

UNIVERSITY OF PITTSBURGH'S
SCHOOL OF ENGINEERING, SCHOOL OF ARTS AND SCIENCES,
COLLEGE OF GENERAL STUDIES, AND SCHOOL OF EDUCATION
PRESENTS

DR. MILTON J. BENNETT

DEVELOPING AND MEASURING INTERCULTURAL COMPETENCE

OCTOBER 9, 2006,

10 A.M. TO 12 P.M.

MARTIN COLLOQUIUM SEMINAR ROOM

SENNOTT SQUARE

FOURTH FLOOR

S. BOUQUET AVENUE AND FORBES AVENUE

Developing and Measuring Intercultural Competence in The Academic Context

- Contrast the intercultural approach to domestic and global diversity to other approaches that have been used on campuses.
- Review the three principles of intercultural communication: subjective culture, interaction analysis, and adaptation strategies.
- Describe the developmental model of intercultural sensitivity (DMIS) and its implications for academic organizations.
- Discuss how the intercultural development inventory (IDI) measures intercultural sensitivity and its applications in academic programs.

The Developmental Model of Intercultural Sensitivity (DMIS) was created by Dr. Milton Bennett (1986, 1993) as a framework to explain the reactions of people to cultural difference. In both academic and corporate settings, he observed that individuals confronted cultural difference in some predictable ways as they learned to become more competent intercultural communicators. Using concepts from constructivist cognitive psychology he organized these observations into positions along a continuum from ethnocentrism to ethnorelativism. The underlying assumption of the model is that as one's experience of cultural difference becomes more complex and sophisticated, one's potential for exercising competence in intercultural relations increases. By recognizing the underlying orientation toward cultural difference, predictions about competence can be made and education or training can be tailored to facilitate development along the continuum.

Dr. Bennett holds a PhD in intercultural communication and sociology from the University of Minnesota, Minneapolis; an MA in psycholinguistics from San Francisco State University; and a BA from Stanford University. Dr. Bennett is executive director of The Intercultural Development Research Institute, which sponsors innovative research in the area of intercultural competence. He is also Co-director of the intercultural communication institute, which for 20 years has sponsored professional development in intercultural relations. He creates and conducts programs in domestic and international diversity for corporations and other organizations in the USA, Asia, and Europe. Dr. Bennett is well known for his Developmental Model of Intercultural Sensitivity and the Intercultural Development Inventory, which are used internationally to guide intercultural training design and to assess intercultural competence.

For 15 years, Dr. Bennett was a tenured faculty member of the Department of Communication at Portland State University, where he created their graduate program in intercultural communication. He currently holds teaching appointments at the University of the Pacific (Stockton, CA), the university of Milano-Bicocca (Italy), and the Executive Training programs of the Boeing Leadership Center, Tuck School of Business of Dartmouth College, Smith College, and ENI Corporate University (Italy). Dr. Bennett is a reviewer for the International Journal of Intercultural Relations, co-author of *American Cultural Patterns: A Cross-Cultural Perspective* (Intercultural Press, 1991). He is the contributing editor of *Basic Concepts of Intercultural Communication: Selected Readings* (Intercultural Press, 1998), and contributing co-editor of *The Handbook of Intercultural Training, Third Edition* (SAGE, 2004).