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PEOPLE
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PART B

PROPOSAL

“BICULTURALISM”

BICULTURALISM: Social Correlates and Individual Differences

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B1 SCIENTIFIC AND TECHNOLOGICAL QUALITY [SECTIONS B1.1 TO B1.4]*BICULTURALISM:
Social Correlates and Individual Differences*

CONCEPTUAL AND METHODOLOGICAL BACKGROUND ISSUES

In today's increasingly diverse and mobile world, growing numbers of individuals become in contact with more than one culture (due to forced or voluntary migration, mixed cultural heritage/social networks, or frequent travel); the social and psychological processes involved in this type of cultural contact are known as acculturation. *Acculturation* has quickly become a recognized area of study within the social and behavioral sciences. Largely because of greatly increased immigrant flows starting in the latter half of the 20th century, research on acculturation has skyrocketed in the past 30 years. The issue of how individuals develop a sense of national, cultural, ethnic, and local membership becomes particularly meaningful in situations and contexts where people from different cultural backgrounds interact on a regular basis (Benet-Martínez, in press)¹. Thus the study of acculturation has also exciting and transformative implications for social psychology. However, there has been much debate in the developmental, sociological, social-psychological, anthropological, and health literatures regarding exactly what "acculturation" is and how it functions (Schwartz et al., 2010).

Before the transnational and bicultural perspectives were accepted (Guarnizo & Portes, 2003), social scientist typically viewed acculturation as a unilinear, zero-sum process, in that it was assumed that immigrants' learning and adaptation to the new receiving-cultural context invariably involved abandoning their cultural heritage (e.g., Gordon, 1964). However, a wealth of acculturation studies conducted in the last 25 years (see Sam & Berry, 2006; for a review), supports acculturation as a bidimensional, two-directional, multi-domain complex process, in which assimilation into the mainstream culture is not the only way to acculturate. The bidimensional model of acculturation is based on the premise that acculturating individuals have to deal with two central issues (Sam & Berry, 2006): (1) the extent to which they are motivated or allowed to keep involvement with the culture of origin, now the non-majority, heritage culture; and (2) the extent to which they are motivated or allowed to be involved with the host, now dominant culture. The negotiation of these two central issues results in four distinct acculturation positions: assimilation (involvement and identification with the dominant culture only), integration (involvement and identification with both cultures, that is biculturalism), separation (involvement and identification with the heritage culture only), or marginalization [lack of involvement and identification with either; however, there is little theoretical or empirical support for this strategy (Berry, Phinney, Sam, & Vedder, 2006)]. There is now robust evidence supporting the psychometric validity of this bidirectional model of acculturation and its advantages over unidimensional models in predicting a wide array of outcomes (e.g., Ryder, Allen, & Paulhus, 2000). Further evidence for the idea that individuals can simultaneously hold two or more cultural orientations is provided by recent socio-cognitive experimental work showing that bicultural individuals move between their two cultural orientations by engaging in *cultural frame-switching* (i.e. adapting and performing behaviors in response to the cultural context; Hong, Morris, Chiu, & Benet-Martínez, 2000).

The switch from unidimensional to bidimensional views of acculturation allowed for the possibility of *biculturalism*, and in fact, the majority of migrants – especially children, adolescents, and young adults – are found to be bicultural when appropriate classification procedures are used (Schwartz & Zamboanga, 2008). Loosely speaking, bicultural individuals can be those whose self-label (e.g. "I am bicultural") or group self-categorization (e.g. "I am American" and "I am Chinese"; "I am Chinese-American") reflects their cultural dualism. More strictly defined, bicultural individuals are those who have been exposed to and have internalized two cultures (Benet-Martínez, Leu, Lee, & Morris, 2002). Biculturalism may also entail the synthesis of cultural norms from two groups into one behavioral

¹ For bibliography in SECTION B of this proposal see Appendix.

repertoire (Rotheram-Borus, 1993), or the ability to switch between two sets of cultural schemas, norms, and behaviors in response to cultural cues (Hong et al., 2000).

Individual Differences

A key psychological dimension for settled first-generation immigrants and their direct descendants is the degree to which their heritage identity (e.g., Chinese, Moroccan) and their new possible identity as members of the host culture(s) are well-integrated into their self-concept, a construct known as *Bicultural Identity Integration* (BII; Benet-Martinez et al., 2002). Bicultural individuals with high levels of BII tend to see themselves as part of a hyphenated culture (or even part of a combined, emerging “third” culture), and find the two cultures relatively compatible and easy to integrate into their self-concepts. Immigrant and ethnic minority individuals living in the US who are high on BII report feelings and attitudes such as “I feel Chinese and American at the same time” or “I find it easy to balance both Mexican and American cultures” (Benet-Martinez & Haritatos, 2005). Individuals with low levels of BII, on the other hand, tend to see themselves as living “in-between cultures” or “culturally marginal” and report seeing the two cultures as largely conflictual and disparate (e.g., “I feel trapped between the Chinese and North American cultures” or “I keep Mexican and American cultures separate”). Interestingly, individuals high and low on BII have consistently emerged as similar in their endorsement of biculturalism as a desirable acculturation strategy, and do not differ very much in basic demographic variables such as years spent in the host culture and age of migration (Benet-Martínez, Lee, Leu, 2006; Benet-Martínez et al., 2002). Thus, variations in BII capture an immigrant’s ability or desire to create a synergistic, integrated multicultural identity (e.g., Chinese-American, Catalano-Moroccan), and not necessarily his/her bicultural competencies. In fact, as Phinney (1999) eloquently stated, “... increasing numbers of people find that the conflicts are not between different groups but between different cultural values, attitudes, and expectations *within themselves*” (p. 27; italics added).

While BII has yet to be examined in the European context, this acculturation construct has been studied extensively in North-America with first and second-generation immigrants (for a review see Benet-Martinez, in press). This body of research shows that BII leads to (1) higher psychological wellbeing (Chen, Benet-Martínez, & Bond, 2007), even after controlling for relevant socioeconomic, demographic, and personality variables; (2) higher creative and divergent thinking (Cheng, Sanchez-Burks, & Lee, 2008); and (3) perceiving members of the heritage (e.g., Mexican) and majority (e.g., Anglo-American) groups as psychologically more similar (Miramontez, Benet-Martínez, & Nguyen, 2008). These studies represent a solid initial step toward understanding bicultural identity dynamics and individual differences, but results need to be replicated and BII measures refined and expanded in future studies. For instance, future studies should examine how generalizable BII findings to date are to immigrant groups who are not residing in the US. Immigrants in Europe are likely to have different cultural norms, migration histories, and patterns of relations with the dominant society. Relatedly, some of the samples used in published BII studies are a bit small and thus findings and conclusions regarding BII’s dimensionality, psychometric properties, and contextual and individual antecedents should be validated in studies with larger numbers of participants. Second, although published studies have identified some negative antecedents of low BII (i.e., acculturation stress) and provided initial evidence that BII impacts biculturals’ overall adjustment, additional work is needed to empirically examine how acculturation stressors and cultural conflict and distance separately and jointly influence overall psychological well-being.

Social and Societal Factors

Acculturation and biculturalism are not simply individual-level processes. Rather, acculturation patterns are in part a response to a number of macro and micro contextual conditions (Schwartz et al., 2010). Individuals have a repertoire of social identities (based on culture, nationality, profession, gender, etc) and these identities are dynamic, contextual, and negotiable (Burke & Stets, 2009). The cultural identities expressed by acculturating individuals are often influenced by the type of audience and macro-context (e.g., presence of members from the dominant or heritage cultures, or both), and

the categorization (e.g., low vs. high status) and treatment received by this audience; often the identity and attitudes expressed by acculturating individuals are designed (not always consciously) to elicit recognition or confirmation of their important identities (Wiley & Deaux, in press; Verkuyten, 2004).

In understanding how macro-structural forces (e.g., history, institutions, social policies, media messages) and micro-individual processes (e.g. personal characteristics) jointly influence acculturation processes, the analysis of *personal social networks* provides an ideal (meso) level of analysis (Lubbers, Molina, & McCarty, 2007). It is often argued that subjective identities mirror objective relationship structures, so that an actor's social relationships convey an identity both to that actor and to external observers (social network → social identity; Coleman, 1988). Conversely, some social psychologists (e.g., Kalish and Robins, 2006) posit that individuals also verify and negotiate their subjective social identities and traits in part through relationships (social identity → social network).

To date, only a few studies have examined links between personal social networks and cultural self-identifications. A study with immigrants residing in Barcelona and Girona (Lubbers et al., 2007) found that having a narrow ethnocultural identification (e.g., describing oneself exclusively as Dominican) was related to having personal networks composed mainly of family and people from the country of origin, while having a more general ethnocultural self-identification (e.g., identifying oneself also as African, or Latin-American) was linked to personal networks that were more heterogeneous. This study however did not examine immigrants' possible identification with other cultures (e.g., Spanish, Catalan). A study of Chinese immigrants residing in the US, Mok et al. (2007) found that number of non-Chinese friends and number of ties between these individuals positively predicted level of BII --other structural network variables were not examined in this study however. Note that while these studies bring attention to the influence of social relations on individuals' cultural self-identifications, they are limited in that they do not simultaneously examine multiple cultural identifications.

Another, more macro, type of social factor possibly affecting acculturation involves the *receiving-society expectations* regarding immigrants' culture-related behavior and attitudes (Wolsko, Park, & Judd, 2006). When receiving-society members feel threatened by immigrants and by the languages, practices, and values that they bring, they are likely to reject the migrant groups and to expect that they should "leave their cultural baggage at the door" (Cornelius, 2002; Huntington, 2004). On the other hand, when receiving-society members are curious about immigrant groups and want to learn more about them, they are likely to welcome the immigrants and to celebrate the diversity that they bring (Berry, 2006). For example, explicitly multicultural societies like Canada encourage migrants to celebrate their cultural heritage (Berry, 2006), whereas more assimilationist societies like Germany or France encourage migrants to adopt the receiving culture and to discard their cultures of origin (Rohmann, Florack, & Piontkowski, 2006).

The program of research proposed here will aim to fill some of the aforementioned gaps in the acculturation and biculturalism literature, namely: (1) Applicability of BII to European immigrant samples and the need for a longer and more robust measure of BII; and (2) Understanding how certain social (i.e., type of personal social network) and societal (i.e., expectations of the receiving society regarding acculturation) affect immigrants' own acculturation and cultural identity profiles.

PROPOSED PROGRAM OF RESEARCH

The three empirical studies proposed for YEARS 1-3 will be conducted online using samples of first and second generation immigrants residing in the Barcelona metropolitan area. For the purposes of maximizing familiarity with Catalan and/or Spanish culture, and some degree of attachment with these cultures, we will target gender-balanced and representative samples of adult first generation immigrants who have resided in the Barcelona metropolitan area for at least five years, and adult and adolescent second-generation immigrants (Spain-born) also residing in Barcelona and surrounding areas. Using snowball sampling we will allocate participants who represent the four ethnocultural

groups better represented in Barcelona: North-Africa (e.g., Morocco), Latin-America (e.g., Ecuador), South Asia (e.g., Pakistan), and Eastern-Europe (e.g., Romania).

Recruitment of participants will be done through immigrant and cultural associations, as well as through organizations that assist immigrants with their settling-in process such as SAIER (Service Centre for Immigrants, Foreigners and Refugees), ACSAR (Associació Catalana de Solidaritat i Ajuda als refugiats), CITE (Centre d'Informació per a Treballadors Estrangers), AMIC (Associació d'Ajuda Mútua d'Immigrants de Catalunya), the Red Cross, and the Consortium for Linguistic Standardization. A trained researcher will provide information about the study to these organizations by means of in-situ informational sessions and e-mail or phone contact. When online participation is not possible, this researcher will collect data from each participant individually or in small groups. Different linguistic versions of the relevant measures will be available when necessary. Participants will receive a monetary compensation (15€) for their participation.

YEAR 1: SOCIAL FABRIC OF BICULTURALISM

Study 1: Cultural Self-Identification(s) and Personal Social Networks among First and Second-Generation Immigrants.

Summary: This study will examine the links between the personal social networks (their composition, density, clustering) of first and second-generation immigrants residing in Barcelona and the structure of these individuals' cultural self-identifications. The main goal of the study is to understand how certain social interactions may facilitate/impede (1) the strength of global (e.g., culture of diversity), national (e.g., Spanish, Catalan), or local (e.g., Barcelonan) self-identifications --i.e., having a sense of belonging with and positive attitudes towards these cultures, groups, and places, and (2) the integration of these newer sociocultural identities (Catalan, Barcelonan) along with their ethnocultural identity (e.g., Moroccan, Ecuatorian) into a cohesive cultural self-concept. My premise is that immigrants with culturally diverse networks have more social resources (i.e., social capital) and more diverse cognitive experiences, resources that facilitate multiple self-identifications and diverse social and civic participation. Thus, findings from this research will inform policies regarding intercultural contact as a tool for social cohesion and integration.

Design & Hypotheses: An egocentric network survey will be used to examine participants' social interactions in the past year. Participant will be asked to think about their social interactions while in Barcelona and write the initials of ten individuals with whom they interact frequently in their non-work lives (e.g., friends, acquaintances, neighbors, etc.) and the initials of ten individuals with whom they interact frequently in their work or academic setting. Interaction will be defined to participants as communicating either face-to-face, by phone, or virtually (e.g., email, messenger). Participants will also indicate on a grid whether a relationship (even if casual or relatively infrequent) exists between each pair of initialed others. For each person in the network, participants will also indicate by means of numeric codes the gender and age, country of residence and ethno-cultural background of each person in the network, whether they are relatives, and also the context where they usually interact with that person (e.g., market, library, home building, civic center, language school, phone conversation, virtual environment, etc.), and the frequency of contact.

After providing social-network data, participants will also complete short surveys measuring:² (1) their acculturation orientations; (2) various forms of cultural self-identification: global (e.g., culture of diversity), national (e.g., Spanish, Catalan), and local (e.g., Barcelonan); and (3) and BII. Participants will also provide demographic information regarding their age, sex, years lived in Catalonia and country of origin (in the case of 1st generation immigrants), language proficiency in Catalan, Spanish, and other relevant languages, religious orientation, level of education, employment type, and income.

² Due to space limitations, it is not possible to provide detailed information about the instruments to be used in the proposed studies.

I will focus on two aspects of the social networks: (1) content: “who is in the network”, i.e., what are the individual characteristics of the member of a network; and (2) structure: “how are they connected”, i.e., what is the structure of the ties among the network members. Specifically, I will statistically examine how much the social network’s content-related variables (e.g., degree of heterogeneity with regard to the ethnicity, nationality, residence, etc.) and structure-related variables (e.g., density, clustering) are related to the following identity constructs: (1) the four modes of acculturation suggested by Berry (Sam & Berry, 2006): (a) integration – identification with both cultures (heritage and host cultures); (b) assimilation -- attachment with host cultures and weak ties with original culture; (c) separation – identification with heritage culture and weak ties with host cultures; and (d) having weak ties with either culture, keeping in mind that ‘host culture’ here can be conceptualized in terms of a sense of attachment towards either Catalan, Spanish, or even Barcelonan cultures and people; (2) degree of Bicultural Identity Integration (BII); and (3) endorsement of a culture of diversity.

Based on previous finding (Mok et al., 2007), my main working hypotheses are that the degree of cultural heterogeneity in the personal social network will be positively linked to degree of identification with host cultures (e.g., Catalan, Barcelonan) and a culture of diversity, and to a lesser extent with BII. In other words, I propose that the content of immigrants’ networks influences mainly (i.e., not exclusively) the strength of various cultural identifications, and vice versa. Further, I hypothesize that the structural aspects of social networks (e.g., density, clustering) will be mainly linked to structural aspects of the identity, namely degree of BII. Specifically, I hypothesize an association between having social networks that are culturally diverse but structurally not bipolar or segmented (i.e., where members from different ethnicities are organized into separate sub-networks) and having integrated and overlapping cultural identities, such as seeing oneself as Moroccan-Catalan (i.e., high BII).

YEAR 2: INDIVIDUAL DIFFERENCES IN BICULTURAL IDENTITY

Study 2: Measurement, Validity, and Adjustment Correlates of Bicultural Identity Integration (BII).

Summary: This study aims to further the psychometric and theoretical foundations of the construct of Bicultural Identity Integration (BII), an individual difference variable capturing variations in the structure and experience of biculturalism (Benet-Martínez et al., 2002). The specific aims of the study are to: (1) expand the current 8-item measure of BII (BIIS-1; Benet-Martínez & Haritatos, 2005) to measure its two currently proposed dimensions (cultural harmony vs. conflict and cultural blendedness vs. distance) more reliably; (2) establish BII’s validity (convergent-discriminant and predictive) by examining BII’s links with conceptually-related constructs (e.g., acculturation strategies, host- and heritage cultural identity) as well as BII’s ability to predict meaningful outcomes (e.g., psychological well-being) beyond these constructs; and (3) examine BII’s test-retest reliability.

Design: The first part will involve re-examining BII content domain and item generation via qualitative methods. To assist in content domain assessment and item generation, 100 self-identified bicultural individuals representing diverse cultural backgrounds will be asked to hand-write their responses to several open-ended questions about their experiences as bicultural individuals (how they act, think, and feel as a bicultural individual, and whether they have come to any conclusions about being bicultural). These questions will be designed to provoke detailed responses about the experience of biculturalism. The open-ended responses will be entered into a word processing program, and then imported into QSR NUD*IST (Rychards, 1998), a qualitative content analysis software program, for analysis. I will extract themes or trends that cross the entire dataset, and then generate items to reflect these themes. I expect that BII’s dimensions of harmony and blendedness will emerge as two major themes based on previous qualitative work on the topic (Benet-Martínez & Haritatos, 2005). The second part will deal with BII item evaluation by relying on subject-matter experts (SMEs; Crocker & Algina, 1986), and then piloting the new items using the think-aloud method. SMEs will be faculty and graduate students whose area of expertise includes biculturalism, acculturation, identity, and/or

cultural psychology. These SMEs will be chosen based on their research expertise as well as their familiarity with BII so that they can rate accurately the relevance of each item to the construct and distinguish it from similar constructs. To identify items that receive low ratings from SMEs and should be eliminated or reworded, I will use the Content Validity Ratio (CVR; Lawshe, 1975). The third part of this study has as a goal to provide evidence of BII's predictive and convergent-discriminant validity. I will examine in a large and diverse sample of acculturating individuals the links between BII and multi-domain measures of acculturation (i.e., cultural involvement with regard to attitudes, values, customs, etc from each culture.), host- and heritage cultural identity, acculturation attitudes, and personality. Further, to provide evidence of incremental validity, I will examine the relation of BII to stress, distress, and other well-being variables controlling for personality traits and relevant socio-demographic factors. Lastly, a subset of participants from the validation study will also provide 1-week test-retest reliability data for the new set of BII items. I expect that test-retest reliability will be between .50 and .70, which is acceptable for measures of cultural orientation and biculturalism.

The resulting longer BII scale, which will have between 15 and 20 items, will be economical (i.e., short and pan-cultural) and hopefully also relatively immune to potential social-desirability response biases, given that BII measures identity dynamics --vs. other more value-laden identity components such as cultural orientation strength, valence, or content.

YEAR 3: SOCIETAL EXPECTATIONS AND BICULTURALISM

Study 3: An Experimental Test of How Receiving-Culture Expectations Influence Immigrants' Acculturation and Identity.

Summary: This study will examine the effects of receiving-cultural expectations on various dimensions of acculturation. Immigrant participants will first provide baseline survey data about their acculturation (attitudes, values, behaviors, and identifications), level of BII, and current affect. Two weeks later, the same participants will be randomly assigned to one of three priming conditions: assimilation expectation, multi-cultural expectation, or no priming. Participants in the priming conditions will be presented with a fictitious (expert opinion) newspaper article suggesting either (a) that the Spanish government and society in general expect them to learn Castilian (i.e. Iberian Spanish), stop speaking their original language, and adapt completely toward Spanish culture while discarding their original cultural symbols and traditions; or (b) that Spanish society is curious about other cultures and traditions, encourages immigrants to adapt to the new society while also maintaining their cultural heritage (if they choose to do so), and celebrates seeing components of other cultures being integrated into Spanish culture. After reading the article, participants will complete the same survey questionnaires completed in Time 1. Participants in the no-priming condition will be taken directly to the survey questionnaires.

Given that the vast majority of 1st and 2nd generation immigrants report being bicultural (Schwartz & Zamboanga, 2008), it might be hypothesized that migrants will express more reactive responses (e.g., increase in strength of heritage-culture identification, increases in negative mood) in cases where they believe that their cultural backgrounds are not welcomed in the receiving-society (i.e., assimilation priming condition). Further, this project will explore whether all four domains of heritage- and host-culture involvement (attitudes, values, behaviors, identification) would be equally affected, and whether exposure to assimilative messages leads to a decrease in levels of BII.

Priming receiving-society expectations (assimilation versus multiculturalism) provides an opportunity to examine the ways in which a key contextual variable (receiving society expectations for acculturation) affects immigrants' acculturation processes. Further, this study will allow me to examine whether these effects impact heritage- and host-culture equally, and whether all four acculturation domains (attitudes, values, behaviors, and identifications) are equally relevant. Thus, an added value of this study is the opportunity to experimentally examine the *structure of acculturation*, and ultimately understand if receiving-cultural expectations can change this structure.

YEAR 4: INTEGRATION OF IDEAS AND TRACING THE FUTURE COLLABORATIVELY

Special Issue of the Journal of Cross-Cultural Psychology (topic: Multicultural Identity in European Contexts).

The fourth phase of the proposed work plan will involve: (1) the development of a special issue on the topic of “Multi-Cultural Identity in European Contexts” for the Journal of Cross-Cultural Psychology; and (2) the organization of a small-group conference on the same topic. Specifically, a formal call for contributions to this special issue will be published in relevant and visible cultural and social psychology outlets (e.g., journals, newsletters, etc.). A special editorial committee of experts will be formed, and these experts will evaluate the appropriateness and quality of the contributions received and select a final list of 10-15 articles for publication. The authors of the published articles (as well as other researchers who may be nominated) will be invited to come to Barcelona for a 3-day meeting that will include formal research presentations and also work sessions to develop collaborative networks for future research and publication efforts.

REFERENCES

SEE APPENDIX AT THE END OF SECTION B

B2 RESEARCHER**B2.1 TO B2.4****Previous Research experience and accomplishments; Independent thinking and leadership qualities; and Match between the fellow's profile and project.**

I am currently an ICREA professor at Pompeu Fabra University's Department of Social and Political Sciences and a member of GRITIM (Interdisciplinary Research Group on Immigration). Before joining ICREA, I held tenure-track faculty positions at the University of California at Riverside (2003-2010) and at the University of Michigan (1998-2002). At the University of California I directed the Multicultural Identity Laboratory.

I have a B.S. in psychology from the 'Universitat Autònoma de Barcelona' (1989), a Ph.D. in social/personality psychology from the University of California at Davis (1995), and I was a Postdoctoral Fellow at the University of California at Berkeley's psychology department (1995-97).

I have been examining the influence of culture and acculturation experiences on various social-personality psychological processes since 1995. More specifically, my research activities have focussed on these 3 areas: (1) Multi/Bicultural identity: Dynamics and socio-cognitive processes involved in having two or more cultural identities; individual differences in bicultural identity structure; biculturalism and social-networks; consequences of biculturalism (social and cognitive); (2) Culture and self/other perceptions: Identification and measurement of culture-specific and -general personality constructs; bilingualism and self-schemas; and (3) Cross-cultural research methods: Linguistic and cultural issues in the adaptation of questionnaires; psychometrics of multi-group cultural comparisons.

To this date, I have 38 publications, of which, 21 are first-authored papers and 28 are peer-review empirical articles. My H-index (according to search tool "publish or perish") is 17, and total citations: 2757. My work has been published in top-tier empirical psychology journals like the Journal of Personality and Social Psychology, American Psychologist, Annual Review of Psychology, Journal of Personality, and Journal of Experimental Social Psychology, among others. I have also published in respected cultural psychology outlets such as the Journal of Cross-Cultural Psychology, and in prominent handbooks of social-personality psychology. Currently I am an Associate Editor for the Journal of Personality and Social Psychology (the top journal in my field), and consulting editor for the Journal of Cross-Cultural Psychology. My research has been funded by federal and private grants from US and international agencies.

My service activities at the field, university, and departmental levels are extensive. I have been invited to give talks at many prominent psychology departments, at national and international conferences, and I have participated in many conference symposia. I am currently a member of the Executive Committee for the International Association of Cross-Cultural Psychology (IACCP) and also an active member of the Society for Personality and Social Psychology (SPSP). I have also been a member of the Executive Committee for the Association for Research in Personality (ARP), and a member of the Social-Personality Psychology panel that reviews grants for the US National Institute of Mental Health (NIMH). For a list of university and departmental level contributions, as well as a list of awards and honors, please see my CV.

Previous Relevant Research Experience:³

My early work focused on the relation between culture/language and personality description, mainly among Spanish-speaking populations. My publications on these issues have revealed important similarities and differences between indigenous Spanish personality models and imported taxonomies such the Big Five (e.g., Benet & Waller, 1995; Benet-Martínez & Waller, 1997); this line of work has

³ See CV for all references included in this section

also dealt with key psychometric issues concerning cross-cultural group comparisons and the linguistic and cultural adaptation of instruments (e.g., Benet-Martínez, 2007; Benet-Martínez & John, 1998).

During the last 12 years, I have carried out an extensive program of research examining some of the socio-cognitive and individual difference factors involved in the acculturation process, with an emphasis on understanding biculturalism. Relying on experimental and correlational designs, this research has provided psychological models for how to best define and measure biculturalism, how bicultural individuals process cultural information, how they integrate their different cultural identities, how they alternate between different cultural behavioral scripts, and how they maintain competing loyalties between different ethnic/cultural groups (see Benet-Martínez, in press; Nguyen & Benet-Martínez, 2007; for review). In exploring the above issues, I have presented a *dynamic-constructivist approach* to culture as an ideal paradigm to study bicultural identity (Hong, et al., 2000; Hong, et al., 2003). According to this approach, (1) culture is an associative network of ideas, values, beliefs (i.e., cultural meaning systems) that guide an individual's interpretation of his/her social world, and (2) multicultural individuals possess more than one cultural meaning system and shift between these systems in response to cultural cues in the environment, a process called *cultural frame-switching* (Hong et al., 2000; Ramirez-Esparza, Gosling, Benet-Martínez, & Pennebaker, 2006).

An important objective of my research has been to bridge the dynamic-constructivist approach to culture (which is heavily rooted in social and cognitive psychology) with a perspective that is sensitive to individual differences in the bicultural experience. My research has revealed reliable differences among biculturals in the way they cognitively and affectively organize their two cultural identities, a construct I have called *Bicultural Identity Integration* (BII; Benet-Martínez et al., 2002; Benet-Martínez & Haritatos, 2005). Biculturals high on BII tend to see themselves as part of a hyphenated culture (or even part of a combined, 'third' emerging culture), and find the two cultures largely compatible and easy to integrate. Bicultural individuals low on BII, on the other hand, tend to see themselves as living 'in-between cultures' and report keeping the two cultures separate and perceiving them as conflictual and disparate. In summary, bicultural individuals high and low on BII identify with both mainstream (i.e., American) and heritage (e.g., Chinese, Hispanic) cultures but differ in their ability to create a synergistic, integrated cultural identity.

My studies have shown that BII can moderate cultural frame-switching processes (Benet-Martínez et al., 2002; Zou et al., 2008), so that bicultural individuals high on BII respond to the activation of the corresponding (ethnic or American) cultural meaning system by providing responses that are culturally-congruent (e.g., stronger external attributions after seeing Chinese primes, and stronger internal attributions after seeing American primes). In contrast, bicultural individuals low on BII display the reverse effect, that is, they provide culturally-incongruent responses to the cultural primes (e.g., stronger external attributions to the American primes and stronger internal attributions to the ethnic primes). The pervasiveness of these contrast effects and the cognitive mechanisms behind them are not fully understood yet.

Recent published studies show that BII is positively linked to (1) psychological well-being, even after controlling for neuroticism (Chen et al., 2007); (2) cognitive complexity (Benet-Martínez, Lee, & Leu, 2006); (3) having larger and more richly interconnected social networks (Mok, Morris, Benet-Martínez, & Karakitapoglu-Aygun, 2007); and (4) higher perceived similarity between one's heritage and receiving-cultural ingroups (Miramontez, Benet-Martínez, & Nguyen, 2008). Also, results from Benet-Martínez and Haritatos (2005) indicate that BII is not a unitary construct, as initially suggested in earlier work (e.g., Benet-Martínez et al., 2002). Instead, BII seems to involve two relatively independent psychological constructs, Cultural Harmony vs. Conflict and Cultural Blendedness vs. Distance, each representing unique and separate aspects of the dynamic intersection between mainstream and ethnic cultural identities within bicultural individuals.

Conclusion: The research I have carried out to date attests to the breadth of my interests (acculturation, identity, personality description, measurement issues, well-being, etc.) and, at the same time, speaks

of one unifying theme: culture. In my early research on personality description I have shown that culture and ethnicity influence the ways in which we construct and describe our personalities, but that this process involves structures and products with both culturally-specific and -general elements. My more recent work on biculturalism moves away from traditional cross-cultural comparisons to study how multiple cultures are internalized and negotiated *within* the individual, and how this process is multi-dimensional and highly-contextualized. In conclusion, my research program highlights culture as one of the basic elements in which behavior takes meaning and purpose.

B2.5 Benefit to the career of the researcher from the period of integration

After 21 years of living and working in the US (see my CV for academic and professional history), last summer I accepted a permanent and senior position (i.e. tenured and the equivalent to Full Professor) as an ICREA Research Professor and returned to Barcelona, my birth-city. ICREA positions are extremely competitive and at this point represent the most attractive and reputable form of academic position in Spain.

I am confident that I will be happy working at UPF and GRITIM for the following reasons: (a) the synergy between GRITIM's expertise on immigration and mine on acculturation and cultural psychological processes, and (b) our shared interest and commitment to applying cultural psychological approaches to the understanding and adjustment of immigrant and ethnic minority populations living in Spain. Note that until my arrival, the psychological perspective was not represented in GRITIM despite the important social and psychological consequences that multicultural experiences (e.g., acculturation attitudes, cultural identity development, intercultural contact) and the broader phenomenon of diversity (religious, linguistic, racial, cultural) have for the individual with regard to his/her identity, social networks, and political attitudes and behavior. The psychological effects of acculturation on minority and majority individuals also transcend to the organizational level (e.g., attitudes in the work place, cultural practices and policies within organizations). These perspectives are part of my research program and hopefully a worthy contribution to GRITIM's clearly stated interdisciplinarity and innovation goals (see section B3.1). Certainly, the psychological component is fundamental in the development of policies to manage diversity, although, as I stated earlier, this dimension seems to have been neglected.

As a Catalan-born and -raised individual, I also find myself very attracted to the idea of applying my expertise in cultural psychology (a virtually non-existing field in Spain) to the development of theories, tools, and interventions sensitive to the new reality of today's Catalan and Spanish society, where immigrant and non-immigrant populations are faced with rapidly growing cultural and linguistic pluralism. At the same time, UPF (as an international academic institution) and Barcelona present themselves as ideal multicultural multilingual contexts where a global multilingual expatriate like me can feel comfortable for years to come.

B2.6 Curriculum Vitae

See next page

*Curriculum Vitae***Verónica Benet-Martínez**

Department of Social & Political Sciences
 GRITIM (Interdisciplinary Research Group on Immigration)
 Pompeu Fabra University
 Ramon Trias Fargas 25-27
 08005 Barcelona, Spain

E-mail: veronica.benet@upf.edu Office: +34 93 5422684
<http://benetmartinez.socialpsychology.org/>

Education

- 1995 Ph.D. in Social/Personality Psychology, University of California at Davis
 1989 B.A. in Psychology with Honors, Universitat Autònoma de Barcelona, Spain

Employment

- 2010-present ICREA Professor, Pompeu Fabra University, Dept. of Social and Political Sciences
 2006-2010 Associate Professor of Psychology, University of California at Riverside Social-Personality Area
 2003-2006 Assistant Professor of Psychology, University of California at Riverside Social-Personality Area
 1998-2003 Assistant Professor of Psychology, University of Michigan Personality Area (affiliations: Social area; Culture and Cognition program)
 1996-1997 Postdoctoral Research Fellow, University of California at Berkeley Institute of Personality and Social Research (IPSR)

Research Interests

Multicultural identity: Bicultural identity integration and dynamics; Multiculturalism and bilingualism; Psychological outcomes of multiculturalism; Sociocognitive, personality, and mental-health correlates of different acculturation strategies.

Culture and self-concept: Indigenous and imported personality models; Interplay of cultural values and personality in predicting wellbeing; Bilingualism and self-personality description.

Cross-cultural research methods: Cultural/linguistic issues in instrument development and adaptation; Combined emic-etic strategies.

Teaching Interests

Cultural and Cross-Cultural Psychology; Social-Personality Psychology; Acculturation and Immigration; Cross-Cultural Research Methods

PUBLICATIONS⁴**H-index: 17; Total citations: 2757**

28 peer-reviewed ISI journal articles; 9 chapters (5 in handbooks)

*Shared first authorship

Books:

Benet-Martínez, v., & Hong, Y-Y. (Editors). Handbook of multi-cultural identity: Basic and applied psychological perspectives. Under contract with Oxford University Press.

Peer Reviewed Journal Articles:

1. Miller, M.J., Kim, J., & **Benet-Martínez, V.** (in press). Validating the Riverside Acculturation Stress Inventory (RASI). *Psychological Assessment*.
2. Kim, T., **Benet-Martínez, V.**, & Ozer, D. (2010). Culture and interpersonal conflict resolution styles: Role of acculturation. *Journal of Cross-Cultural Psychology*, *41*, 264-269.
3. Löckenhoff, C.E., De Fruyt, F., Terracciano, A., McCrae, R.R. et al. (2009). Perceptions of aging across 26 cultures and their culture-level associates. *Psychology and Aging*, *24*, 941-954.
4. Huynh, Q., Howell, R.T., & **Benet-Martínez, V.** (2009). Reliability of bidimensional acculturation scores: A meta-analysis. *Journal of Cross-Cultural Psychology*, *40*, 256-274.
5. *Miramontez, D., **Benet-Martínez, V.**, & Nguyen, A.N. (2008). Bicultural Identity Integration and self-group personality perceptions. *Self and Identity*, *7*, 430-445.
6. *Chen, S., **Benet-Martínez, V.**, & Bond, M.H. (2008). Bicultural identity, bilingualism, and psychological adjustment in multicultural societies. *Journal of Personality*, *76*, 803-838. [2009 list of 5 most-downloaded articles]
7. Zou, X., Morris, M., **Benet-Martínez, V.** (2008). Identity motives and cultural priming: Cultural (dis)identification in assimilative and contrastive responses. *Journal of Experimental Social Psychology*, *44*, 1151-1159.
8. Nguyen, A.M., & **Benet-Martínez, V.** (2007). Biculturalism unpacked: Components, individual differences, measurement, and outcomes. *Social and Personality Psychology Compass*, *1*, 101-114.
9. Mok, A., Morris, M., **Benet-Martínez, V.**, & Karakitapoglu-Aygun, Z. (2007). Embracing American culture: Structures of social identity and social networks among first-generation biculturals. *Journal of Cross-Cultural Psychology*, *38*, 629-635.
10. Schmitt, D.P., Allik, J., McCrae, R.R., & **Benet-Martínez, V.** (2007). The geographic distribution of Big Five personality traits: Patterns and profiles of human self-description across 56 nations. *Journal of Cross-Cultural Psychology*, *38*, 173-212.

⁴ Current or former graduate student co-authors: Chen, Cheng, Haritatos, Huynh, Kim, Leu, Miramontez, Mok, Nguyen, Ramirez-Esparza, Zou.

11. Cheng, C., Lee, F., & **Benet-Martínez, V.** (2006). Assimilation and contrast effects in cultural frame-switching: Bicultural Identity Integration (BII) and valence of cultural cues. Journal of Cross-Cultural Psychology, *37*, 742-760.
12. *Ozer, D., & **Benet-Martínez, V.** (2006). Personality and the prediction of consequential outcomes. Annual Review of Psychology, *57*, 401-421. [Reprinted in D.C. Funder & D.J. Ozer's 4th edition of 'The Pieces of the Personality Puzzle']
13. **Benet-Martínez, V.**, Lee, F., & Leu, J. (2006). Biculturalism and cognitive complexity: Expertise in cultural representations. Journal of Cross-Cultural Psychology, *37*, 386-407.
14. Ramirez-Esparza, N., Gosling, S., **Benet-Martínez, V.**, Potter, J. & Pennebaker, J. (2006). Do bilinguals have two personalities? A special case of cultural frame-switching. Journal of Research in Personality, *40*, 99-120. [2007 *Journal of Research in Personality* Best Paper Award]
15. **Benet-Martínez, V.**, & Haritatos, J. (2005). Bicultural Identity Integration (BII): Components and socio-personality antecedents. Journal of Personality, *73*, 1015-1049.
16. Hong, Y., **Benet-Martínez, V.**, Chiu, C., & Morris, M. (2003). Boundaries of cultural influence: Construct activation as a mechanism for cultural differences in social perception. Journal of Cross-Cultural Psychology, *34*, 453-464.
17. **Benet-Martínez, V.** & Karakitapoglu-Aygun, Z. (2003). The interplay of cultural values and personality in predicting life-satisfaction: Comparing Asian- and European-Americans. Journal of Cross-Cultural Psychology, *34*, 38-61.
18. Haritatos, J. & **Benet-Martínez, V.** (2002). Bicultural identities: The interface of cultural, personality, and socio-cognitive processes. Journal of Research in Personality, *6*, 598-606. [Reprinted in M.W. Schustack & H.S. Friedman's 2008 2nd edition of 'The Personality Reader']
19. **Benet-Martínez, V.**, Leu, J., Lee, F., & Morris, M. (2002). Negotiating biculturalism: Cultural frame-switching in biculturals with 'oppositional' vs. 'compatible' cultural identities. Journal of Cross-Cultural Psychology, *33*, 492-516.
20. **Benet-Martínez, V.** & Waller, N.G. (2002). From 'adorable' to 'worthless': Implicit and self-report structure of highly-evaluative personality descriptors. European Journal of Personality, *16*, 1-44.
21. *Aaker, J., **Benet-Martínez, V.**, & Garolera, J. (2001). Consumption symbols as carriers of culture: A study of Japanese and Spanish brand personality constructs. Journal of Personality and Social Psychology, *81*, 249-264.
22. Hong, Y., Morris, M., Chiu, C., & **Benet-Martínez, V.** (2000). Multicultural minds: A dynamic constructivist approach to culture and cognition. American Psychologist, *55*, 709-720. [Winner of APA's Division 9 *Otto Klineberg Intercultural and International Relations Award*]
23. **Benet-Martínez, V.** & John, O.P. (2000). Towards the development of quasi-indigenous personality constructs. American Behavioral Scientist, *44*, 141-157. Special issue: 'Personality traits and culture: New perspectives on some classic issues.' [Reprinted in D.C. Funder & D.J. Ozer's 3rd edition of 'The Pieces of the Personality Puzzle']

24. **Benet-Martínez, V. & John, O.P.** (1998). *Los Cinco Grandes* across cultures and ethnic groups: Multitrait method analyses of the Big Five in Spanish and English. Journal of Personality and Social Psychology, *75*, 729-750.
25. **Benet-Martínez, V.** (1997). Theoretical perspectives on the Five-Factor Model of personality: Agreement about five dimensions, disagreement about the concept of trait. Journal of Personality Assessment, *69*, 658-664.
26. **Benet-Martínez, V. & Waller, N. G.** (1997). Further evidence for the cross-cultural generality of the 'Big Seven' model: Imported and indigenous Spanish personality constructs. Journal of Personality, *65*, 567-598.
27. **Benet, V. & Waller, N. G.** (1995). The 'Big Seven' model of personality description: Evidence for its cross-cultural generality in a Spanish sample. Journal of Personality and Social Psychology, *69*, 701-718.
28. Waller, N. G., **Benet, V.**, & Farney, D. L. (1994). Modeling person-situation correspondence over time: A study of 103 evangelical disciple-makers. Journal of Personality, *62*, 177-197.

Book Chapters:

29. **Benet-Martínez, V.** (in press). Multiculturalism: Cultural, personality, and social processes. In K. Deaux & M. Snyder (Eds.), Handbook of Personality and Social Psychology. Oxford University Press.
30. Huynh, Q.-L., Nguyen, A.M., & **Benet-Martínez, V.** (in press). Bicultural identity integration. In S. J. Schwartz, K. Luyckx, & V. L. Vignoles (Eds.), Handbook of identity theory and research.
31. *Nguyen, A.M, & **Benet-Martínez, V.** (2010). Multicultural identity: What it is and why it matters. In R. Crisp (Ed.), The psychology of social and cultural diversity. Hoboken, NJ: Wiley-Blackwell.
32. **Benet-Martínez, V.**, & Lee, F., (2009). Exploring the socio-cognitive consequences of biculturalism: Cognitive complexity. In A. Gary & K. Milonas (Eds.), From Herodotus' Ethnographic Journeys to Cross-Cultural Research. Athens: Atrapos Editions
33. Nguyen, A.M., Huynh, Q., & **Benet-Martínez, V.** (2009). Bicultural identities in a diverse world. In J. L. Chin (Ed.), Diversity in mind and in action. Westport, CT: Praeger.
34. ***Benet-Martínez, V.**, & Oishi, S. (2008). Culture and personality. In O.P. John, R.W. Robins, & L.A. Pervin (Eds.), Handbook of personality: Theory and research. New York, NY: Guilford Press.
35. **Benet-Martínez, V.** (2007). Cross-cultural personality research: Conceptual and methodological issues. In R.W. Robins, R.C. Fraley, & R. Krueger (Eds.), Handbook of research methods in personality psychology. New York, NY: Guilford Press.
36. John, O.P. & **Benet-Martínez, V.** (2000). Measurement, scale construction, and reliability. In H.T. Reis and C.M. Judd (Eds.), Handbook of research methods in social and personality psychology (pp. 339-369). New York, NY: Cambridge University Press.
37. **Benet-Martínez, V.** (1999). Exploring indigenous Spanish personality constructs with a combined emic-etic approach. In J.C. Lasry, J.G. Adair, & K.L. Dion (Eds.). Latest

contributions to cross-cultural psychology (pp. 151-175). Lisse, Netherlands: Swets & Zeitlinge.

Other Publications:

38. **Benet-Martínez, V.** (2009). Entries for terms: Biculturalism, Bicultural Identity, Multiculturalism. In D. Matsumoto (Ed.), Cambridge Dictionary of Psychology. Cambridge University Press.

Manuscripts Under Review

39. Nguyen, A.M., & **Benet-Martínez, V.** (2009). Biculturalism and adjustment: A meta-analysis. Submitted to Personality and Social Psychology Review.
40. Nguyen, A.M., Huynh, Q., & **Benet-Martínez, V.** (2009). The acculturation of values and bicultural identity. Submitted to Cultural Diversity and Ethnic Minority Psychology.

Manuscripts in Preparation

Benet-Martínez, V., Haritatos, J., & Santana, L. Bicultural Identity Integration (BII) and well-being.

Naumann, L., Benet-Martínez, V., & Espinoza, P. Gringo and/or Mexicano? Bicultural Identity Integration (BII) and cultural frame-switching in Mexican-American biculturals.

Santana, L., & Benet-Martínez, V. Negotiating Mexican-American bicultural identity: A qualitative study.

Haritatos, J., & Benet-Martínez, V. On being bicultural: A content analysis of narratives.

Research Funding (PI status)

2011	Pompeu Fabra University, COMENCA Research Funds (5000E)
2009	University of California at Riverside, Academic Senate Research Funds (\$700)
2008-2009	Office of the Director of National Intelligence (ODNI). Project title: "Adaptive and Maladaptive Biculturalism: Measurement, Validity, and Psycho-Social Correlates of Bicultural Identity Integration (BII)" (\$138,400)
2008	University of California at Riverside, Academic Senate Research Funds (\$1,500)
2007	University of California at Riverside, Academic Senate Research Funds (\$3,000)
2006	University of California at Riverside, Academic Senate Research Funds (\$1,531)
2005	University of California at Riverside, Academic Senate Research Funds (\$1,900)
2004	University of California at Riverside, Academic Senate Research Funds (\$700)
2000-2003	University of Michigan, Office of the Vice-President for Research, Faculty Grant (\$16,650). Project title: "The Intersection of Language and Culture: Bilingualism and Ethnic Identity in Mexican-Americans"

- 2001 University of Michigan, Rackham School of Graduate Studies, Summer Grant (\$5,000).
Project title: "The Intersection of Language and Culture: Bilingualism and Ethnic Identity in Mexican-Americans"
- 2000 University of Michigan, Office of the Provost, Faculty Development Award (\$5,000)
- 1999-2001 University of Michigan, Rackham School of Graduate Studies, Faculty Grant (\$15,000). Project title: "Cross-Cultural Transitions: Personality, Acculturation Strategies, and Adjustment of Foreign Students"
- 2001 University of Michigan, College of LS&A, Faculty Research Assistance Fund (\$800)
- 1996-1997 Ministry of Education and Science (Spain), Postdoctoral Research Grant (\$55,000)
Project title: "The Spanish Big Five: Indigenous and Imported Measures"

Honors, Awards, & Fellowships

- 2009 J. William Fulbright Commission: Member of the *Fulbright Foreign Specialist* roster
- 2008 Journal of Research in Personality: *Best Paper Award* (with Ramirez-Esparza, Gosling, Potter, & Pennebaker)
- 2007 Center for Ideas and Society (UC Riverside): *Residential Fellow*
- 2005 APA Div. 52: *Award for International Research* (with Chen & Bond)
- 2001 Society for the Psychological Study of Social Issues: *Otto Klineberg Intercultural and International Relations Award* (with Hong, Chiu, & Morris)
- 2000 University of Michigan: *Career Development Award*
- 1996 National Institute of Mental Health: Award to attend meeting 'Acculturation theory and research: Young scholars.'
- 1995 American Psychological Association: *Dissertation Award*
- 1990-1993 University of California at Davis: *U.C. Regents Graduate Fellowship*
- 1990-1993 CIRIT (Generalitat de Catalunya; Spain): *International Graduate Fellowship*
- 1993 Inter-University Consortium for Political and Social Research (Ann Arbor, MI): Graduate fellowship to take workshop 'Item Response Theory.'

Teaching Experience

Graduate: Cultural Processes in Social-Personality Psychology; Psychology of Multi/Biculturalism; Personality Theories

Undergraduate: Introduction to Personality Psychology; Introductory Psychology; Culture and Ethnicity in Psychology

Journal Editorship/ReviewingAssociate Editor

Journal of Personality and Social Psychology; 2009-present
GRITIM Working Paper Series; 2010-present

Consulting Editor (Editorial Board Member):

Journal of Cross-Cultural Psychology; 2003-present
Journal of Personality and Social Psychology; 2002-2009
Cultural Diversity and Ethnic Minority Psychology; 2004-2007
Journal of Research in Personality; 2004-2006
Prevention and Treatment; 2000-2003

Ad-Hoc Reviewer:

Journal of Personality
Personality and Social Psychology Bulletin
Psychological Bulletin
Personality and Social Psychology Compass
Journal of Personality Assessment
Journal of Non-Verbal Behavior
Developmental Psychology

Specialized TrainingCultural Theory and Methods

Developing Intercultural Consciousness – Instructor: Milton Bennett; Summer Institute of Intercultural Communication (SIIC), Forest Grove, Oregon, July 2004

Acculturation Theory and Research: A Technical Assistance Workshop -- National Institute of Mental Health (invited participation), Washington, DC; September 1996

Statistics and Measurement (advanced courses)

Mediation Models in the Social/ Behavioral Sciences – University of Michigan RCGD workshop, July 2001

Hierarchical Linear Modeling -- University of Michigan ICPSR workshop, July 1998

Latent Variable Analysis with PLS -- Berkeley Older Generation Study workshop, October 1996

Interactions in Regression Analysis -- Nagshead Conference workshop, June 1996

Structural Equation Modeling -- APA conference workshop, August 1995

Item Response Theory -- University of Michigan ICPSR workshop, June 1993

Languages

English, Spanish, and Catalan

Other Professional Service/Community ActivitiesInternational Psychology Field

- International Association for Cross-Cultural Psychology (IACCP):
 - IACCP Executive Committee, 2005-present
 - International Congress (Bremen, Germany, 2008): Scientific Committee member

- European Regional Conference (San Sebastian, Spain, 2005): Scientific Committee member
- Catalan Science Foundation (AGAUR, Spain): Grant reviewer, 2003-present
- NORFACE (New Opportunities for Research Funding Agency Co-operation in Europe):
-Grant reviewer 2009-present

US Psychology Field

- Society for Personality and Social Psychology (SPSP): 2010 Scientific Program Committee
- International Association for Cross-Cultural Psychology (IACCP): US representative, 2005-present
- National Institute of Mental Health (NIMH): SPIP study group adhoc reviewer, 2004-present
- Association for Research in Personality (ARP): Executive Committee, 2003-2006
- American Psychological Association (Division 8): 2006 conference programming

Psychology Department:

- UCR: Industrial-Organizational Search Committee, 2006-2007
- Univ. of Michigan (UM): Undergraduate Committee member, 1999-2000
- UM: Augmented Executive Committee member, 1999-2000
- UM: Culture and Cognition program faculty facilitator

Social-Personality Area:

- UCR Brown-Bag Series (organizer), 2004-present
- Reception showcasing UCR social area at SPSP Palm Springs conference (organizing committee), 2006
- UM Brown-Bag Series (organizer), 1998-2000
- UM Graduate Admissions Committee (Chair), 2000-2002

University:

- UCR IRB committee, 2009
- UCR Global Studies Major committee, 2007-present
- UCR LSA Search for Latin American Studies Center Director (committee member), 2005-2006
- UM OVPR/Rackham Faculty Fellowship Program (reviewer), 1999-2001
- UM Fulbright Fellowship Program (interviewer), 2000-2001

Professional Memberships

Member of IMISCOE (“International Migration, Integration and Social Cohesion in Europe” European Network of Excellence); Society for Personality and Social Psychology; American Psychological Association; American Psychological Society; International Association of Cross-Cultural Psychology; Association for Research in Personality; European Association of Personality

Invited Colloquia & Meetings

Benet-Martínez, V. (2010, December). Global strategy and policy implications of biculturals and individuals with mixed cultural identities as the new workplace demographic (Brennen, M-Y., Organizer). Invited as participant to the 2nd Thought Leadership Conference on Biculturalism, Abu Dhabi, UAE.

Benet-Martínez, V. (2010, November). The multicultural individual: Socio-cognitive dynamics, individual differences, and psychological consequences. Invited colloquium, GRITIM, Pompeu Fabra University, Barcelona, Spain.

Benet-Martínez, V. (2010, November). Biculturalism: Dynamics, components, and personality correlates. Invited colloquium, Tilburg University, Tilburg, The Netherlands.

Benet-Martínez, V. (2010, October). Biculturalism: Dynamics, components, and personality correlates. Invited talk for the European Association of Personality Psychology (EAPP) expert meeting on “Personality and Culture,” Lausanne, Switzerland.

Benet-Martínez, V. (2010, February). Multicultural Identity: Social, cognitive, and personality processes. Invited colloquium, Haverford College.

Benet-Martínez, V. (2009, October). Multicultural Identity: Social, cognitive, and personality processes. Invited colloquium, University of Toronto.

Benet-Martínez, V. (2009, July). Multicultural Identity: Social, cognitive, and personality processes. Invited talk for the 3rd Southampton Symposium on Self and Identity, University of Southampton, U.K.

Benet-Martínez, V. (2008, December). Multicultural Identity: Social, cognitive, and personality processes. Invited talk for the Social Psychology Brown-Bag Series, San Diego State University.

Benet-Martínez, V. (2008, November). Multicultural Identity: Social, cognitive, and personality processes. Invited colloquium, University of Kent, Canterbury, U.K.

Benet-Martínez, V. (2008, June). Global management: Biculturals as the new workplace demographic. Invited talk for the Organizational Behavior and Strategy group, INSEAD, Fontainebleau, France.

Benet-Martínez, V. (2008, May). Bicultural Identity Integration: Theory and measurement. Invited talk for the Green Gulch small-group meeting “Surfacing, understanding, and developing the hidden strengths of biculturals as the new workplace demographic” (Brennen, M-Y., Organizer).

Benet-Martínez, V. (2006, October). Biculturalism: Socio-cognitive processes and individual differences. Invited colloquium, California State University Long Beach.

Benet-Martínez, V. (2006, March). Biculturalism: Socio-cognitive processes and individual differences. Invited talk for the Business School (organizational area), Columbia University.

Benet-Martínez, V. (2006, January). Biculturalism: Socio-cognitive processes and individual differences. Invited talk for the Cognitive Psychology Brown-Bag Series, University of California at Riverside.

Benet-Martínez, V. (2005, December). Biculturalism: Socio-cognitive processes and individual differences. Invited talk for the Social Psychology Brown-Bag Series, University of Southern California.

Benet-Martínez, V. (2004, November). Biculturalism: Socio-cognitive processes and individual differences. Invited talk for the Social-Personality Brown-Bag Series, California State University San Diego.

Benet-Martínez, V. (2004, November). Biculturalism: Socio-cognitive processes and individual differences. Invited talk for the European Research Centre on Migration and Ethnic Relations (ERCOMER), University of Utrecht, The Netherlands.

Benet-Martínez, V. (2003, April). Biculturalism: Socio-cognitive processes and individual differences. Invited talk for the Social-Personality Brown-Bag Series, University of California at Davis.

Benet-Martínez, V. (2003, February). Culture and Personality: Conceptual and methodological issues. Invited colloquium, University of California at Riverside.

Benet-Martínez, V. (2001, October). Biculturalism: Socio-cognitive processes and individual differences. Invited talk for the Organizational Behavior Brown-Bag Series, University of Chicago Graduate School of Business.

Benet-Martínez, V. (2001, April). Being bicultural: Socio-cognitive processes and individual differences. Invited talk for the Social Psychology Brown-Bag Series, University of California – Los Angeles.

Benet-Martínez, V. (2001, April). Being bicultural: Socio-cognitive processes and individual differences. Invited talk for the Social Psychology Brown-Bag Series, University of California – Irvine.

Benet-Martínez, V. (2000, December). Being bicultural: Socio-cognitive processes and individual differences. Invited talk for the Personality Psychology Brown-Bag Series, University of Michigan.

Benet-Martínez, V. (2000, June). Indigenous and imported Spanish personality constructs. Invited colloquium, Universidad de Salamanca, Spain.

Benet-Martínez, V. (2000, May). Culture and personality: Lexical, dimensional, and socio-cognitive approaches. Invited talk for the Social-Personality Brown-Bag Series, University of California-Davis.

Benet-Martínez, V. (1998, August). Studying multiculturalism in the laboratory: Cultural schemata activation in blended and alternating biculturals. Invited talk for the Stanford Cultural Psychology mini-conference, Stanford, CA.

Benet-Martínez, V. (1999, April). Culture and social/personality processes: Lexical, taxonomic, and socio-cognitive approaches. Invited colloquium, ISR Group Dynamics Series, University of Michigan.

Benet-Martínez, V. (1998, September). Culture and personality. Invited colloquium, Culture and Cognition Series, University of Michigan.

Benet-Martínez, V. (1997, March). Cross-cultural and mediational approaches in the study of cultural differences. Invited colloquium, Holy Cross College.

Benet-Martínez, V. (1997, February). Cultural differences in personality and social behavior: Conceptual and methodological issues. Invited colloquium, University of Michigan.

Benet-Martínez, V. (1997, January). Cultural differences in personality and social behavior: Conceptual and methodological issues. Invited colloquium, Pacific Graduate School of Psychology.

Benet, V. (1995, October). Cross-cultural perspectives on personality taxonomies. Invited colloquium, Institute of Personality and Social Research, University of California at Berkeley.

Benet, V. (1995, May). Indigenous and imported Spanish personality constructs. Invited talk for the Social-Personality Brown-Bag Series, Department of Psychology, University of California at Davis.

Professional Conference Presentations

=Talks at Symposia:

Benet-Martínez, V. (2011, January). The dual cultural self: Cultural frame-switching and bicultural identity integration. Paper presented in the symposium “Examining the stability of the self across multiple levels of analysis” (Gardner, W. & Slotter, E., Chairs) at the 12th annual convention of the Society for Personality and Social Psychology, San Antonio, TX.

Benet-Martínez, V. (2010, January). Multicultural identity. Paper presented in the symposium “Social psychology in the service of national security: Collaboration opportunities in support of the federal security clearance system” (Castelda, B., Chair) at the 11th annual convention of the Society for Personality and Social Psychology, Las Vegas, NV.

Benet-Martínez, V. (2010, January). Why you should join IACCP. Invited talk for the Cultural Psychology Preconference, 11th annual convention of the Society for Personality and Social Psychology, Las Vegas, NV.

Benet-Martínez, V. (2008, June). Bicultural Identity Integration (BII): Structure, antecedents, and consequences. Paper presented in the symposium “Antecedents and consequences of social identity complexity” (Brewer, M. & Crisp, R., Chairs) at the 15th meeting of the European Association of Experimental Social Psychology, Opatija, Croatia.

Benet-Martínez, V. (2008, February). Bicultural Identity Integration (BII): Components, dynamics, and psychosocial correlates. Paper presented in the symposium “Negotiating two cultures: Social psychological approaches to acculturation and bi-cultureless” (Kim, H., Chair) at the 9th annual convention of the Society for Personality and Social Psychology, Albuquerque, NM.

Benet-Martínez, V. (2007, May). Bicultural Identity Integration. Paper presented in the symposium “The bicultural mind: Individual differences, dynamics, and consequences” (Benet-Martínez, V., Chair) at the 19th annual convention of the American Psychological Society, Washington, DC.

Benet-Martínez, V. & Lee, F. (2006, July). Exploring the socio-cognitive consequences of biculturalism: Cognitive complexity. Paper presented in the symposium “New perspectives on the relation between cultural information processing and multicultural identity dynamics” (Kwan, V., Chair) at the 12th Congress of the International Association for Cross-Cultural Psychology, Spetses, Greece.

Nguyen, A.-M. D., & Benet-Martínez, V. (2006, June). The benefits and costs of being bicultural. Paper presented in the symposium “Understanding biculturalism: The bicultural experience in the 21st century” (Miramontez, D. R., Chair) at the 6th biennial convention of the Society for the Psychological Study of Social Issues, Long Beach, CA.

Miramontez, D. R. & Benet-Martínez, V. (2006, June). Bicultural identity and self/group personality perceptions. Paper presented in the symposium "Understanding biculturalism: The bicultural experience in the 21st century" (Miramontez, D. R., Chair) at the 6th biennial meeting of the Society for the Psychological Study of Social Issues, Long Beach, California.

Benet-Martínez, V. (2005, July). Bicultural identity: Conceptual and methodological issues. Paper presented in the symposium “Multicultural Individuals, multicultural societies: Examining diversity of cultural identities and values at the individual, team, and group levels” (Benet-Martínez, V., Chair) at the European regional IACCP convention, San Sebastian, Spain.

Benet-Martínez, V. (2005, May). Bicultural Identity Integration (BII): Components, dynamics, and psychosocial correlates. Paper presented in the symposium “Identity Integration: Precursors, underlying mechanisms, and outcomes” (Sacharin, S., Chair) at the 17th annual convention of the American Psychological Society, Los Angeles, CA.

Benet-Martínez, V. (2005, January). Bicultural Identity Integration (BII): Components, dynamics, and psychosocial correlates. Paper presented in the symposium "Describing, defining, and defending American: Understanding the relationship between American and Ethnic identity" (Cheryan, S., Chair) at the 6th annual convention of the Society for Personality and Social Psychology, New Orleans, LA.

Benet-Martínez, V., & Santana, E. (2004, February). Cultural values and biculturalism: An exploration with Mexican-Americans. Paper presented in the symposium "Cultural values, self, and identity: Perspectives on the interrelations among the three" (Chin, W., Chair) at the 5th annual convention of the Society for Personality and Social Psychology, Austin, TX.

Benet-Martínez, V. (2002, January). Bicultural identity: Components, dynamics, and individual differences. Invited talk for the Personality Preconference, 3rd annual convention of the Society for Personality and Social Psychology, Savannah, GE.

Benet-Martínez, V., Leu, J., & Lee, F. (2001, August). Negotiating biculturalism: Oppositional vs. compatible cultural identities and cultural frame-switching. Paper presented in the symposium "Deep or superficial? Experimental manipulation and the study of culture" (G. Adams & M. Suh, Chairs) at the 109th Annual APA Convention, San Francisco, CA.

Haritatos, J., & Benet-Martínez, V. (2001, August). Being bicultural: Dynamics and socio-psychological correlates. Paper presented in the symposium "Multicultural identities: Socio-cognitive and individual difference perspectives" (V. Benet-Martínez, Chair) at the 109th Annual APA Convention, San Francisco, CA.

Leu, J., Benet-Martínez, V., & Lee, F. (2000, June). Bicultural identities: Dynamics, individual differences, and socio-cognitive correlates. Paper presented at the 12th annual convention of the American Psychological Society, Miami, FL.

Benet-Martínez, V. (1999, June). Cultural scheme activation and attribution in blended and alternating biculturals. Paper presented at the 11th annual convention of the American Psychological Society, Denver, CO.

Benet-Martínez, V. (1998, August). Modeling acculturation in the laboratory: Priming of Chinese and US cultural schemes in Chinese-American biculturals. Paper presented in the symposium "Theoretical and methodological issues in the study of acculturation: Current efforts and new directions in the United States" (V. Benet-Martínez, Chair) at the XIV Congress of the International Association for Cross-Cultural Psychology, Bellingham, WA, USA.

Benet-Martínez, V. (1996, August). Cross-cultural status of the 'Big Seven'. Paper presented at the XIII Congress of the International Association for Cross-Cultural Psychology, Montreal, Canada.

Benet-Martínez, V. (1996, June). 'Los Cinco Grandes' across cultures and ethnic groups: Multi-Trait Multi-Language analyses of the Spanish Big Five Inventory. Paper presented at the Nagshead Conference on Personality and Social Behavior, Highland Beach, FL.

Benet, V. (1995, August). The Big Five and 'Big Seven' in Spain. Paper presented in the symposium "Big Five and Culture: Recent Developments" (O. John & V. Benet, Chairs) at the 103rd annual convention of the American Psychological Association, New York, NY.

Benet, V. (1994, July). An etic study of the cross-cultural generality of the 'Big Seven.' Paper presented at the XXI Congress of the International Association for Cross-Cultural Psychology, Pamplona, Spain.

Benet, V. (1994, July). The 'Big Seven' alternatives to the Big Five: Two additional evaluative dimensions to fully represent the domain of personality description. Paper presented at the VII European Conference on Personality, Madrid, Spain.

Benet, V. & Waller, N.G. (1992, April). Using Survival Analysis to model person-environment interaction. Paper presented at the annual convention of the Western Psychological Association, Portland, OR.

=Poster Presentations:

Kim-Jo, T., & Benet-Martinez, V. (2008, May). Bicultural Identity Integration and adjustment outcomes among Korean and Mexican biculturals. Poster presented at the 20th annual convention of the Association for Psychological Science, Chicago, Illinois.

Rios, L., Ching, S., Arellano, A., Nguyen, A.-M. D., & Benet-Martínez, V. (2008, April). Predictors of acculturative stress? Acculturation, Bicultural Identity Integration, and self-construal. Poster presented at the 88th annual convention of the Western Psychological Association, Irvine, CA.

Marcelo, A. K., Huynh, Q.-L., & Benet-Martínez, V. (2008, April). Ethnic Identity and well-Being: A comparison of two ethnic identity measures. Poster session presented at the 88th annual convention of the Western Psychological Association, Irvine, CA

Nguyen, A.-M. D., & Benet-Martínez, V. (2008, February). Biculturalism and adjustment: A meta-analysis. Poster presented at the 9th annual convention of the Society for Personality and Social Psychology, Albuquerque, NM.

Huynh, Q.-L., & Benet-Martínez, V. (2008, February). Bicultural identity (in)consistency. Poster presented at the 9th annual convention of the Society for Personality and Social Psychology, Albuquerque, NM.

Nguyen, A.-M. D., Bohm, R. M., & Benet-Martínez, V. (2007, August). What is intercultural sensitivity, and how do you measure it? Poster presented at the 116th annual convention of the American Psychological Association, San Francisco, CA.

Ching, S., Cho, L., Nguyen, A.-M. D., & Benet-Martínez, V. (2007, August). Determining the cultural orientations that relate to collective self-esteem. Poster presented at the 116th annual convention of the American Psychological Association, San Francisco, CA.

Nguyen, A.-M. D., & Benet-Martínez, V. (2007, August). Factors influencing ethnic self-identification for individuals of Vietnamese descent. Poster presented at the 116th annual convention of the American Psychological Association, San Francisco, CA.

Kim-Jo, T. & Benet-Martinez, V (2007, May). Bicultural Identity Integration and well-being among Koreans in U.S., Canada, and Japan. Poster presented at the 19th convention of the Association for Psychological Science, Washington D. C.

Kim-Jo, T., Benet-Martinez, V., & Kim, C. (2007, January). Zainichi Koreans: Invisible ethnic identity. Poster presented at the 8th annual meeting of the Society for Personality and Social Psychology, Memphis, Tennessee.

Huynh, Q.-L., & Benet-Martínez, V. (2007, January). Social and personality correlates of Bicultural Identity Integration: Validation evidence for the BIIS-2. Poster presented at the 8th annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

- Nguyen, A.-M. D., Huynh, Q.-L., & Benet-Martínez, V. (2007, January). Bicultural Identity Integration and acculturation values. Poster presented at the 8th annual meeting of the Society for Personality and Social Psychology, Memphis, TN.
- Miramontez, D. R., Isas, L., & Benet-Martínez, V. (2007, January). Bicultural identity and psychological well-being among Mexican Americans. Poster presented at the 8th annual meeting of the Society for Personality and Social Psychology, Memphis, Tennessee.
- Miramontez, D. R., Nguyen, A.-M. D., & Benet-Martínez, V. (2006, May). Stereotypical personalities of Latinos and Anglo Americans through bicultural eyes. Poster presented at the 18th annual convention of the Association for Psychological Science, New York, NY.
- Nguyen, A.M. & Benet-Martínez, V. (2006, January). The benefits and costs of being bicultural. Poster presented at the 7th annual meeting of the Society for Personality and Social Psychology, Palm Springs, CA.
- Miramontez, D. R., Benet-Martínez, V. & Reyes, O. (2006, January). Bicultural identity and self/group personality perceptions. Poster presented at the 7th annual meeting of the Society for Personality and Social Psychology, Palm Springs, CA.
- Kim-Jo, T., Benet-Martínez, V., Park, J., & Lee, H. Y. (2006, January). Culture and personality as predictors of conflict resolution styles. Poster presented at the 7th annual meeting of the Society for Personality and Social Psychology, Palm Springs, CA.
- Kim-Jo, T., Benet-Martínez, V., & Kim, C. (2006, May). Koreans in Japan: Perceived discrimination, ethnic identity, and psychological well-being. Poster presented at the 18th annual meeting of the Association for Psychological Science, New York.
- Kim-Jo, T. & Benet-Martínez, V. (2005, May). The benefits of ethnic identity: A meta-analysis. Poster presented at the 17th annual meeting of the American Psychological Society, Los Angeles, CA.
- Miramontez, D. R., Benet-Martínez, V., & Howell, R. (2005, May). Latino bicultural identity integration and self-other personality perceptions. Poster presented at the 17th annual meeting of the American Psychological Society, Los Angeles, CA.
- Kim-Jo, T., Benet-Martínez, V., Wilkins, K., & Antos, S. (2005, January). Ethnic identity and self-esteem: A meta-analysis. Poster presented at the 6th annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Miramontez, D., Benet-Martínez, V., & Howell, R. (2005, January). Latino bicultural identity integration and self-other personality perceptions. Poster presented at the 6th annual meeting of the Society of Personality and Social Psychology, New Orleans, LA.
- Espinoza, P., & Benet-Martínez, V. (2004, June). Mexican-American biculturals: Cultural negotiation and acculturation stress. Poster presented at the 16th annual meeting of the American Psychological Society, Chicago, IL.
- Haritatos, J., & Benet-Martínez, V. (2003, February). Bicultural Identity Integration: Components, dynamics, and socio-personality correlates. Poster presented at the 4th annual convention of the Society for Personality and Social Psychology, Los Angeles, CA.
- Karakitapoglu-Aygun, Z., & Benet-Martínez, V. (2002, August). The interplay of cultural values and personality in predicting life-satisfaction: Comparing Asian- and European-Americans. Poster presented at the 110th Annual APA convention, Chicago, IL.

Leu, J., Benet-Martínez, V., & Lee, F. (2001, February). Negotiating biculturalism: Cultural frame-switching in biculturals with 'oppositional' vs. 'compatible' cultural identities. Poster presented at the 2nd annual convention of the Society for Personality and Social Psychology, San Antonio, TX.

Benet-Martínez, V., Haritatos, J., & Leu, J. (2001, February). Being bicultural: dynamics and socio-psychological correlates. Poster presented at the 2nd annual convention of the Society for Personality and Social Psychology, San Antonio, TX.

Benet-Martínez, V. & John, O. P. (1998, August). Spanish Big Five: A multi-trait, multi-language, multi-instrument approach. Poster presented at the 106th annual convention of the American Psychological Association, San Francisco, CA.

Benet-Martínez, V. & Waller, N.G. (1996, June). Positive and Negative Valence: Meaningful lexical dimensions of personality description outside the Big Five. Poster presented at the annual convention of the American Psychological Society, San Francisco. CA.

B3 IMPLEMENTATION

B3.1 Quality of host organisation, including adequacy of infrastructures/facilities

Below I provide a brief snapshot of the resources and mission of my host university (UPF), host department within UPF (Dept. of Political and Social Sciences), the UPF research unit I am a member of (GRITIM), and the Catalan scientific organization that endows my position (ICREA).

Pompeu Fabra University (UPF; *Universitat Pompeu Fabra*) is a public university in Barcelona, Catalonia, Spain. It is widely considered to be one of the best public universities in Spain and in Europe, and was ranked 1st in scientific productivity in Spain in 2009. Founded in 1990, UPF offers 19 undergraduate degrees, 37 official masters, and 9 PhD programs. The UPF structures this offer around three campuses and three areas of knowledge: Social Sciences and Humanities (Ciutadella Campus); Sciences and information technologies and communication (Communication Campus - Poble Nou) and Biomedical sciences (Mar Campus).

UPF is the most international university in Spain: 16% of bachelor's degree students are foreigners; 33% of students in the official master's degrees are foreigners; 39% of doctoral degrees are foreigners; 905 students from North America are on the Study Abroad Programme; 32% of graduates have spent stages abroad; 12% of lecturers are foreign; 25% of research support staff is foreign; 40% of teaching and research staff has studied or worked abroad; 1st Spanish university, 22nd European and 48th in the world in the "International faculty" index (Times Higher Education Ranking 2009)

At UPF and within its Research Service within the Vice-Rectorate for Research there is a specific unit with specialized staff dealing with European projects, mainly FP6 and FP7. UPF has successfully participated in European research programs. During FP5 and FP6 it took part in 76 different R&D projects with a total funding of 17.4 million Euros. Overall participation FP7 includes so far 21 projects and a total funding of 12.3 million Euros. More than 50% of these projects have been granted under the Cooperation programme, followed by the Ideas programme with 4 ongoing projects and a total EC contribution of 5.5 million Euros.

The Department of Political and Social Sciences within UPF maintains several well-equipped laboratories and a number of field sites for the study of social issues related to immigration. To facilitate data collection and analysis, all the department laboratories contain computers and direct data lines tied to the central campus computers. The department also hosts the Research and Expertise Centre for Survey Methodology (RECSM), led by renowned methodologist Willem Saris. This centre is a great resource in assisting researchers with issues related to survey methodology (study and instrument design issues, data analyses, etc.).

GRITIM (Interdisciplinary Research Group in Immigration) is a group at Universitat Pompeu Fabra made up of researchers from different disciplines who are interested in research and management of the change processes arising from human mobility and immigration. The group's main objectives are to promote theoretical and (basic and applied) research related to immigration and cultural diversity. GRITIM has 2 priorities: (1) Multidisciplinarity: Promotion of research on immigration and cultural diversity from a multidisciplinary perspective (psychology, sociology, political science, international relations, literature, law, economics, languages), while also promoting a methodological pluralism; (2) Transfer of knowledge: Promotion of interactions among prestigious academic researchers and doctoral students interested in immigration and cultural diversity. GRITIM offers a Master in Immigration Management, a monthly seminar series where international scholars on immigration-related issues present their work, and a Working Paper Series. For more information on these activities see: <http://www.upf.edu/gritim/gritim/index.html>

ICREA (Catalan Institute for Advanced Research) is a foundation jointly promoted by the Catalan Government through the Ministry of Innovation, Universities and Enterprise. ICREA's main objective is to promote the regional R+D system by hiring senior scientists capable of leading research groups

and/or supporting research groups already established in Catalan universities and research centres. ICREA Professors working at UPF have permanent positions that are fully paid by ICREA but work at UPF premises. The terms and conditions of this cooperation are reflected in a bilateral agreement which is effective as from October 21st 2003.

B3.2 Feasibility and work plan for the project

The following figures depict the phases and timeline for each project and for each year of funding:

YEAR 1 RESEARCH PLAN AND TIMELINE

Study 1: Cultural Self-Identification(s) and Personal Social Networks among First and Second-Generation Immigrants.

TASKS	September-December	January-March	April-June	July-August
Social-networks study design & piloting				
Snow-ball process of sampling, mainly through immigrant associations				
Field Data collection				
Data analysis				
Write-up of results				

YEAR 2 RESEARCH PLAN AND TIMELINE

Study 2: Measurement, Validity, and Adjustment Correlates of Bicultural Identity Integration (BII).

TASKS	September-December	January-March	April-June	July-August
Study 1a: BII Content Domain and Item Generation				
Study 1b: BII Item Evaluation				
Study 2a: BII Instrument Validation				
Study 2b: Temporal Stability of BII				
Write-up of results				

YEAR 3 RESEARCH PLAN AND TIMELINE

Study 3: An Experimental Test of How Receiving-Culture Expectations Influence Immigrants' Acculturation and Identity.

TASKS	September-December	January-March	April-June	July-August
Experimental study design (e.g., refining primes & DVs) + piloting				
Snow-ball process of sampling, mainly through				

immigrant associations				
Data collection				
Data analysis				
Write-up of results				

YEAR 4 RESEARCH PLAN AND TIMELINE

Special Issue of the Journal of Cross-Cultural Psychology (topic: Multicultural Identity in European Contexts).

TASKS	September-December	January-March	April-June	July-August
Send out call for contributions (to relevant researchers and newsletters) + development of editorial committee				
Review of manuscripts submitted and selection of finalist.				
Meeting of 10 contributors to outline agenda for future joint & comparative research projects				

B3.3 Management and budget of the research project

The tables below outline the estimated budget (in Euros) needed for the implementation of the proposed project:

TYPE OF EXPENSE	YEAR 1	YEAR 2	YEAR 3	YEAR 4
Statistical assistance for social network-data	1000			
Payment of study participants (15€/hour)	1500	3000	1500	
Research assistant (50%)	18000	18000	18000	18000
Miscellaneous office supplies	300	300	300	300
Social networks data analysis software + programming of priming study	800		800	
JCCP special issue editorial assistant				2000
Travel, accommodation, and meals for 3-day joint meeting of researchers				10000
Travel to conferences for PI	2500	2500	2500	2500
PI salary complement (10% of full salary)	6800	6800	6800	6800
TOTAL (without overhead)	31000	30600	29900	39600
Overhead (10%)	3100	3060	2990	3960
GRAND TOTAL	34.100 €	33.660 €	32.890 €	43.560 €

As the table above indicates, the annual 25000 € provided by the Marie Curie CI grant (MCCIG) would not cover all the expenses fully and yet they would cover a significant portion of the total cost. Thus, receiving MCCIG funds would be tremendously helpful in the implementation of the research and academic projects I have outlined in this proposal. The balance of the total cost not covered by MCCIG funds would be provided by additional grants from European, Spanish, and Catalan funding agencies. I have already been granted 5K € by UPF, I just submitted a grant proposal to a special

program on immigration funded by AGAUR (Catalan Research Agency) requesting 20K (their maximum), and I am in the process of applying for additional research funds.

B3.4 Dissemination and exploitation of results

Results from the proposed studies will be disseminated in traditional academic outlets such as journals, edited books, and conference presentations. Besides presenting at national and international conferences where issues pertaining to acculturation, cultural diversity, and immigration are represented, I will also consult and share results with reputable European research centres and networks on immigration such as IMISCOE (a research Network joined by outstanding institutions in migration-related issues in which GRITIM-UPF has recently entered) and ERCOMER (based on the University of Utrecht). By means of formal planned meetings, research results will also be shared with experienced European cultural psychology researchers who also work on issues relevant to immigration and acculturation, individuals such as Maykel Verkuyten (University of Utrecht), Karen Phaet (Catholic University of Leuven), David Sam (University of Bergen), or Paul Vedder (Leiden University).

Journal articles based on the results will be written and submitted to the top outlets in the discipline of social-personality psychology (e.g., *Journal of Personality and Social Psychology*) and the subdisciplines of cultural and cross-cultural psychology (e.g., *Journal of Cross-Cultural Psychology*, *International Journal of Intercultural Relations*, *Cultural Diversity and Ethnic Minority Psychology*). When appropriate, strong interdisciplinary immigration journals such as the *Journal of Ethnic and Migration Studies* or the *Journal of International Migration and Integration* will also be considered. I will also use GRITIM international distribution list and newsletter to disseminate the results.

Lastly, I will seek out opportunities to share my work with local and national cultural, social, and activist organizations located in migrant-receiving communities, as well as with policy-oriented think-tanks in Catalonia (e.g., CIDOB, IEMED). Ultimately, my goal is to help these organizations understand better how migrants adapt, and thus assist in reducing the perceived threat that some receiving-society individuals may perceive as associated with large migrant flows.

The proposed project will also integrate some teaching and learning goals in a number of ways. First, an immigrant (first or second-generation) will ideally be involved in the project as a research assistant and will be encouraged to write her/his dissertation based on data from one of the projects. Second, the results will be used to design or augment UPF courses (graduate and undergraduate) in cultural psychology and acculturation.

B4 IMPACT

B4.1 Potential of transferring knowledge to the host organisation

As a Catalan-born and -raised individual who has traveled extensively to Spain and the rest of Europe, I am quite familiar with the local, national, and larger European cultural and professional contexts. I thus do not anticipate any serious obstacles in adjusting to my new post (as a permanent ICREA professor) and applying my expertise in cultural psychology (a virtually non-existing field in Spain) to the development of theories, tools, and interventions sensitive to the new reality of today's Catalan, Spanish, and European contexts --where immigrant and non-immigrant populations are faced with rapidly growing cultural and linguistic pluralism.

As stated earlier, I am also confident that I will be happy working at UPF and GRITIM for the following reasons: (a) UPF (a very international academic institution) and Barcelona present themselves as ideal multicultural multilingual contexts where a global multilingual expatriate like me can feel comfortable for years to come; and (b) the synergy between GRITIM's expertise on immigration and mine on acculturation and cultural psychological processes.

B4.2 Capacity to develop lasting cooperation and collaboration with the other countries

As my CV can attest, I have experience with international collaborations, although admittedly most of my publications are co-authored with researchers currently or formerly based in the US. Now that I am living in working in Europe, I plan to consult and share results with reputable European research centers and networks on immigration such as IMISCOE (a research Network joined by outstanding institutions in migration-related issues in which GRITIM-UPF has recently entered) and ERCOMER (based on the University of Utrecht). I would also like to develop collaborations with experienced European cultural psychologists who also work on issues relevant to immigration and acculturation such as Maykel Verkuyten (University of Utrecht), Karen Phaet (Catholic University of Leuven), David Sam (University of Bergen), or Paul Vedder (Leiden University).

B4.3 Contribution to scientific excellence by attracting a first class researcher

First, my extensive publication and research record to date will hopefully translate to similar levels of productivity in my new European academic home. The MCCIG funds will be tremendously helpful in the implementation of the research and academic projects I have outlined in this proposal, at least until I secure larger funds (i.e., a senior European Research Council grant) to establish a research unit within GRITIM exclusively devoted to the study of acculturation processes. This team, under my supervision will involve top-level research personnel (e.g., junior postdoctoral researchers, senior visiting researchers), independent research facilities, and administrative support. The studies funded with the MCCIG will thus set the foundation for an ambitious research program for years to come, and ultimately bring international visibility to GRITIM, UPF, and the European community of cultural psychology researchers (which is still quite small).

B4.4 Contribution to European excellence and European competitiveness

See previous section (B4.3)

B4.5 Potential and quality of lasting professional integration (expected length of work contract, expected career development)

My newly-taken post as an ICREA Professor at UPF is permanent. However, our promotions within the ICREA system are contingent on satisfactory evaluations (every 3 years) of our research output. Thus, to stay competitive within ICREA and the larger research community, research funds such those provided by MCCIG are crucial. See also points about my future research plans in section B4.3.

B4.6 Impact of the proposed outreach activities

As stated earlier, results from the proposed studies will be disseminated in traditional academic outlets such as journals, edited books, and conference presentations. Besides presenting at national and international conferences where issues pertaining to acculturation, cultural diversity, and immigration are represented, I will also consult and share results with reputable European research centers and networks on immigration such as IMISCOE (a research Network joined by outstanding institutions in migration-related issues in which GRITIM-UPF has recently entered) and ERCOMER (based on the University of Utrecht). By means of formal planned meetings, research results will also be shared with experienced European cultural psychology researchers who also work on issues relevant to immigration and acculturation, individuals such as Maykel Verkuyten (University of Utrecht), Karen Phalet (Catholic University of Leuven), David Sam (University of Bergen), or Paul Vedder (Leiden University).

Journal articles based on the results will be written and submitted to the top outlets in the discipline of social-personality psychology (e.g., *Journal of Personality and Social Psychology*) and the subdisciplines of cultural and cross-cultural psychology (e.g., *Journal of Cross-Cultural Psychology*, *International Journal of Intercultural Relations*, *Cultural Diversity and Ethnic Minority Psychology*). When appropriate, strong interdisciplinary immigration journals such as the *Journal of Ethnic and Migration Studies* or the *Journal of International Migration and Integration* will also be considered. I will also use GRITIM international distribution list and newsletter to disseminate the results.

Lastly, I will seek out opportunities to share my work with local and national cultural, social, and activist organizations located in migrant-receiving communities, as well as with policy-oriented think-tanks in Catalonia (e.g., CIDOB, IEMED). Ultimately, my goal is to help these organizations understand better how migrants adapt, and thus assist in reducing the perceived threat that some receiving-society individuals may perceive as associated with large migrant flows.

The proposed project will also integrate some teaching and learning goals in a number of ways. First, an immigrant (first or second-generation) will ideally be involved in the project as a research assistant and will be encouraged to write her/his dissertation based on data from one of the projects. Second, the results will be used to design or augment UPF courses (graduate and undergraduate) in cultural psychology and acculturation.

IMPACT OF THE RESEARCH

Broadly speaking, the study examining the links between immigrants' personal social networks and their patterns of cultural self-identification will inform policy makers about some key social variables that affect immigrants' social identities. More specifically, this study could inform policy makers of some of the real challenges involved in constructing a common public culture and space, as well as of some of the factors that affect migrants' identification with the host society. Note that the notion *common public culture* is often discussed in a rather theoretical way, which needs to be empirically contrasted. This study can thus contribute to define and empirically fill this important theoretical notion by examining immigrants' self-alignment with multiple cultures (e.g., Catalan, Barcelonan, and ethnic culture, as well as a culture of diversity) in a non-mutually exclusive fashion. It will also contribute to the growing concern of many European cities with defining useful intercultural strategies among its citizens.

The significance of the study examining the effects of host culture expectations on immigrants' acculturation patterns rests not only on its elucidation of societal factors affecting immigration but also on the use experimental methods to evaluate the structure of acculturation. Experimental methods provide a distinct advantage over correlational methods, because causality can be assumed, and because we are purposefully changing one dimension of acculturation and examining the effects of this manipulation on the other dimensions. Experimental methods provide a unique opportunity to examine relationships among variables – where random assignment to condition helps to eliminate the “third variable problem” that often plagues correlational research. It is important to note that, with the exception of the work carried out by Verkuyten and colleagues, the experimental and social-cognitive

approaches adopted in my proposed studies have been largely absent from most European acculturation studies. To the extent that acculturative processes can be experimentally manipulated, this would provide evidence for acculturation as an interactional process. Thus, experimentally manipulating acculturative processes provides a glimpse of how these processes may change, what may cause them to change, and what other variables may change as a result.

The proposed research on BII explores a novel extension of the bidimensional acculturation models – that biculturals differ in their experiences and identities and particularly in their ability or willingness to integrate her/his heritage and receiving cultures into a hybrid or compatible multicultural identity. These variations are worth-studying because they have consequences for immigrants' adjustment levels, cognitive processes, and inter-group perceptions.

All in all, the three proposed studies are significant and intellectually meritorious because they hold promise to advance acculturation theory and to make clear *precisely what acculturation is and how it functions*.

B5 ETHICAL ISSUES

Below I address how ethical issues will be handled at every component/phase of the proposed research:

1. Participant Population: The proposed project will involve the anonymous and voluntary participation of women and men who have emigrated to the Spanish territory, as well as their immediate descendants (i.e., first and second-generation). The design of the studies will maximize the inclusion of equal number of males and females, and participants representing a wide range of cultural and ethnic backgrounds.

2. Research Material: Participants will provide anonymous written responses in the studies. No image or voice recordings will be used.

3. Recruitment and Consent Procedures: Written consent will be obtained from all participants. The consent form will describe details of the research procedures and the general aims of the study. Participants will be assured that the studies are completely voluntary and that they are free to choose not to participate or to withdraw at any stage of the study and for any reason without penalty. The consent form will include academic contact information (email address, home and office telephone numbers of my research unit) so that participants can get in touch with me directly to discuss their questions or concerns.

I have ample experience dealing with ethical issues in the context of social psychological research. All my previous research projects have been evaluated by Committee on Human Subjects both at the University of Michigan and at the University of California, in accordance with the DHHS regulations. In the past, I also completed the computer-based training course on the Protection of Human Research Subjects, as required by the US National Institute of Health Office of Human Subjects Research. All research assistants in this project will also be required to receive training on the ethics of conducting social research with humans.

4. Risks: I foresee no potential risks to the participants as none of the questions are of highly personal or sensitive nature, and the confidentiality of their responses will be always assured.

5. Minimizing risks and protecting confidentiality: We will make every effort to maintain the confidentiality of data at all times. Research assistants will be trained to keep all information strictly confidential. No names and other identifying information will be required during data-collection. No person will be provided with access to the data except for research assistants with the approval of the primary investigator (i.e., me).

6. Risks in relation to benefits: We will provide a report of the (overall) results of the studies to all interested participants. Finding of the studies will enrich our theoretical understanding of bicultural identity in particular and of multiculturalism in general. Our studies will further inform about the link between immigration and minority status, and social and psychological well-being. Given the minimal risks associated with these studies, I believe that the benefits to the participants, educators, and clinical practitioners outweigh the risks.

ETHICAL ISSUES TABLE

(Note: Research involving activities marked with an asterisk * in the left column in the table below will be referred automatically to Ethical Review)

Research on Human Embryo/ Foetus		YES	Page
*	Does the proposed research involve human Embryos?		
*	Does the proposed research involve human Foetal Tissues/ Cells?		
*	Does the proposed research involve human Embryonic Stem Cells (hESCs)?		
*	Does the proposed research on human Embryonic Stem Cells involve cells in culture?		
*	Does the proposed research on Human Embryonic Stem Cells involve the derivation of cells from Embryos?		
	I CONFIRM THAT NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL	X	

Research on Humans		YES	Page
*	Does the proposed research involve children?		
*	Does the proposed research involve patients?		
*	Does the proposed research involve persons not able to give consent?		
*	Does the proposed research involve adult healthy volunteers?		
	Does the proposed research involve Human genetic material?		
	Does the proposed research involve Human biological samples?		
	Does the proposed research involve Human data collection?	YES	
	I CONFIRM THAT NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL		

Privacy		YES	Page
	Does the proposed research involve processing of genetic information or personal data (e.g. health, sexual lifestyle, <u>ethnicity</u> , political opinion, religious or philosophical conviction)?	X	
	Does the proposed research involve tracking the location or observation of people?		
	I CONFIRM THAT NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL		

Research on Animals		YES	Page
	Does the proposed research involve research on animals?		
	Are those animals transgenic small laboratory animals?		
	Are those animals transgenic farm animals?		
*	Are those animals non-human primates?		
	Are those animals cloned farm animals?		
	I CONFIRM THAT NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL	X	

Research Involving Developing Countries		YES	Page
	Does the proposed research involve the use of local resources (genetic, animal, plant, etc)?		

	Is the proposed research of benefit to local communities (e.g. capacity building, access to healthcare, education, etc)?		
	I CONFIRM THAT NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL	X	

Dual Use		YES	Page
	Research having direct military use		
	Research having the potential for terrorist abuse		
	I CONFIRM THAT NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL	X	

APPENDIX: REFERENCES FOR SECTION B1 OF PROPOSAL

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PART B

“BICULTURALISM”