI, LLC

Updated:

February 14, 2012

IDI, LLC, P.O. Box 1388
Berlin, MD 21811
Phone: 410-208-1120
E-Mail: idi@idiinventory.com
Web: www.idiinventory.com

Introduction

Below is an ever-evolving compilation of research studies and peer-reviewed publications related to the Intercultural Development Inventory® (IDI®). We *encourage the reader to email us references and copies of published works that have used the IDI so that this bibliography may be continually updated.*

The IDI is a rigorously researched assessment tool of intercultural competence, with over 50 journal studies (see below) and over 42 Ph.D. dissertations.

This growing body of literature provides compelling, cross-cultural validation of the IDI as both an effective assessment tool of intercultural competence as well as a key resource informing the design of targeted interventions to build intercultural competence. Further, the results described below demonstrate various impacts of the IDI in baseline assessments, program evaluation, organizational, team and individual development of intercultural competence.

These studies and articles span an unusually wide-range of disciplines and professional practice areas, including:

- ✓ Student's development of intercultural competence in college.
- ✓ Assessment of health care professionals' intercultural capabilities.
- ✓ Impact of study abroad experiences.
- ✓ Diversity & Inclusion efforts in corporations.
- ✓ Teacher training/education programs.
- ✓ Intercultural competence building in K-12 schools.
- ✓ Preparing business students for the global workplace.
- ✓ Integrating intercultural competence with second-language learning.
- ✓ Second language learning in study abroad.
- ✓ Intercultural competence in counseling.
- ✓ Global leadership development.
- ✓ Intercultural competencies in nursing and human service professions.
- ✓ Examining intercultural competence and relational spirituality.

Validation Studies of the IDI

1. Hammer, M.R. (2011). Additional cross-cultural validity testing of the Intercultural Development Inventory. *International Journal of Intercultural Relations*, 35, 474-487.
2. Hammer, M.R., Bennett, M.J. & Wiseman, R. (2003). The Intercultural Development Inventory: A measure of intercultural sensitivity. In R.M. Paige (Guest Editor), Special issue on the Intercultural Development Inventory. *International Journal of Intercultural Relations*, 27, 421-443.
3. Paige, R.M., Jacobs-Cassuto, M, Yershova, Y.A., & DeJaeghere, J. (2003). Assessing intercultural sensitivity: An empirical analysis of the Hammer and Bennett Intercultural Development Inventory. In R.M. Paige (Guest Editor). Special issue on the Intercultural Development Inventory. *International Journal of Intercultural Relations*, 27, 467-486.

Reviews of the IDI and Related Instruments

1. Hammer, M.R. (in press). The Intercultural Development Inventory (IDI): A New Frontier in Assessment and Development of Intercultural Competence. In M. Vande Berg, M., Paige, R. M., & Lou, K. (Eds.) (in press). *Student learning abroad: What our students are learning, what they're not, and what we can do about it*. Sterling, VA: Stylus.
2. Paige, R. M. (2004). Instrumentation in Intercultural Training. In D. Landis, J.M. Bennett & M.J. Bennett (Editors). *Handbook of intercultural training* (3rd edition) (85-128). Thousand Oaks, CA: Sage.
3. Paige, R. M. and Stallman, E. M. (2007). Using instruments in education abroad outcomes assessment. In M. C. Bolen (Ed.), *A guide to outcomes assessment in education abroad* (106-134). Carlisle, PA: Forum on Education Abroad.
4. Stuart, D. (2009). Assessment instruments for the global workforce. In M.A. Moodian (Editor). *Contemporary leadership and intercultural competence* (175-190). Thousand Oaks, CA: Sage.

Intercultural Development Continuum & the DMIS

The Intercultural Development Continuum (IDC) is the theoretical framework that is assessed by the IDI. The IDC represents recent modifications, based on IDI research results, of the Developmental Model of Intercultural Sensitivity (DMIS) originally formulated by M.J. Bennett.

Intercultural Development Continuum Publications

1. Hammer, M.R. (in press). The Intercultural Development Inventory (IDI): A New Frontier in Assessment and Development of Intercultural Competence. In M. Vande Berg, M., Paige, R. M., & Lou, K. (Eds.) (in press). *Student learning abroad: What our students are learning, what they're not, and what we can do about it*. Sterling, VA: Stylus.
2. Hammer, M.R. (2011). Additional cross-cultural validity testing of the Intercultural Development Inventory. *International Journal of Intercultural Relations*, 35, 474-487.
3. Hammer, M.R. (2009). The Intercultural Development Inventory: An Approach for assessing and building intercultural competence. In M.A. Moodian (Ed.), *Contemporary leadership and intercultural competence: Exploring the cross-cultural dynamics within organizations* (203-217). Thousand Oaks, CA: Sage.
4. Hammer, M.R. (1999). A measure of intercultural sensitivity: The Intercultural Development Inventory. In S.M. Fowler & M.G. Fowler (Eds.), *The intercultural sourcebook* (vol. 2, 61-72). Yarmouth, ME: Intercultural Press.

Original DMIS Publications

1. Bennett, M.J. (2004). Becoming interculturally competent. In J. Wurzel (Ed.), *Towards multiculturalism: A reader in multicultural education* (2nd ed.) (62-77). Newton, MA: Intercultural Resource Corporation.
2. Bennett, M.J. (1993). Towards ethnorelativism: A developmental model of intercultural sensitivity. In R.M. Paige (Ed.), *Education for the intercultural experience* (2nd ed.) (21-71). Yarmouth, ME: Intercultural Press.
3. Bennett, M.J. (1986). Towards ethnorelativism: A developmental approach to training for intercultural sensitivity. *International Journal of Intercultural Relations*, 10 (2), 179-196.

IDI Research

The publications below present IDI findings examining questions & hypotheses related to the development of intercultural competence.

1. Altshuler, L., Sussman, N.M., & Kachur, E. (2003). Assessing changes in intercultural sensitivity among physician trainees using the Intercultural Development Inventory. In R.M. Paige (Guest Ed.). Special issue on the intercultural development inventory. *International Journal of Intercultural Relations* (227 (4), 387-401.
2. Anderson, P., Lawton, L., Rexeisen, R., & Hubbard, A. (2006). Short-term Study Abroad and Intercultural Sensitivity: A Pilot Study. *International Journal of Intercultural Relations*. 34 (4), 457-469.
3. Anand, Rohini and Winters, Mary-Francis (2008). A retrospective view of corporate diversity training from 1964 to the present. *Academy of Management Learning & Education*. 7(3), 356-372.
4. Cushner, K. (2008). International Socialization of Young People: Obstacles and Opportunities. *International Journal of Intercultural Relations*, 32 (2), 164-173.
5. Cushner, K. and Mahon, J. (2009). Developing the Intercultural Competence of Educators and their Students: Creating the Blueprints. In D. Deardorff (Ed.). *Handbook of Intercultural Development* (pp. 304-320). Thousand Oaks, CA: Sage Publications.
6. DeJaeghere, J. & Cao, Y. (2009). U.S. Teachers' Intercultural Competence: Does professional development matter? *International Journal of Intercultural Relations*, 33, 437-447
7. DeJaeghere, J. G. & Zhang, Y. (2008) Development of Intercultural Competence among U.S. Teachers: Professional Development Factors that Enhance Competence. *Intercultural Education*, 19, 1, 255-268.
8. Durocher, D. (2009). Teaching Intercultural Communication Competence to Business Students, *Journal of International Business Education*, IV.
9. Durocher, D. (2007). Teaching Sensitivity to Cultural Difference in the First-Year Foreign Language Classroom, *Foreign Language Annals*. 40 (1), 143-160.

10. Engle, L. & Engle, J. (in press). Beyond immersion: The AUCP experiment in holistic intervention. In M. Vande Berg, R. M. Paige, & K. Lou (Eds.). *Student learning abroad: What our students are learning, what they're not, and what we can do about it*. Sterling, VA: Stylus.
11. Engle, L. & Engle, J. (2004). Assessing language acquisition and intercultural sensitivity development in relation to study abroad program design. *Frontiers*, 219-236.
12. Ellenwood, A., Snyders, R., & Mandell, C. (2009). Interfacing of two worlds: Enhancing cultural sensitivity and competence via online teaching. *New Voices in Psychology*, 3, 48-68.
13. Emert, H.A., & Pearson, D.L. (2007). Expanding the vision of international education: Collaboration, assessment, and intercultural development. *New Directions for Community Colleges* (Special Issue: International Reform Efforts and Challenges in Community Colleges), 138, 67-75.
14. Greenholtz, J. and Kim, J. (2009). The cultural hybridity of Lena: A multi-method case study of a third-culture kid. *International Journal of Intercultural Relations*, 33, 391-398.
15. Hammer, M.R. (in press). The Intercultural Development Inventory (IDI): A New Frontier in Assessment and Development of Intercultural Competence. In M. Vande Berg, M., Paige, R. M., & Lou, K. (Eds.). *Student learning abroad: What our students are learning, what they're not, and what we can do about it*. Sterling, VA: Stylus.
16. Hammer, M.R. (2005). *Assessment of the impact of the AFS study abroad experience: Executive Summary & Final Report*. New York: AFS, International.
17. Hoff, J. G., & Paige, R. M. (2008). Operationalizing culture and language learning in education abroad programming. *Frontiers, The Interdisciplinary Journal of Study Abroad*, XVIII, 89-106.
18. Jackson, J. (2009). Globalization, Internationalization, and Short-term Stays Abroad. *International Journal of Intercultural Relations* (Young Yun Kim and Dharm P.S. Bhawuk, Special edition editors), 32, 349-358.

19. Jackson, J. (2010). *Intercultural Journeys: From Study to Residence Abroad*. (Sue Wright & Helen Kelly-Holmes, Series Eds.), *Language and Globalization Series*. Basingstoke, U.K.: Palgrave MacMillan.
20. Jackson, J. (2009). Intercultural learning on short-term sojourns. *Intercultural Education*, 20, (S 1-2), 59-71.
21. Klak, T. & Martin, P. (2003). Do university-sponsored international cultural events help students appreciate "difference". In R.M. Paige (Guest Ed.). Special issue on the Intercultural Development Inventory. *International Journal of Intercultural Relations*, 27 (4), 445-465.
22. Leach, M. M., Aten, J. D., Boyer, M., Strain, J. D., Bradshaw, A. (2009). Developing therapist self-awareness and knowledge. In M. M. Leach & J. D. Aten (Eds.), *Culture and the therapeutic process: A guide for mental health professionals*, (pp. 13-36). Hillsdale, NJ: Lawrence Erlbaum Associates.
23. Lokkesmoe, K. J. (2008). Discovering the power of the Intercultural Development Inventory as a global leadership development tool. In M. Harvey & J. Barbour (Eds.), *Global leadership: Portraits of the past, visions for the future* (pp. 65-81). College Park, MD: International Leadership Association, University of Maryland.
24. Machi, Eriko, Clyde H. Lewis, Tomoko Yoshida, & Satomi Kurosu (2008). An exploratory study on intercultural sensitivity and Japan-US colleges and high school video-conference project. *Reitaku Review*, 14, 19-138.
25. Medina-Lopez-Portillo, A. (2004). Intercultural learning assessment: The link between program duration and the development of intercultural sensitivity. *Frontiers*, 179-200.
26. Munoz, C., DoBroka, C., & Mohammad, S. (2009). The development of a multidisciplinary course in cultural competency for nursing and the human service professions. *The Journal of Nursing Education*, 48 (9), 495-503.
27. Paige, R. M., & Vande Berg, M. (in press). Intervening in student learning abroad: Recent research. In M. Vande Berg, R. M. Paige, & K. Lou (Eds.). *Student learning abroad: What our students are learning, what they're not, and what we can do about it*. Sterling, VA: Stylus.

28. Paige, R. M. (2003). The intercultural development inventory: A critical review of the research literature. *Journal of Intercultural Communication*, 6, 53-61.
29. Paige, R. M., & Goode, M. L. (2009). Cultural mentoring: International education professionals and the development of intercultural competence. In D. K. Deardorff (Ed.) (333-349). *The SAGE handbook of intercultural competence*. Thousand Oaks, CA: SAGE Publishing.
30. Paige, R. M., Cohen, A. D., & Shively, R. (2004). Assessing the impact of a strategies-based curriculum on language and culture learning abroad. *Frontiers*, X, 253-276.
31. Papenberg, S. (2007). Die Entwicklung Interkultureller Sensitivität: eine Fallstudie". In: Doff, Sabine; Schmidt, Torben (ed.). *Fremdsprachenforschung heute. Interdisziplinäre Impulse, Methoden und Disziplinen* (195-210). Frankfurt a.M.: Peter Lang.
32. Pedersen, P.J. (2010). Assessing intercultural effectiveness outcomes in a year-long study abroad program. *International Journal of Intercultural Relations*, 34, 70-80.
33. Pedersen, P.J. (2009). Teaching towards an ethnorelative worldview through psychology study abroad. *Intercultural Education*, 20, (S 1-2), 73-86.
34. Ragoonaden, K. (2010). Creating Multicultural Teachers. *The International Journal of Society and Economics*.
35. Ragoonaden, K., Cherkowski, S., Maxine Baptiste, M., & Després, B. (2009). Sntrusntm i7 captikwlh: Unravel the story, the Okanagan way. *Alberta Journal of Educational Research*, 55 (3).
36. Rexeisen, R., Anderson, P., Lawton, L., & Hubbard, A. (2008) Study Abroad and Intercultural Development: A Longitudinal Study" *Frontiers*, XVII, 1-20.
37. Rexeisen, Richard J. and J. A. Al-Khatib (2009). Assurance of Learning and Study Abroad: A Case Study. *Journal of Teaching in International Business* 20, 192-207.

38. Robinson, J. M. (in press). Scholarship of teaching and learning in support of student learning abroad. In M. Vande Berg, R. M. Paige, & K. Lou (Eds.). *Student learning abroad: What our students are learning, what they're not, and what we can do about it*. Sterling, VA: Stylus.
39. Sample, S.G. (2009). Intercultural development and the international curriculum. Paper presented at the IDI Conference. Minneapolis, MN: October 29-30 (Top Paper Award).
40. Santage, S.J. & Harden, M.G. (2011). Relational spirituality, differentiation of self, and virtue as predictors of intercultural development. *Mental health, Religion & Culture*, 14 (8), 819-838
41. Schrufer, Gabi. (2007). Förderung interkultureller Kompetenz auf geographischen Exkursionen (Vortrag bei Deutschen Geographentag, Bayreuth)
42. Schrufer, Gabi. (2007). Globales Lernen in Bayern (Vortrag bei der Entwicklungspolitischen Regionalkonferenz Bayern, Prinz-Carl-Palais, München).
43. Straffon, D.A. (2003). Assessing the intercultural sensitivity of high school students attending an international school. In R.M. Paige (Guest Ed.). Special issue on the Intercultural Development Inventory. *International Journal of Intercultural Relations*, 27 (4), 487-501.
44. Sueda, Kiyoko. (2008). Ibunka komyunikeishonryoku o sodateru tameni [What is needed for developing intercultural competence]. In H. Yamaji (Ed.), *Daigaku no eigo kyoiku o kaeru* [For changing English education in Japan], (35-55). Tokyo: Tamagawa University Press.
45. Vande Berg, M., Paige, R. M., & Lou K. (in press). Student learning abroad: Paradigms and assumptions. In M. Vande Berg, R. M. Paige, & K. Lou (Eds.). *Student learning abroad: What our students are learning, what they're not, and what we can do about it*. Sterling, VA: Stylus.
46. Vande Berg, M., Quinn, M., & Menyhart, C. (in press). An experiment in developing teaching and learning: The CIEE seminar on Living and Learning Abroad. In M. Vande Berg, R. M. Paige, & K. Lou (Eds.). *Student learning abroad: What our students are learning, what they're not, and what we can do about it*. Sterling, VA: Stylus.

47. Vande Berg, M. (2009). Intervening in student learning abroad: a research-based inquiry. *Intercultural Education*, 20, S1-2, 15-27.
48. Vande Berg, M., & Paige, R. M. (2009). The evolution of intercultural competence in U.S. study abroad. In D. K. Deardorff (Ed.), *The SAGE handbook of intercultural competence* (419-437). Thousand Oaks, CA: SAGE Publishing.
49. Vande Berg, M., Connor-Linton, J. & Paige, R.M (2009). The Georgetown Consortium Project: Interventions for study learning abroad. *Frontiers*, 1-76.
50. Vande Berg, M.J., Balkcum, A., Scheid, M., & Whalen, B.J. (2004). The Georgetown University Consortium Project: A report from the halfway mark. *Frontiers*, X, 101-116.
51. Westrick, J. (2004). The influence of service-learning on intercultural sensitivity: A quantitative study. *Journal of Research in International Education*, 3 (3), 277-299.
52. Winskowski, C. & Hanna, C. 2005. Measures of progress in foreign language and cross-cultural awareness: A preliminary report. *Foreign Language and Culture*, 7, 33-42.
53. Yuen, C.Y.M. (2010). Dimensions of diversity: Challenges to secondary school teachers with implications for intercultural teacher education. *Teaching and Teacher Education*, 26 (3), 732-741.