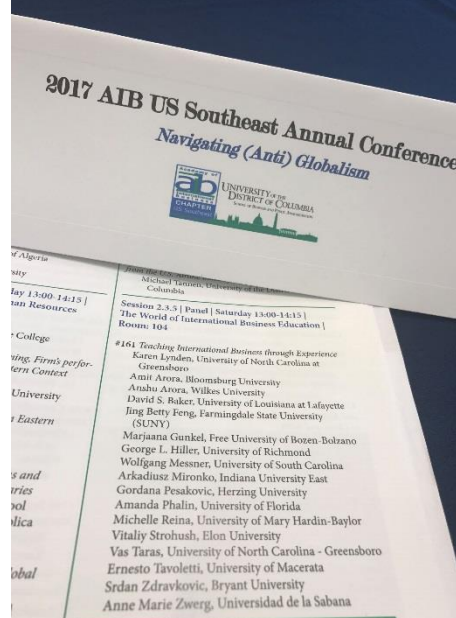


X-Culture Newsletter

Things that happened in October-November

Things that will be happening in December-January

- X-Culture Symposium in Washington, DC (p. 2-3)
- X-Culture Research Hackathon (p. 4)
- X-Culture now open to pre-college teens and non-student adults (p. 5)
- X-Culture Global Virtual Team Coach program (p. 6)
- Now accepting application for 2018 from Business Partners (p. 7)
- Calls for panelists and co-authors for the upcoming AIB conference (p. 8-9)
- Paid Faculty Summer Research Opportunity (p. 10-11)
- From our Friends: KidIT game design completion (p. 12)
- Quick news (p. 13)
- X-Culture in media (p. 13)
- Recent blogposts (p. 14)
- X-Culture needs (pl. 14)



X-Culture Symposium and
Academy of International Business AIB-SE Conference
Oct 26-29, 2017, Washington, DC

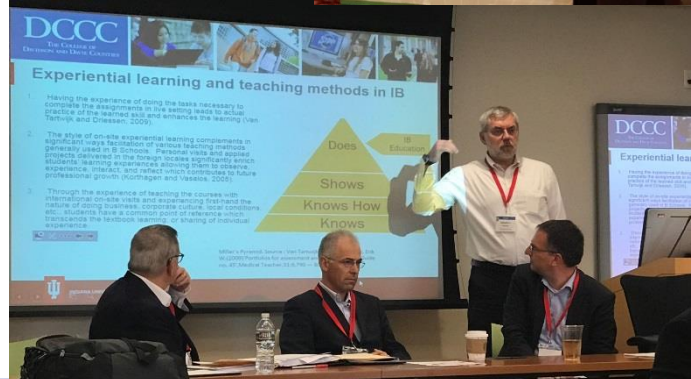


X-Culture Symposium Academy of International Business AIB-SE Conference Oct 26-29, 2017, Washington, DC

Program Highlights:

- The Perking's Challenge
- The Elevator Pitch Competition
- Career Development workshop
- Job Interview workshop
- Doing Research with X-Culture
- X-Culture Professors Dinner
- Becoming an Academic Researcher
- Incorporating the X-Culture Project in International Business Curriculum: Challenges and Best Practices
- Teaching International Business through Experience
- Development and Validation of the Quasi-Observational Cultural Intelligence (QO-CQ) Instrument
- What Matters More in Multicultural Teams – CQ or EQ? An Empirical Study
- X-Culture Student Presentations and Awards Ceremony+

[More information here](#)



X-Culture Research and Paper Development Conference

a.k.a., **Research HACKATHON**

June 21-24, 2018

- Back to back with the Academy of International Business (AIB) conference in Minneapolis
- You fly in the Minneapolis, we bus you from their to the University of Wisconsin Lacrosse for the Hackathon, four days of intensive paper development, and we bus you back to Minneapolis in time for the conference.
- Organized as a conference, so you can apply for funding from your university.
- X-Culture provides the data and support.
- Researchers intensively work on developing research papers 4 days before AIB and more meetings during AIB
- Researchers go home with a paper idea, a co-author(s), initial results, and first the first very rough paper draft.
- Registration cost \$425, covers everything: transportation from Minneapolis to the UWL and back to Minneapolis for the AIB meeting, lodging 3 nights, food, social program, transportation to social events, all conference materials.
- **Registration fee:**
 - Early bird registration (\$425) on or before March 1, 2018
 - Regular registration (\$475) after March 2, 2018 or after
 - Includes:
 - Transportation from Minneapolis to the University of Wisconsin at Lacrosse campus
 - Lodging at La Crosse , 3 nights
 - All breakfasts, lunches, and dinners, except for the dinner on Saturday, June 23 that is reserved as “free time and dinner in small co-author groups”.
- **Application deadline: January 1, 2018**

X-Culture Hackathon Concept: x-culture.org/hackathon/

Event page and application: x-culture.org/2018-research-conference/



X-Culture Now Open to Kids and Working Professionals

Summary

- X-Culture has been envisioned as an experiential learning excursive for university students.
- Since X-Culture was launched in 2010, over 40,000 students have participated in the project.
- We have been receiving requests to allow pre-college teens to participate in the project for years.
- Starting in 2014, we allowed non-student professional take part in the project. Most of them participate for experience, certificate, new connections, and as a way to improve their resume for a new job or promotion.
- However, we never advertised for non-students, so the number of professionals taking part in the project has been low.
- **Starting in 2018, we are launching the X-Culture Academy.**
- Tracks:
 - Kids: 9-13
 - Teens: 13-17
 - Professionals: non-student adults

Program Design

Pre-Project Training (4 weeks)

- Cross-cultural communication
- Problem solving in teams
- Leadership in teams
- Online collaboration tools (Skype, Doodle, Dropbox, Google Docs, WhatsApp, and more)
- English for business
- The art of writing winning business proposals
- Plagiarism and academic referencing
- The basics of International Business

Practical Training (8 weeks)

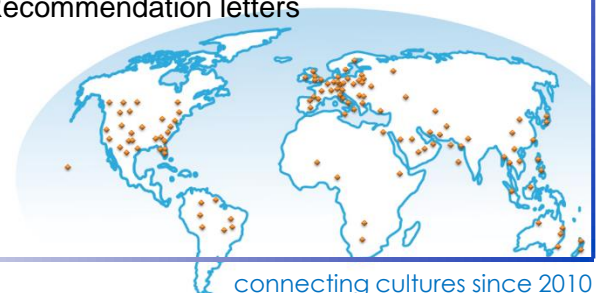
- The students are placed in global virtual teams
- 6 students per team, each in a different country
- Real companies present real international business challenges
- Real time zones, real cultural differences
- All communication online and in English
- Live webinars with the CEOs of the client organizations
- Additional training by university professors

Post-Project Reflections (4 weeks)

When done with the business project:

- Students present their work in a live online teleconference
- Students write final reflection papers on what they learned
- Students receive X-Culture International Business Certificates and Recommendation letters

More information and to apply: x-culture.org/academy



X-Culture Coaching

Summary

- At the end of every semester, many students ask how they can continue being part of X-Culture.
- For the most talented, we have created the X-Culture Global Virtual Team Coach program.
- The beta-tests started in 2016, and the full-scale program was launched in 2017.
- In 2017-2, out of about 400 applicants, 35 people made the cut (in 2017-1 there were 18). They have now completed the Theory training and are going through the Practical training.
- Available only for former X-Culture Participants.

Phase 1: Theoretical Training (4 weeks)

Week 1: X-Culture

- Module 1. The X-Culture Project: Purpose, History, Method, Vision
- Module 2. The X-Culture Coaching Program: Purpose, History, Method, Vision

Week 2: Anatomy of GVTs

- Module 3. Known GVT Problems and Best Practices
- Module 4. Managing GVTs
- Module 5. Free-Riding in GVTs
- Module 6. Principles of crowdsourcing and global virtual collaboration

Week 3: Managing and Coaching GVTs

- Module 7. The Art of Effective Feedback
- Module 8. Team Counseling
- Module 9. Managing Conflict in Project Teams
- Module 10: Organizing and leading webinars and discussion groups
- Module 11. Gamification of work design

Week 4: Technologies and Knowledge for GVT-Based IB Consulting

- Module 12. Online Collaboration Tools
- Module 13. Academic Referencing Styles
- Module 14. Plagiarism
- Module 15: The Basics of International Business
- Module 16: Effective presentation: public speaking and written analytic summaries

Theory Exam



Phase 2: Practical Training (9 weeks)

- Coaching several global virtual teams participating in the X-Culture competition
- Providing feedback on the weekly deliverables submitted by the current X-Culture teams
- Organizing and leading instructional webinars
- Facilitating discussion and quality improvement discussion groups
- Development of training materials
- Participating in weekly experience-exchange online conferences with other Coaching Program trainees
- Preparing analytic executive summaries for corporate clients
- Serving as a judge of work of others, including being a member of the Award Committee that selects the X-Culture Competition winners

Phase 3: Reflection and Research (December 4- December 16, 2 weeks)

- After the global virtual teams complete the project, based on their observations and newly acquired understandings, the Coaches will write reflection reports that summarize their experiences, things they've learned, and advice they would give to international team members, managers, and coaches on how to improve the effectiveness of and training for global virtual teams.
- The authors of the most insightful reflection papers will be offered an opportunity and the necessary support of our experienced professors to further develop their work into publishable research papers. The best reports will be presented at scholarly conferences and turned into practical guides for managers of global virtual teams.

More information and apply here: x-culture.org/for_coaches

Now accepting application for 2018 from Business Partners

5 Reasons To Partner With X-Culture

2 heads better than 1. 2000 heads better than 2.

1. Receive creative ideas
2. Got a business challenge?
3. Thousands of MBA and business students from around the world will offer you their solutions.
4. Tomorrow, they'll graduate and command hefty salaries. Today, they'll work for you as part of their coursework.
5. Enter new markets
6. Ready to expand into new markets?
7. X-Culture participants come from 40+ countries.
8. They will find the most promising markets for your product, develop your market entry strategy,
9. and help you find local partners and retailers.
10. Promote your products
11. Promote your products among hundreds of International Business professors and thousands of business students who could be your clients or partners tomorrow.
12. Recruit talent
13. Thousands of students from some of the world's best universities take part in X-Culture every semester.
14. We continuously track their performance: from teamwork and leadership skills, to creativity and diligence.
15. You need the best?
16. We identify the best, based on objective performance data no job interview or resume can ever provide.
17. Train employees
18. Do your employees have to interact internationally?
19. We can help with training in international teamwork, virtual collaboration tools, and dealing with cultural and time-zone differences.

How It Works

Level 1. Crowd-sourcing

- You contact us to talk about your business. We tell you about X-Culture.
- If we can help, you become an X-Culture partner.
- Thousands of students around the world work on solving your challenge.
- The students also reach out to local distributors and try to get you contracts in their markets.
- We organize two, one-hour live webinars.
- First, you tell more about your business and answer students' questions.
- Later, students present their preliminary results to you and you provide feedback.
- We send you the reports and contract leads identified by the students.

Level 2: Expert Reinforcement (Optional)

- The teams that authored the best ideas collaborate with business professors and experienced consultants.
- They further develop the ideas and prepare a professional report, strategy, product design, or other requested deliverable.

Level 3. Implementation (Optional)

- We further strengthen the team with subject experts.
- They implement the solution and help you take your company to the next level.

More information: <https://x-culture.org/for-businesses/>

Call for Co-Panelists for AIB 2018 – Part 1

Dear X-Culture Colleagues,

We are organizing two panel sessions for the **AIB 2018 Annual Meeting -Minneapolis, USA, June 25-28, 2018**, both in the special track on Teaching IB: <https://aib.msu.edu/events/2018/TeachingIBTrack.asp>

Session 1: Challenges and Best Practices of Incorporating X-Culture in Business Courses

The purpose of this session is to bring together academics with X-Culture experience and those who may be considering adding this project to their course so that they could share insights specifically focused on developing ways to optimize the use of X-Culture in IB courses.

This session will be an opportunity for the X-Culture professors exchange their experiences and suggestions for using X-Culture in business courses.

To join as a co-panelist/co-author, please email the following to Karen Lynden at karen.lynden@rccc.edu by **November 25, 5 pm EST**:

- 1) Exact title of your presentation.
- 2) A 200-400-word abstract of your presentation describing the particular challenge or best practice you should like to discuss. Topics of particular interest: grading/marking, preparing students for X-Culture before the project starts, post-project activities, best ways to process and address students' weekly comments, providing students with feedback on their weekly deliverables, dealing with free-riding, using X-Culture data for research.
- 3) Full legal name:
- 4) E-mail:
- 5) Full name of our university:
- 6) Country:



minneapolis



Call for Co-Panelists for AIB 2018 – Part 2

Session 2: Beyond the Classroom: Teaching IB Through Experiential Learning Projects

The proposed panel will bring together academics who have developed and successfully used various experiential learning projects in IC-CCM education programs using digital platforms, Global-Virtual-Teams and/or through Distance Learning (online) classroom methods.

The goals of the panel are to share information about the existing experiential learning (EL) projects, share experiences of using EL to improve IB education, provide a networking opportunity for academics interested in the EL approach. A similar panel at an AIB conference several years ago led to a publication of the Palgrave Handbook of Experiential Learning in IB. We are now thinking about publishing the second volume of the book, so the panel will serve a meeting point for the initial pool of chapter authors.

We would like to select 5-6 panelists to represent a wide variety of EL projects and approaches that can be used in IB education. The expectation is that this sort of selection will provide the audience with a richer overview of the possible approaches to using experiential activities in their IB courses.

To join as a co-panelist/co-author, please email the following to Karen Lynden at karen.lynden@rccc.edu by November 25, 5 pm EST:

- 1) Exact title of your presentation.
- 2) A 200-400-word abstract that describes the experiential learning activity you use in your course.
- 3) Full legal name:
- 4) E-mail:
- 5) Full name of our university:
- 6) Country:

Questions, comments: Karen Lynden at karen.lynden@rccc.edu



Paid Faculty Summer Research Opportunity

For over thirty years DEOMI has worked with the Office of Naval Research (ONR) to support the research of visiting professors. For 10 weeks during the summer months researchers from around the country have worked with DEOMI to conduct applied human relations research, informing policy, strategy, and practice, promoting the wellbeing and effectiveness of our men and women in the armed services. We are reaching out to you and your department to encourage you and your colleagues to apply to this program for the Summer of 2018.

As a Department of Defense (DoD) center of excellence, DEOMI is a key organization for conducting research in the area of human relations training, education, policy, and strategy. Prior visiting researchers to DEOMI have conducted studies in the areas of training effectiveness, racism, gender discrimination, religious discrimination, toxic leadership, bullying and hazing, statistics and measurement, demography, service member wellbeing and performance, and many more! If selected, applicants to this program may gain unique access to conduct research with data from military service members training with DEOMI, and with the DEOCS, the DoD's climate survey used by all DoD service members and civilians (over 2 million responses a year). Participants to the program will be paid a stipend from ONR and may request travel funds if moving from outside of the area for their time in the program. Not only that, but DEOMI is also located at Patrick AFB on Florida's beautiful space coast!

Visiting researchers will be able to work on meaningful research during the day and relax on the beach in their off hours (also, Disney World and Universal Studios are only an hour away).

We strongly encourage you to visit both our organization's website and the program website hosted by ONR to learn more!

DEOMI website: <https://www.deomi.org/index.cfm>

ONR Program web page (links to more information and application at bottom)
<https://www.onr.navy.mil/Education-Outreach/Summer-Faculty-Research-Sabbatical.aspx>

If you would like more information about DEOMI and the research we conduct here we also invite you to reach out to us directly.

DEOMI's program representatives:

Ms. Monica Ray

J9, Deputy Director/Program Manager
DSN 854-2676; Comm: (321) 494-2676
monica.ray.3@us.af.mil

Benjamin A Farmer, PhD (Contractor)

Senior Researcher
O: (321) 494-7514 C: 321-336-6442
benjamin.farmer.ctr@us.af.mil

Please note, that DEOMI is not the only research laboratory taking part in this program. For more information about other ONR research opportunities please see the website provided above.



Additional Information

DEOMI Summer Faculty Program Summer 2018

DEOMI is looking to increase the diversity of the skill-sets of visiting Summer Faculty Program applicant pool.

What is the Summer Faculty Research Program?

These programs provide an opportunity for faculty members to participate in research of mutual interest to the faculty members and professional peers at U.S. Navy Laboratories.

What are the institutes where I can apply to be a summer faculty?

The Office of Naval Research sponsors the Defense Equal Opportunity Management Institute (DEOMI) Program, located at Patrick Air Force Base. Other locations are available depending upon your research interests and skillset.

What type of work could I do at DEOMI?

DEOMI (DEOMI.org) has many research areas including but not limited to hazing, bullying, culture, diversity, equal opportunity, sexual assault, sexual harassment, gender, race, disability, and toxic leadership. Projects can range from experimental design, data collection and analysis, solutions and technology development, manuscript development, surveys development, selection and retention of employees, employee wellbeing, and others.

Application Period:

The Summer 2018 competitive six-week application period opens in early October (date TBA). This is necessary because successfully completing a required background investigation for granting of interim security clearance will take some time. All applicants must be screened to make sure they meet the minimum clearance requirements.

What are the stipend levels?

Stipends are tentatively set for \$1,400 to \$1,900 per week.

What are the start dates of my internship?

Fellows typically join the program in late May or early June. DEOMI will coordinate with all Fellows to establish start dates.

Where can I find more information and apply?

Faculty Researchers interested in learning more can visit:

<https://onrouteach-summer-faculty-research-sabbatical.com/index.html> .

DEOMI point of contact is:

Ms. Monica Ray,
DEOMI Summer Research Program Manager,
You can contact her at monica.ray.3@us.af.mil



Calls and Opportunity from X-Culture Friends

From KidIT

www.facebook.com/KIDITproject/

Summary

- Indie Prize Kids League International is looking for best games created by the youngest game developers from all over the world.
- Age: 5-10 years
- The game has to be developed with the help of visual block programming, for example: ScratchJR, Scratch, Tynker
- Deadline: 1 December, 2017
- More about Casual Connect: <https://goo.gl/cxKthF>
- More information and apply: <http://cga.global/staticcode/2018usa/developers.html#ipkids>



- After the huge success of Indie Prize KIDS League, which was held at Casual Connect Kyiv on 26 October, 2017, Kids League is going GLOBAL! We are happy to officially announce that international game developers conference Casual Connect and its international Indie Prize scholarship – due to KID'IT's initiative – have added a new category to the program: Indie Prize KIDS League International. The best games created by the youngest game developers from all over the world will be chosen in three categories:
 - the best game in category 5-6 years old
 - the best game in category 7-8 years old
 - the best game in category 9-10 years old

Criteria that will be taken into consideration by our international jury are the same as the criteria for grown-ups:

- Game design
- Fun factor
- Art and sound

Conditions of participation are very simple:

- Write the idea of your game and come up with a name for it.
- Create your game using visual block-based programming, such as ScratchJR, Scratch, Tynker, etc.
- Create a short video presentation, where you have to tell about yourself and why you decided to create this game.
- Upload video to your Youtube channel and save the link.
- Fill in the application. Don't forget to send us the link to the game and video.



Quick News and Links

2017-2 now in progress

- Out of 5,234 applicants, 4,956 passed the Readiness Test and are now participating in X-Culture
- 149 universities, 41 countries
- 9 corporate clients: companies of different sizes, representing different industries and countries



Accepting applications for 2018-1 and 2018-2

Schedule

- 2018-1a: January 22 – March 16, 2018, application deadline: January 20, 2018
- 2018-1b: March 5 – April 27, 2018, application deadline: February 20, 2018

More information and apply here: [X-Culture.org/Apply](https://x-culture.org/Apply)



X-Culture now open to pre-college youths (9-17 years)

More information and apply here: [X-Culture.org/Academy](https://x-culture.org/Academy)



X-Culture is hiring Regional Executive Directors for the X-Culture Academy program

More information and apply here: <https://goo.gl/CGE3hD>



Latest publications here: x-culture.org/for-researchers/publications-etc/

List of on-going studies here: x-culture.org/for-researchers/research-projects/

Recordings of latest webinars here: <https://x-culture.org/category/webinars/>



X-Culture reached 92,000 subscribers on Facebook: <https://www.facebook.com/XCultureProject>



X-Culture data now available to external researchers

- Multi-Source
- Multi-Level
- Multi-Method
- Longitudinal

More information and order here: <https://x-culture.org/for-researchers/data/>



X-Culture in Media

- [LRU students thrust into global business](#)
- [K-State MBA student part of winning team in X-Culture Competition](#)
- [X-Culture Offers Global Business Experience, Insights](#)
- [Rider student learns lessons for success in a global world](#)
- [Data Catollica agli Usa col progetto "X-culture"](#)
- [NC prof wins X-Culture award](#)
- [X-Culture International Business Students Get in the Zone](#)
- [X-panding the Classroom](#)
- [GOING GLOBAL: A brand new approach to business education, X-Culture opens up a world of data](#)
- [Bryan Business School Goes International](#)



X-Culture was launched in 2010.

It was a very simple idea.

Unexpectedly, though not without tens of thousands of hours of work by a few hundred volunteers, it has become something big – and continues to grow.

X-Culture has the potential to transform several industries.

We have started a blog, X-Culture Stories, where we are describing our everyday challenges, thinking, decisions, and mistakes.

There will be no *“10 Life Hacks”*, no *“One Weird Trick to Make Tons of Money in One Week,”* no motivational quotes and funny memes.

Only detailed, honest descriptions of what we’re dealing with, plus some history and reflections. Serious boring stuff.

Recent Blogposts:

- [Whiteboard Animation Challenges](#)
- [Launching X-Culture Kids](#)
- [Constant Skype Calls are Fun but Draining](#)
- [Free Riding](#)
- [Post Event Reflections](#)



Become an X-Culture Blogger

Publish Your Stories

Also, X-Culture instructors and students are welcome to submit their own stories.

Send them to admin@X-Culture.org.

Requirements:

- Must be of significant practical value to X-Culture followers
- 300-700 words
- Professional language

X-Culture Needs

Help/advice, anyone?

- We need to find a good program for managing our emails, including
 - Managing the subscriptions to the email list and Newsletter
 - Sending out announcements
 - Managing simple replies
- We need to find a better webinar software (currently using YouTube Live)
Must be able to:
 - Handle scheduling and reminders
 - Requires no additional installation or just one-time plug-in installation
 - Handles post-webinar certification
 - Focuses on the speaker, not on the slides
 - Allows recording
- We need help with setting up a system for accepting donations via Patreon or GoFundMe
- We need help reasonably-priced on-demand copy-editing services.
Some service that we can contact any time and get a document proof-read and copy-edited within a few hours.



Next X-Culture Newsletter

Send us your news, including:

- X-Culture Instructors moving to new institutions
- Publications and awards
- X-Culture related presentations and publications

Send your news to the X-Culture Newsletter Editor
Dr. Nazly Nardi nardi@nova.edu

