

## **CURRICULUM VITAE**

MICHELE J. GELFAND, PH.D.  
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## **EDUCATION**

- 1989            B.A., Psychology, Colgate University, Hamilton, New York. Semester abroad, City University, London; Phi Beta Kappa.
- 1992            M.A., Social/Organizational Psychology, University of Illinois, Urbana-Champaign. Advisor: Harry C. Triandis.
- 1996            Ph.D., Social/Organizational Psychology, University of Illinois, Urbana-Champaign. Advisor: Harry C. Triandis.

## **RESEARCH INTERESTS**

Cross-cultural organizational behavior; Interdisciplinary perspectives on the evolution of culture and its multilevel consequences; Psychology of negotiation, forgiveness, and revenge; Diversity in organizations.

**H-Index:** 63; **Citations** 24,000

## **EMPLOYMENT**

- 2017-            Distinguished University Professor, University of Maryland, College Park, Maryland.
- 2009-            Distinguished University Scholar Teacher, University of Maryland, College Park, Maryland.
- 2007-            Professor, Department of Psychology, University of Maryland, College Park, Maryland.
- 2002-2006       Associate Professor with tenure, Department of Psychology, University of Maryland, College Park, Maryland. Affiliate Faculty of the Smith School of Business and the Communication Department.

- 1996-2002 Assistant Professor, Department of Psychology, University of Maryland, College Park, Maryland.
- 1995-1996 Visiting Assistant Professor, Department of Psychology, New York University, New York, New York.
- 1994-1995 University Fellowship Recipient, Department of Psychology, University of Illinois, Urbana-Champaign.
- 1993-1994 Research Assistant, Harry C. Triandis, Department of Psychology, University of Illinois, Urbana-Champaign.
- 1992-1993 Research Assistant, Construction Engineering Research Laboratory (CERL), United States Army, Urbana-Champaign.
- 1990-1992 Instructor, Introduction to Social Psychology, Department of Psychology, University of Illinois, Urbana-Champaign.
- 1991 Intern, Diversity Management, U.S. Postal Service, Potomac Maryland.
- 1989-1990 Research Assistant, The Ethnic Arts Center of Somerville, Somerville, MA.
- 1988 Research Assistant, Victim Services Agency, New York City, Summer.

## **GRANTS AND CONTRACTS**

- Gelfand, M. J. (2019-2022). Tight-loose ambidexterity: Exploring how leaders can effectively balance freedom and constraint in the Navy. Office of Naval Research, \$560,295, Principal Investigator.
- Gelfand, M. J. (2015-2018). Culture and forgiveness: Understanding relationship repair processes in honor cultures. Federal Bureau of Investigation, \$786,035, Principal Investigator.
- Gelfand, M. J. (2015–2019). The etiology and consequences of organizational conflict cultures. Army Research Institute, \$863,077, Principal Investigator.
- Gelfand, M. J., Kitayama, S., Boehnke, K. (2013–2019). The strength of social norms across cultures: Implications for intercultural conflict and cooperation. Airforce, \$1,359,077, Principal Investigator.
- Gelfand, M. J., & Nau, D. (2011-2015). Culture and conflict contagion: Social science and computational perspectives. Airforce, \$1,100,000, Principal Investigator.
- Gelfand, M. J. (2014-2019). Climate-related hazards, disasters, and cultural transformations. National Science Foundation, \$94,556, Co-Principal Investigator.

- Kruglanski, A., & Gelfand, M. J. (2018-2021). Refugee psychology and its potential for refugee radicalization. Department of Defense, \$1,200,000.
- Gelfand, M. J. (2013-2015). Understanding and managing conflict across cultures. Federal Bureau of Investigation, \$500,052, Principal Investigator.
- Gelfand, M. J. (2008-2014). Dynamic models of culture and negotiation. Department of Defense, Multi University Research Initiative (MURI), \$6,250,000. Principal Investigator.
- Gelfand, M. J. (2010-2012). Center for language and culture. Army Research Laboratory, \$500,000, Co-Principal Investigator.
- Gelfand, M. J. (2011-2015) Anneliese Maier Research Award, Alexander von Humboldt Foundation, \$330,000, Principal Investigator.
- Kruglanski, A., & Gelfand, M. J. (2012-2015). Motivational, ideological and social processes in political violence, Office of Naval Research, \$2,769,761, Co-Principal Investigator.
- Hui, C. & Gelfand, M. J. (2006-2008). Personality in organizations: A cross-cultural perspective. Hong Kong Research Grants Council (RGC), \$52,600, Co-Principal investigator.
- Gelfand, M. J. (2000-2004). Cultural tightness-looseness: A multilevel investigation. National Science Foundation, Social Psychology Division, \$136,405, Principal Investigator.
- Babcock, L., Gelfand, M. J., & Riley, H. (2002-2006). A contextual perspective on gender and negotiation. National Science Foundation, Decision and Management Sciences Division, \$325,000, Co- Principal Investigator.
- Gelfand, M. J. (2000). Culture and negotiation. Graduate Research Board Semester Award, University of Maryland, \$7,500, Principal Investigator.
- Gelfand, M. J. (1997). Cultural influences on cognitive representations of conflict. Graduate Research Board Award, University of Maryland, \$6,250, Principal investigator.
- Triandis, H. C., Gelfand, M. J., Kuhn, K., & Radhakrishnan, R. (1994-1995). Value congruity in organizations. Center for Human Resource Management, Chicago, Illinois, \$6500, Co-Principal Investigator.

## **ACADEMIC HONORS**

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| 2019 | Elected to the American Academy of Arts and Sciences.   |
| 2019 | Recipient of Outstanding Contributions to Cultural Psychology Award, Society for Personality and Social Psychology. |

- 2019      Invited to serve on the Board of the National Academy of Sciences.
- 2019      Elected to Association of Psychological Science Board of Directors, Member-at-Large.
- 2019      Distinguished Scientist-Practitioner Award, Society for Industrial and Organizational Psychology.
- 2018      Named 2018 Honorary Fellow, International Association for Cross-Cultural Psychology.
- 2018      Applied Science Award for Applications of Scientific Principles to the Advancement of International Business, Institute for Cross-Cultural Management.
- 2017      Named Distinguished University Professor, University of Maryland.
- 2017      Recipient of the Outstanding International Psychologist Award, American Psychological Association.
- 2017      Recipient of the Most Influential Paper Award, Conflict Management Division, Academy of Management.
- 2017      Invited Keynote Address, Canadian Psychological Association.
- 2016      Research Communicator Impact Award, University of Maryland.
- 2016      Invited Keynote Address, Association for Psychological Science.
- 2016      Recipient of the Edward Diener award for contributions to Social Psychology, Society for Personality and Social Psychology.
- 2016      Keynote address, International Congress of Psychology, Yokohama, Japan.
- 2016      Keynote address, Midwestern Psychological Association, Chicago.
- 2015      2015 Ernest J. McCormick Distinguished Lecturer, Purdue University.
- 2014      Keynote Address, 2014, Emerging Markets Forum, Negotiating History, Culture, and Institutions in Foreign Markets.
- 2014      William A. Owens Scholarly Achievement Award, Society for Industrial-Organizational Psychology, best paper published in 2013.
- 2013      Nominated to Fellow, Academy of Management.

- 2013 Keynote Address, 2013 International Conference on Social Computing, Behavioral-Cultural Modeling, and Prediction.
- 2012 Gordon Allport Intergroup Relations Prize, Society for the Psychological Study of Social Issues, Best paper published 2011.
- 2011 Anneliese Maier Research Award, Alexander von Humboldt Foundation (\$330,000).
- 2011 Keynote Address, International Association for Cross-Cultural Psychology, Istanbul, Turkey.
- 2010 Best Paper Award, New Direction in Conflict Management, for Gelfand, Leslie, Keller, & De Dreu, Conflict Management Division, Academy of Management.
- 2010 Elected Fellow, Association for Psychological Science (APS).
- 2010 Founder, Co-Editor, *Advances in Culture and Psychology*, Oxford University Press.
- 2009-10 President, International Association for Conflict Management.
- 2009 Distinguished University Scholar-Teacher, University of Maryland, College Park.
- 2009 Best Paper Award, New Directions in Conflict Management, for Fehr & Gelfand, Conflict Management Division, Academy of Management.
- 2009 Best Published Article of the Year Award. International Association for Conflict Management, for Gettman & Gelfand (2007) in the *Journal of Applied Psychology*.
- 2008 Invited Master Lecture on Culture, American Psychological Association, Boston, MA.
- 2007 Best Theoretical Paper Award, 20<sup>th</sup> Annual Conference of the International Association for Conflict Management, Budapest, Hungary.
- 2007 Elected Fellow, American Psychological Association and Society of Industrial and Organizational Psychology.
- 2005 Distinguished Service Award, Conflict Management Division, Academy of Management.

- 2004 Best Published Article of the Year Award, International Association for Conflict Management, for Gelfand et al. (2002) in the *Journal of Applied Psychology*.
- 2003 Dorothy Harlow Distinguished Paper Award, Gender and Diversity Division, Academy of Management, for paper by Raver & Gelfand, *Academy of Management Journal*, Seattle, WA.
- 2002 L. L. Cummings Award for Early Career Contributions, Organizational Behavior Division, Academy of Management, Denver, CO.
- 2002 Ernest J. McCormick Award for Distinguished Early Career Contributions, Society for Industrial and Organizational Psychology, Toronto, Canada.
- 2001 Best Published Article of the Year Award, International Association for Conflict Management, for Gelfand & Realo (1999) in the *Journal of Applied Psychology*.
- 2001 Honorable Mention, Otto Klineberg Intercultural and International Relations Award, Society for the Psychological Study of Social Issues, for Gelfand et al. (2001) in the *Journal of Applied Psychology*.
- 2000 Teaching and Mentorship Award, College of Behavioral and Social Sciences, University of Maryland at College Park.
- 1998 Best Empirical Paper Award, 11<sup>th</sup> Annual Conference of the International Association of Conflict Management, College Park, MD.
- 1998 Diversity Initiative Research Award, University of Maryland at College Park.
- 1994 University Research Fellowship, University of Illinois, Urbana-Champaign.

## **BOOKS**

1. Gelfand, M. J. (2018). *Rule makers, rule breakers: How tight and loose cultures wire our world*. New York: Scribner.
2. Gelfand M. J., & Erez, M., Eds. (forthcoming). *Oxford handbook on culture and organizations*. New York: Oxford University Press.
3. Gelfand, M.J., Chiu, C.Y., & Hong, Y.Y. (Eds.) (in press). *Handbook of advances in culture and psychology* (Volume 8). New York: Oxford University Press.

4. Gelfand, M.J., Chiu, C.Y., & Hong, Y.Y. (Eds.) (2018). *Handbook of advances in culture and psychology* (Volume 7). New York: Oxford University Press.
5. Moaddel, M., & Gelfand, M. J. (Eds.) (2017). *Values, political action, and change in the Middle East and the Arab Spring*. Oxford University Press.
6. Gelfand, M.J., Chiu, C.Y., & Hong, Y.Y. (Eds.) (2016). *Handbook of advances in culture and psychology* (Volume 6). New York: Oxford University Press.
7. Gelfand, M.J., Chiu, C.Y., & Hong, Y.Y. (Eds.). (2015). *Handbook of advances in culture and psychology* (Volume 5). New York: Oxford University Press.
8. Gelfand, M.J., Chiu, C.Y., & Hong, Y.Y. (Eds.). (2014). *Handbook of advances in culture and psychology* (Volume 4). New York: Oxford University Press.
9. Gelfand, M. J., Chiu, C.Y., & Hong, Y.Y. (Eds.). (2013). *Handbook of advances in culture and psychology* (Volume 3). New York: Oxford University Press.
10. Gelfand, M. J., Chiu, C.Y., & Hong, Y.Y. (Eds.). (2012). *Handbook of advances in culture and psychology* (Volume 2). New York: Oxford University Press.
11. Gelfand, M. J., Chiu, C.Y., & Hong, Y.Y. (Eds.). (2011). *Handbook of advances in culture and psychology* (Volume 1). Yearly series on theoretical advances in culture and psychology spanning culture and neuroscience, cognition, linguistics, development, psychopathology, social behavior, and organizational behavior. New York: Oxford University Press.
12. De Dreu, C., & Gelfand, M. J. (Eds.) (2008). *The psychology of conflict and conflict management in organizations*. SIOP Frontiers series, New York: Erlbaum.
13. Gelfand, M. J., & Brett, J. (Eds.) (2004). *The handbook of negotiation and culture*. Palo Alto, CA: Stanford University Press.

## **SPECIAL ISSUES**

1. Gelfand, M. J., & Kashima (Eds.) (2016). Advances in culture and psychological science, *Current Opinion*.
2. Salas, E., & Gelfand, M. J (Eds.) (2013). Cultural perspectives on collaboration and negotiation. *Journal of Organizational Behavior*.
3. Gelfand, M. J., & Diener, E. (Ed) (2010). Culture and psychological science. *Perspectives on Psychological Science*.
4. Gelfand, M. J. (2000). Cross-cultural organizational psychology: Progress, pitfalls, and prospects. *Applied Psychology: An International Review*, 41, 1, 29-226.

## ARTICLES IN REFEREED JOURNALS

1. Gelfand, M. J. (2019). Universal and culture-specific aspects of tightness-looseness across 31 Chinese provinces. *Proceedings of the National Academy of Sciences*, 116(4), 6522-6524.
2. Van Kleef, G., Gelfand, M. J., & Jetten, J. (2019). The dynamic nature of social norms: New perspectives on norm development, impact, violation, and enforcement. *Journal of Experimental Social Psychology*, 103814
3. Jackson, J. C., Gelfand, M. J., De, S., & Fox, A. (2019). The loosening of American culture over 200 years is associated with a creativity-order trade-off. *Nature Human Behavior*, 3(3), 244.
4. Geeraert, N., Li, R., Ward, C., Gelfand, M. J., & Demes, K. (2019). A tight spot: How personality moderates the impact of social norms on sojourner adaptation. *Psychological Science*, 30(3), 333-342.
5. Jackson, J. C., Choi, V. K. & Gelfand, M. J. (2019). Revenge: A multilevel review and synthesis. *Annual Review of Psychology*, 70, 319-345.
6. Lemay, E., Ryan, J., Fehr, R., & Gelfand, M. J. (2019, in press). Validation of negativity: Drawbacks of interpersonal responsiveness during conflicts with outsiders. *Journal of Personality and Social Psychology*.
7. Jackson, J. Gelfand, M.J., Arub, N., & Wheeler, J. (2019, in press). Together from afar: A daily diary contact technique to reduce cultural conflict. *Behavioral Science and Policy*.
8. Gelfand, M., Gordon, S., Li, C., Choi, V., & Prokopowicz, P. (2018). One reason mergers fail: the two cultures aren't compatible. *Harvard Business Review*.
9. Choi, V. K., Gelfand M. J., & Jackson J. C. (2018). The role of entitativity in perpetuating cycles of violence. *Behavioral and Brain Sciences*, 41.
10. Stamkou, E., van Kleef, G. A., Homan, A. C., Gelfand, M. J., van de Vijver, F. J., van Egmond, M. C., ... & Cantarero, K. (2018). Cultural collectivism and tightness moderate responses to norm violators: Effects on power perception, moral emotions, and leader support. *Personality and Social Psychology Bulletin*, 45(6), 947-964.
11. Webber, D., Babush, M., Schori-Eyal, N., Vazeou-Nieuwenhuis, A., Hettiarachchi, M., Bélanger, J. J., ... & Gelfand, M. J. (2018). The road to extremism: Field and experimental evidence that significance loss-induced need for closure fosters radicalization. *Journal of Personality and Social Psychology*, 114(2), 270.
12. Gelfand, M. J., Harrington, J. R., & Jackson, J. C. (2017). The strength of social norms across human groups. *Perspectives on Psychological Science*, 12(5), 800-809.
13. Gelfand, M.J., Li, R., & Gordon, S.M. (2017). Tightness-looseness and consumer behavior: The road ahead. *Journal of Consumer Psychology*, 27(3), 405-407.



14. Li, R., Gordon, S.M., & Gelfand, M. (2017). Tightness-looseness: A new framework to understand consumer behavior. *Journal of Consumer Psychology*, 27(3), 377-391.
15. De, S., Nau, D.S., & Gelfand, M.J. (2017). Understanding norm change: An evolutionary game-theoretic approach. *Proceedings of the International Conference on Autonomous Agents and Multiagent Systems*. Richland, SC.
16. Mu, Y., Han, S., & Gelfand, M. J. (2017). The role of gamma interbrain synchrony in social coordination when humans face territorial threats. *Social Cognitive and Affective Neuroscience*, 1614-1623.
17. Gelfand, M., Aycan, Z., & Erez, M. (2017). Cross-cultural organizational psychology: A hundred-year journey. *Journal of Applied Psychology*, 102(3), 514-529.
18. Dugas, M., Schori-Eyal, N., Kruglanski, A. W., Klar, Y., Touchton-Leonard, K., McNeill, A., ... & Roccas, S. (2017). Group-centric attitudes mediate the relationship between need for closure and intergroup hostility. *Group Processes & Intergroup Relations*, 21(8), 1155–1171.
19. Shteynberg, G., Gelfand, M., Imai, L., Mayer, D. M., & Bell, C. (2017). Prosocial thinkers and the social transmission of justice. *European Journal of Social Psychology*, 47(4), 429-442.
20. Brewer, J., Gelfand, M., Jackson, J. C., MacDonald, I. F., Peregrine, P. N., Richerson, P. J., ... & Wilson, D. S. (2017). Grand challenges for the study of cultural evolution. *Nature Ecology & Evolution*, 1(3), 0070.
21. Durante, F., Fiske, S. T., Gelfand, M. J., Crippa, F., Suttora, C., Stillwell, A., ... & Björklund, F. (2017). Ambivalent stereotypes link to peace, conflict, and inequality across 38 nations. *Proceedings of the National Academy of Sciences*, 201611874.
22. Salmon, E. D., Gelfand, M. J., Ting, H., Kraus, S., Gal, Y. A., & Fulmer, C. A. (2016). When time is not money: Why Americans may lose out at the negotiation table. *Academy of Management Discoveries*, 2(4), 349-367.
23. Dugas, M., Bélanger, J. J., Moyano, M., Schumpe, B. M., Kruglanski, A. W., Gelfand, M. J., .... (2016). The quest for significance motivates self-sacrifice. *Motivation Science*, 2(1), 15.
24. Jackson, J. C., & Gelfand, M. J. (2016). On the evolution of tightness-looseness in cultural ecosystems. *Religion, Brain & Behavior*, 1-3.
25. Gelfand, M. J., & Jackson, J. C. (2016). From one mind to many: the emerging science of cultural norms. *Current Opinion in Psychology*, 8, 175-181.
26. Gelfand, M. J., & Kashima, Y. (2016). Advances in the science of culture and psychology. *Current Opinion in Psychology*, 8, iv-x.
27. Gelfand, M. J., Roos, P., Nau, D., Harrington, J., Mu, Y., & Jackson, J. (2016). Societal threat as a moderator of cultural group selection. *Behavioral and Brain Sciences*, 39.

28. Gunia, B. C., Brett, J. M., & Gelfand, M. J. (2016). The science of culture and negotiation. *Current Opinion in Psychology*, 8, 78-83.
  29. Cohen, S. J., Kruglanski, A., Gelfand, M. J., Webber, D., & Gunaratna, R. (2016). Al-Qaeda's propaganda decoded: A psycholinguistic system for detecting variations in terrorism ideology. *Terrorism and Political Violence*, 1-30.
  30. Lyons-Padilla, S., Gelfand, M. J., Mirahmadi, H., Farooq, M., & van Egmond, M. (2015). Belonging nowhere: Marginalization & radicalization risk among Muslim immigrants. *Behavioral Science & Policy*, 1(2), 1-12.
- \*Featured in the Washington Post, the Conversation, and Scientific American.**
31. Nowak, A., Gelfand, M. J., Borkowski, W., Cohen, D., & Hernandez, I. (2015). The evolutionary basis of honor cultures. *Psychological Science*, 27(1), 12-24.
  32. Gelfand, M. J., Severance, L., Lee, T., Bruss, C. B., Lun, J., Abdel---Latif, A. H., ... & Moustafa Ahmed, S. (2015). Culture and getting to yes: The linguistic signature of creative agreements in the United States and Egypt. *Journal of Organizational Behavior*, 36(7), 967-989.
  33. Gelfand, M. J., & Harrington, J. R. (2015). The motivational force of descriptive norms: For whom and when are descriptive norms most predictive of behavior?. *Journal of Cross-Cultural Psychology*, 46(10), 1273-1278.
  34. De, S., Gelfand, M. J., Nau, D., & Roos, P. (2015). The inevitability of ethnocentrism revisited: Ethnocentrism diminishes as mobility increases. *Nature Scientific Reports*, 5, 17963.
  35. Mu, Y., Kitayama, S., Han, S., & Gelfand, M. J. (2015). How culture gets embrained: Cultural differences in event-related potentials of social norm violations. *Proceedings of the National Academy of Sciences*, 112(50), 15348-15353.
  36. Harrington, J. R., Boski, P., & Gelfand, M. J. (2015). Culture and national well-being: Should societies emphasize freedom or constraint?. *PloS one*, 10(6), e0127173.
  37. Aktas, M., Gelfand, M., & Hanges, P. (2015). Cultural tightness-looseness and perceptions of effective leadership. *Journal of Cross-Cultural Psychology*, 47(2), 294-309.
  38. Fulmer, C. A., & Gelfand, M. J. (2015). Trust after violations: Are collectivists more or less forgiving?. *Journal of Trust Research*, 5(2), 109-131.
  39. Chiu, C. Y., Gelfand, M. J., Harrington, J. R., Leung, A. K. Y., Liu, Z., Morris, M. W., ... & Zou, X. (2015). A conclusion, yet an opening to enriching the normative approach of culture. *Journal of Cross-Cultural Psychology*, 46(10), 1361-1371.
  40. Roos, P., Gelfand, M., Nau, D., & Lun, J. (2015). Societal threat and cultural variation in the strength of social norms: An evolutionary basis. *Organizational Behavior and Human Decision Processes*, 129, 14-23.

41. Zheng, X., Fehr, R., Tai, K., Narayanan, J., & Gelfand, M. J. (2014). The unburdening effects of forgiveness: Effects on slant perception and jumping height. *Social Psychological and Personality Science*, 6(4), 431-438.
42. Lee, T. L., Gelfand, M. J., & Kashima, Y. (2014). The serial reproduction of conflict: Third parties escalate conflict through communication biases. *Journal of Experimental Social Psychology*, 54, 68-72.

**\*Featured in Negotiation Briefings, Program on Negotiation, Harvard Law School.**

43. Realo, A., Linnamägi, K., & Gelfand, M. J. (2014). The cultural dimension of tightness–looseness: An analysis of situational constraint in Estonia and Greece. *International Journal of Psychology*, 50(3), 193-204.
44. Harrington, J. R., & Gelfand, M. J. (2014). Tightness–looseness across the 50 united states. *Proceedings of the National Academy of Sciences*, 111, 7990-7995.

**\*Featured in the Washington Post, Scientific American, and the Academic Minute.**

45. Inman, M., Kishi, R., Wilkenfeld, J., Gelfand, M., & Salmon, E. (2014). Cultural influences on mediation in international crises. *Journal of Conflict Resolution*, 58, 685-712.
46. Roos, P., Gelfand, M., Nau, D., & Carr, R. (2014). High strength-of-ties and low mobility enable the evolution of third-party punishment. *Proceedings of the Royal Society B: Biological Sciences*, 281(1776), 20132661.
47. Kruglanski, A. W., Gelfand, M. J., Bélanger, J. J., Sheveland, A., Hetiarachchi, M., & Gunaratna, R. (2014). The psychology of radicalization and deradicalization: How significance quest impacts violent extremism. *Political Psychology*, 35(S1), 69-93.
48. Mrazek, A. J., Chiao, J. Y., Blizinsky, K. D., Lun, J., & Gelfand, M. J. (2013). The role of culture–gene coevolution in morality judgment: examining the interplay between tightness–looseness and allelic variation of the serotonin transporter gene. *Culture and Brain*, 1(2-4), 100-117.
49. Gelfand, M. J., & Lun, J. (2013). Ecological priming: Convergent evidence for the link between ecology and psychological processes. *Behavioral and Brain Sciences*, 36(05), 489-490.
50. Gelfand, M. J., Brett, J. M., Imai, L., Tsai, H. H., & Huang, D. (2013). Toward a culture-by-context perspective on negotiation: Negotiating teams in the United States and Taiwan. *Journal of Applied Psychology*, 98, 504-513.
51. Severance, L., Bui-Wrzosinska, L., Gelfand, M. J., Nowak, A., Lyons, S. L., Rafaeli, A., et al. (2013). The psychological structure of aggression across cultures. *Journal of Organizational Behavior*, 34, 835–865.
52. Gelfand, M. J., LaFree, G., Fahey, S., & Feinberg, E. (2013). Cultural factors in extremism. *Journal of Social Issues*, 69, 495-517.

53. Salmon, E. D., Gelfand, M. J., Çelik, A. B., Kraus, S., Wilkenfeld, J., & Inman, M. (2013). Cultural contingencies of mediation: Effectiveness of mediation styles in intercultural disputes. *Journal of Organizational Behavior*, 34, 887-909.
  54. Salas, E., & Gelfand, M. J. (2013). Introduction to the special issue. *Journal of Organizational Behavior*, 34, 735-738,
  55. Kruglanski, A. W., Bélanger, J. J., Gelfand, M., Gunaratna, R., Hettiarachchi, M., Reinares, F., ... & Sharvit, K. (2013). Terrorism—A (self) love story: Redirecting the significance quest can end violence. *American Psychologist*, 68(7), 559.
  56. Gelfand, M. J., & Lun, J. (2013). Culture of the situation: The role of situational strength in cultural systems. *Asian Journal of Social Psychology*, 16, 34-48.
  57. Belanger, J.J., Faber, T. & Gelfand, M.J. (2013). Supersize my identity: When thoughts of contracting swine flu boost one's patriotic identity. *Journal of Applied Social Psychology*, 43, e153-E155.
  58. Liu, L. A., Friedman, R., Barry, B., Gelfand, M. J., & Zhang, Z-X. (2012). The dynamics of consensus building in intracultural and intercultural negotiations. *Administrative Sciences Quarterly*, 57, 269-304.
  59. Gelfand, M., Shteynberg, G., Lee, T., Lun, J., Lyons, S., Bell, C., ... & Abdel-Latif, A. H. (2012). The cultural contagion of conflict. *Philosophical Transactions of the Royal Society B: Biological Sciences*, 367(1589), 692-703.
  60. Gelfand, M. J., Lun, J., Lyons, S., & Shteynberg, G. (2012). Descriptive norms as carriers of culture in negotiation. *Journal of International Negotiation*, 16, 361-381.
  61. Gelfand, M. J. (2012). Culture's constraints: International differences in the strength of social norms. *Current Directions in Psychological Science*, 21, 420-424.
  62. Gelfand, M. J., Leslie, L., Keller, K., & De Dreu, C. (2012). Conflict cultures in organizations: How leaders shape conflict cultures and their organizational-level consequences. *Journal of Applied Psychology*, 97, 1131-1147.
- \*Received the Best Paper Award—New Directions in Conflict Management.**  
**\*Received the SIOP 2014 William Owens Scientific Contribution Award.**
63. Cojuharenco, I., Shteynberg, G., Gelfand, M., & Schminke, M. (2012). Self-construal and unethical behavior. *Journal of Business Ethics*, 109(4), 447-46.
  64. Fulmer, C.A., & Gelfand, M. J. (2012). In whom (and at what level) we trust: Multilevel perspectives on trust in organizations. *Journal of Management*, 38, 1167-1230.
  65. Fehr, R., & Gelfand, M. J. (2012). The forgiving organization: A multilevel model of forgiveness at work. *Academy of Management Review*, 37, 664-688.

66. Gal, Y., Kraus, S., Gelfand, M. J., Khashan, H., & Salmon, E. (2011). An adaptive agent for negotiating with people in different cultures. *ACM Transactions on Intelligent Systems and Technology*, 451-458.
67. Gelfand, M. J., Raver, J. L., Nishii, L., Leslie, L. M., Lun, J., Lim, B. C., ... & Aycan, Z. (2011). Differences between tight and loose cultures: A 33-nation study. *Science*, 332(6033), 1100-1104.

**\*Received the Gordon Allport Intergroup Relations Prize, Society for the Psychological Study of Social Issues and Best Article Award, AOM.**

68. Gelfand, M. J., Lyons, S., & Lun, J. (2011). Toward a psychological science of globalization. *Journal of Social Issues*, 67, 841-853.
69. Ramesh, A., & Gelfand, M. J. (2010). Should they stay or should they go: Job embeddedness in predicting turnover in individualistic and collectivistic cultures. *Journal of Applied Psychology*, 95, 807-823.

**\*Received the Best Dissertation Award, HR Division, Academy of Management.**

70. Imai, L., & Gelfand, M.J. (2010). The culturally intelligent negotiator: The impact of cultural intelligence (CQ) on negotiation sequences and outcomes. *Organizational Behavior and Human Decision Processes*, 112, 83-98.

**\*Academy of Management Best Paper Proceedings.**

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**\*Received the Best Paper Award 2009—New Directions in Conflict Management, Academy of Management.**

75. Chiu, C.-Y., Gelfand, M. J., Yamagishi, T., Shteynberg, G., & Wan, C. (2010). Intersubjective culture: The role of intersubjective perceptions in cross-cultural research. *Perspectives in Psychological Science*, 5, 482-493.
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**\*Academy of Management 2006 Dorothy Harlow Award Nominee.**

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- 78. Kray, L., & Gelfand, M. J. (2009). Relief versus regret: The impact of gender on reactions to having one's first offer accepted. *Social Cognition*, 3, 418-436.
- 79. Leslie, L. M., & Gelfand, M. J. (2008). The who and when of internal gender discrimination claims: An interactional model. *Organizational Behavior and Human Decision Processes*, 107(2), 123-140.
- 80. Gelfand, M. J., Leslie, L., & Keller, K. (2008). On the etiology of conflict cultures in organizations. *Research in Organizational Behavior*, 28, 137-166.

**\*Received the 2007 Best Theoretical Paper Award of the International Association for Conflict Management.**

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- 83. Gettman, H., & Gelfand, M. J. (2007). When the customer shouldn't be king: Antecedents and consequences of customer sexual harassment. *Journal of Applied Psychology*, 92, 757-770.
- 84. Gelfand, M. J., Erez, M., Aycan, Z. (2007). Cross-cultural organizational behavior. *Annual Review of Psychology*, 58, 479-514.
- 85. Kashima, Y., Kashima, E., Kim, U., & Gelfand, M. J. (2006). Describing the social world: How is a person, a group, and a relationship described in the East and the West? *Journal of Experimental Social Psychology*, 3, 388-396.
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**\*Received the Dorothy Harlow Best Paper Award, Academy of Management, 2003.**

90. Pinkley, R., L., Gelfand, M. J., & Duan, L. (2005). When, where, and how: The use of multidimensional scaling methods in the study of negotiation and social conflict. *International Negotiation*, 10, 79-96.
91. Kashima, Y., Kashima, E., Chiu, C. Y., Farsides, T., Gelfand, M., Hong, Y. Y., ... & Yzerbyt, V. (2005). Culture, essentialism, and agency: Are individuals universally believed to be more real entities than groups?. *European Journal of Social Psychology*, 35(2), 147-169.
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93. Kim, S. & Gelfand, M. J. (2003). The role of ethnic identity in recruiting a diverse workforce. *Journal of Vocational Behavior*, 63, 396-416.
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96. Gelfand, M. J., Higgins, M., Nishii, L., Raver, J., Dominguez, A., Yamaguchi, S., Murakami, F. & Toyama, M. (2002). Culture and egocentric biases of fairness in conflict and negotiation. *Journal of Applied Psychology*, 87, 833-845.

**\*Received the IACM Best Published Article of the Year in 2002 Award.**

97. Triandis, H. C., Carnevale, P., Gelfand, M., Robert, C., Wasti, S. A., Probst, T., ... & Kim, U. (2001). Culture and deception in business negotiations: A multilevel analysis. *International Journal of Cross Cultural Management*, 1(1), 73-90.
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## CHAPTERS IN BOOKS

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2. Gelfand, M. J. & Jackson, J. C. (2019). The cultural psychology of negotiation. In D. Cohen & S. Kitayama (Eds.), *Handbook of cultural psychology* (2nd ed., pp. 650-677). New York, NY: Guilford.
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20. Gelfand, M. J., Severance, L., & Fulmer, C. A. (2012). Explaining and predicting cultural differences in negotiation. In G. Bolton & R. Croson (Eds.), *Handbook of negotiation: Experimental economic perspectives* (pp. 332-356). New York: Oxford University Press.
21. Gelfand, M. J., & Gal, K. (2012). Negotiating in a brave new world: Challenges and opportunities for the field of negotiation science. In B. Goldman & D. Shapiro (Eds.), *The psychology of negotiations in the 21st Century workplace. (A volume in the SIOP Organizational Frontier series)* (pp. 441-462). New York, NY: Psychology Press/Routledge.

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26. Singelis, T. M., Bhawuk, D. P., Gabrenya, W. K., Gelfand, M., Harwood, J., Her, P., ... & Vandellos, J. (2009). Exploring ethnic group and geographic differences in social axioms in the USA. In K. Leung & M. Bond (Eds.), *Psychological aspects of social axioms: Understanding global belief systems* (pp. 81-93). New York, NY: Springer.
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29. Gelfand, M. J. (2008). Culture and negotiation. In J. Blascovich & C. Hartel (Eds.), *Human behavior in military contexts* (pp 85- 105). Washington DC: The National Academies Press.
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33. Brett, J. M. & Gelfand, M. J. (2006). A cultural analysis of the underlying assumptions of negotiation theory. In L. Thompson (Ed.), *Negotiation theory and research (Frontiers of Social Psychology)* (pp. 173-201). Milton Park, UK: Psychology Press.
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41. Gelfand, M. J., Raver, J. L., & Holcombe Ehrhart, K. (2002). Methodological issues in cross-cultural organizational research. In S. Rogelberg (Ed.), *Handbook of industrial and organizational psychology research methods* (pp. 216-241). New York, NY: Blackwell.
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(Eds.), *Selected research on team diversity* (pp. 53-71). Greensboro, NC: Center for Creative Leadership/APA.

45. Triandis, H. C., Kurowski, L., & Gelfand, M. J. (1994). Workplace diversity. In H. C. Triandis, M. Dunnette, and L. Hough (Eds.), *Handbook of industrial and organizational psychology* (Vol. 4, pp. 769-827). Palo Alto, CA: Consulting Psychologists Press.

## **MEDIA**

Gelfand's research has been featured in the [\*Washington Post\*](#), the [\*New York Times\*](#), the [\*Boston Globe\*](#), the [\*Economist\*](#), the [\*Atlantic\*](#), the [\*Guardian\*](#), [\*Harvard Business Review\*](#), [\*Time Magazine\*](#), [\*CNN.com\*](#), [\*Financial Times\*](#), [\*Fast Company\*](#), [\*Forbes\*](#), [\*Fortune\*](#), [\*Der Standard\*](#), [\*New Scientist\*](#), [\*Scientific American\*](#), [\*National Public Radio\*](#), [\*BBC\*](#), [\*Fox News\*](#), [\*NBC News\*](#), [\*Morning Joe\*](#), [\*TEDx\*](#), and on numerous podcasts ([\*Kara Swisher\*](#), [\*Michael Shermer\*](#), [\*The Gist\*](#), [\*Tyler Cowen\*](#), the [\*Edge\*](#)) and other outlets.

See <https://www.michelegelfand.com/press> for a full list.

## **PROFESSIONAL SOCIETY MEMBERSHIP**

Cultural Evolution Society (Co-Founder)

Academy of Management (Fellow)

Society for Organizational Behavior (Elected)

Association for Psychological Science

American Psychological Association

International Association for Conflict Management

International Association for Cross-Cultural Psychology (Honorary Fellow)

Society for Experimental Social Psychology (Elected)

Society for Industrial and Organizational Psychology (Fellow)

Society for Personality and Social Psychology

## **EDITORIAL BOARDS AND REVIEWING**

Associate Editor, Social Psychological and Personality Science, March 2009-2012

Associate Editor, Applied Psychology: International Review, 2002 to 2007

Board member, Personality and Social Psychology Review, present

Board member, Journal of Applied Psychology, present

Board member, Journal of Organizational Behavior, present

## **WORKSHOPS ORGANIZED**

1. Gelfand, M. J., Nunn, N., & Gavrillets, S. (2019, April). Interdisciplinary perspectives on social norms, University of Tennessee.
2. Tal, A., & Gelfand, M. J. (2018, February). Interdisciplinary perspectives on overpopulation, Tel Aviv University.

3. Kitayama, S., Han, S., & Gelfand, M. J. (2016, August). Culture and neuroscience. International Association for Cross-Cultural Psychology, Nagoya, Japan.
4. Gelfand, M. J. and Wilson, D. (2015, March). Culture and evolution, University of Maryland, College Park.
5. Goldman, B., Shapiro, D., & Gelfand, M. J. (2013, February). Multilevel perspectives on negotiation, University of Arizona.
6. Bowles, H., Gelfand, M. J., & Al-Dabbagh (2012, June). Culture, identity, and change in the Middle East: Implications for conflict and negotiation, John F. Kennedy School of Government, Harvard University.
7. Gelfand, M. J., & Lun (2011, June). Combining qualitative and quantitative research methods in cross-cultural research. International Association for Cross-Cultural Psychology, Istanbul, Turkey.
8. Moaddel, M., & Gelfand, M. (2010, May). Culture and values in the Middle East. Workshop conducted in Cairo, Egypt.
9. Sycara, K., Gelfand, M. J., & Abbe, A. (2009, July). Modeling intercultural collaboration and negotiation (MICON) workshop. Workshop conducted at the biannual International Joint Conference on Artificial Intelligence, Pasadena, CA.
10. Gelfand, M. J., & Arad, S. (2002, April). Methodological issues in cross-cultural organizational research. Workshop given at the annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

## **INVITED PRESENTATIONS**

Behavioral Insights Group, London 2019  
 INSEAD, 2019  
 Keynote, Asian Association of Social Psychology, 2019  
 Invited Address, American Psychological Society, 2019  
 Plenary Address, Society for Affective Science, 2019  
 University of Michigan, 2019  
 University of Virginia, 2019  
 Berkeley, 2019  
 John Jay School of Criminal Justice, 2019  
 Tedx Palo Alto, Stanford, 2019  
 Princeton University, 2018  
 Harvard University, 2018  
 UCLA, 2018  
 University of Amsterdam, 2018  
 Harvard University, 2017  
 Princeton, 2017  
 Johns Hopkins, 2017  
 University of Pennsylvania, Wharton, 2016

University of Utah, 2016  
Stanford School of Business, 2016  
Michigan State University, 2015  
University of Maryland, Board of Trustees, 2015  
Harvard Business School, 2015  
London Business School, 2015  
Georgetown University, 2015  
Yale University, 2015  
Purdue University, 2015  
University of Virginia, 2014  
Washington University, St. Louis, 2014  
National Academy of Sciences Panel, 2013  
University of Connecticut, 2013  
Binghamton University, 2013  
Duke University, 2013  
University of Kansas, 2013  
The Pentagon, 2013  
University of Utah, 2013  
National Academy of Sciences, 2013  
Harvard University, 2012  
Stanford University, 2012  
Carnegie Mellon University, 2012  
University of Michigan, 2012  
Sabanci University, 2011  
Northwestern University, 2011  
University of Michigan, 2011  
University of Waterloo, 2011  
University of Tübingen, 2011  
MIT, Sloan School, 2010  
Singapore Management University, 2010  
Michigan State University, 2009  
Dartmouth University, 2009  
University of Texas, Dallas, 2009  
University of Leiden, 2008  
Columbia University, 2008  
Kellogg School of Management, 2007  
Stanford University, 2007  
University of California, Berkeley, 2007  
Army Research Institute, 2007  
National Academy of Sciences, 2006  
Department of Homeland Security, 2006  
University of Toronto, 2005  
University of Michigan, 2005  
Harvard, 2004, 2003, 2002  
University of North Carolina at Chapel Hill, 2004  
Vanderbilt, 2004

Wharton, 2003  
 Johns Hopkins, 2003  
 Ohio State, 2003  
 Rice, 2003  
 University of Amsterdam, 2003  
 Kellogg School of Management, 2003  
 Michigan State, 2003  
 New York University, 2003  
 MIT, 2003  
 Carnegie Mellon, 2002  
 The Technion, 2000 Stanford, 1998  
 University of Maryland, 1996 Rutgers, 1995  
 George Washington University, 1995

## REFEREED CONFERENCE PRESENTATIONS

1. Choi, V. C., Shrestha, S., & Gelfand, M. J. (August, 2019). *Establishing a linguistic dictionary of threat*. Poster to be presented at the Big Data in Personality and Social Psychology Science conference, St. Louis, MO.
2. Gelfand, M. J. (July, 2019). *A hundred-year journey of progress in cross-cultural psychology*. Invited keynote, Asian Association of Social Psychology, Taipei, Taiwan.
3. Li, C., & Gelfand, M. J. (June, 2019). *The price tag of culture in cross-border acquisitions: How tightness-looseness affects post-deal performance*. Paper presented at the Academy of International Business 2019 Conference, Copenhagen, Denmark.
4. Gelfand, M. J. (May, 2019). *Cross-cultural issues at work*. Invited address, Association for Psychological Science, Washington DC.
5. Pan, X., & Gelfand, M. J. (May, 2019). *The dynamics of change in tight and loose cultures*. Paper presented at the Association for Psychological Science, Washington DC.
6. Prokopowicz, P, Choi, V., & Gelfand, M. (April, 2019). *Masters of both: Exploring the links between tightness-looseness and innovation*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology meeting, Washington DC.
7. Pan, X., Gelfand, M. J., & Mu, Y. (2019, February). *Interdisciplinary perspectives on culture and creativity across levels of analysis*. Poster presented at the meeting of the Society for the Neuroscience of Creativity, San Francisco, CA.
8. Choi, V.K., Van Egmond, M., Jackson, J. C., Gelfand, M. J. (April, 2018). *Understanding how the strength of cultural norms shapes stigma-based discrimination*. Talk given at the 33rd Annual Meeting of the Society for Industrial and Organizational Psychology meeting, Chicago, IL.



9. Gordon, S.M., Gelfand, M.J., Li, R., Harrington, J.R., & Choi, V.K. (March, 2018). *Cultural norms in organizations: The role of conflict cultures within a hospital setting*. Poster presented at the Annual Convention of the Society for Personality and Social Psychology, Atlanta, GA.
10. Caluori, N., Dugas, M., Mansour, N., & Gelfand, M. (2018, March). *Forgiveness aversion in a Middle Eastern honor culture*. Poster presented at the Annual Convention of the Society for Personality and Social Psychology, Atlanta, GA.
11. Jackson, J. C., Vonasch, A., Caluori, N., Gelfand, M., Gray, K. (January, 2018). *Quantifying the religious marketplace*. Talk given at the Religion and Spirituality Preconference at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.
12. Caluori, N., Jackson, J. C., Gelfand, M. J. (September, 2017). *Intergroup conflict causes belief in more authoritarian gods*. Talk given at the Cultural Evolution Society First Inaugural Meeting, Jena, Germany.
13. Mu, Y., & Gelfand, M. J (August, 2017). *Neural mechanisms underlying social norm violation: A cross-cultural neuroscience perspective*. Paper presented at the Academy of Management Conference, Atlanta, GA.
14. Li, C., Gelfand M. J., & Kabst, R. (August, 2017). *The influence of cultural tightness-looseness on cross-border acquisitions*. Paper presented at the Academy of Management Conference, Atlanta, GA.
15. Gelfand, M. J., Jackson, J. C., Taylor, M., Caluori, N. (May, 2017). *The downside of synchrony: Group coordination reduces creativity*. Poster presented at the 28th Annual Meeting of the Association for Psychological Science Convention, Boston, MA.
16. Gordon, S.M., Choi, V.K., & Gelfand, M.J. (May, 2017). *Cultural influences on occupational structure: A tightness-looseness perspective*. Poster presented at the 28th Annual Meeting of the Association for Psychological Science Convention, Boston, MA.
17. Jackson, J. C., Gelfand, M. J. (March, 2017). *Ecological threat and the transmission of cultural norms*. Talk given at the Annual Meeting of the Society for Cross-Cultural Research, New Orleans, LA.
18. Gelfand, M. J., Jackson, J. C. (February, 2017). *Ecological threat and the transmission of cultural tightness-looseness*. Talk given at the Annual Meeting of the American Association for the Advancement of Science. Boston, MA.
19. Caluori, N. E., Jackson, J. C., Gelfand, M. G. (January, 2017). *Mean gods on your side: The role of intergroup threat in the origination of moralizing gods*. Poster presented at the Religion and Spirituality Preconference at the Annual Meeting for the Society for Personality and Social Psychology (SPSP), San Antonio, TX.
20. Fernandez, J. R., Jackson, J. C., Gelfand, M. J. (January, 2017). *Tightness-looseness and health behaviors across the United States*. Paper presented at the Annual Meeting for the Society for Personality and Social Psychology (SPSP), San Antonio, TX.

21. Jackson, J. C., Gelfand, M. G., Wheeler, J., Ayub, N. (January, 2017). *Together from afar: Using a diary contact technique to reduce cultural conflict*. Data blitz given at the Advances in Cultural Psychology Preconference at the Annual Meeting for the Society for Personality and Social Psychology (SPSP), San Antonio, TX.
22. Lyons-Padilla, S., Gelfand, M. J., Mirahmadi, H., Farooq, M., & van Egmond, M. (October, 2016). *The struggle to belong: Immigrant marginalization and the risk for radicalization*. Presentation given at the Annual conference of the Society for Experimental Social Psychology.
23. Avery, D. R., Gelfand, M. J., & McKay, P. (August, 2016). *State level tightness-looseness moderates the impact of diversity climate on firm performance*. Presentation given at the Annual Conference of the Academy of Management.
24. Stamkou, S., Van Kleef, G., Homan, A., Gelfand, M. J., van de Vijver, F., Boer, D., van Egmond, M., Phiri, N., Ayub, N et al., (August, 2016). *Rising to power or falling from grace: Cultural collectivism and tightness moderate responses to norm violators*. Presentation at the Annual Conference of the International Association of Cross-Cultural Psychology, Nagoya, Japan.
25. Gelfand, M. J., van Egmond, M., & Jackson, J. (August, 2016). *Stigma-related discrimination across tight and loose societies*. Presentation at the Annual Conference of the International Association of Cross-Cultural Psychology, Nagoya, Japan.
26. Mu, Y., Jackson, J., & Gelfand, M. J. (August, 2016) *Culture, brain and social norm detection*. Presentation at the Annual Conference of the International Association of Cross-Cultural Psychology, Nagoya, Japan.
27. Gelfand, M. J., & Mu, Y. (August, 2016). *The tightness/looseness dimension of culture: What ERPs can tell us*. Workshop given at the Annual Conference of the International Association of Cross-Cultural Psychology, Nagoya, Japan.
28. Van Egmond, M., Jackson, J. C., Gelfand, M. J. (August, 2016). *Strength of social norms and public life: A 20-nation study*. Talk given at the Annual Conference of the International Association of Cross-Cultural Psychology. Nagoya, Japan.
29. Jackson, J., Fox, A., & Gelfand, M. J. (May, 2016). *Tightness-looseness over time*. Presentation at the Annual Conference of the Association for Psychological Science, Chicago, IL.
30. Gelfand, M. J. (May, 2016). *Interdisciplinary perspectives of the strength of social norms*. Invited address, Annual Conference for the Association for Psychological Science, Chicago, IL.
31. Gelfand, M. J. (May, 2016). *Interdisciplinary perspectives of the strength of social norms*. Keynote address at the Conference of the Mid-Western Association, Chicago, IL
32. Wheeler, J., Jackson, J., & Gelfand, M. J. (April, 2016). *Race and emotion in negotiation*. Presentation given at the Annual Conference of the Society for Industrial and Organizational Psychology, April, Anaheim, CA.

33. Jackson, J. C., Gelfand, M. J. (March, 2016). *Religious person perception in a secular age*. Paper presented at the 6th International Religion in Society Conference. Washington, DC.
34. Jackson, J. C., Landau, M. J., Gelfand, M. J. (January, 2016). *How sports metaphors shape negotiation*. Paper presented at the 3rd Israel Organizational Behavior Conference. Tel Aviv, Israel.
35. Jackson, J. C., Gelfand, M. J., Ayub, N. (January, 2016). *Religious person perception in a secular age*. Poster presented at the 17th Annual Meeting for the Society for Personality and Social Psychology. San Diego, CA.
36. Wheeler, J., Jackson, J., Stillwell, A., Ayub, H., & Gelfand, M.J. (May, 2015). *The tight-loose divide: How context shapes implicit and explicit attitudes towards Americans and Middle Easterners*. Poster given at the Conference of the Association for Psychological Science, New York.
37. Nowak, A., Gelfand, M. J., Borkowski, W. (July, 2015). *The evolution of honor cultures*. Talk given at the International Association for Conflict Management, Clearwater, Florida.
38. Roos, P., Gelfand, M. J., Nau, D., Carr, R. (July, 2014). *High strength-of-ties and low mobility foster the emergence of third-party punishment*. Talk given at the 22nd International Association for Cross-Cultural Psychology, Paris, France.
39. Nowak, A., Gelfand, M. J., Borkowski, W. (July, 2014). *On the rationality of honor cultures*. Talk given at the 22nd International Association for Cross-Cultural Psychology, Paris, France.
40. Stamkou, E., Van Kleef, G., Homan, A., Gelfand, M. J., van de Vijver, F., Van Egmond, M., Ayub, N., Selim, B. A., Katarzyna, C., Dorit, E., Ana, F., Hirofumi, H., Eva, H., Zoe, K., I-Ching, Lee., Renata, L., Natasha, P. (July, 2014). *The perception of norm violators in 20 societies*. Talk given at the 22nd International Association for Cross-Cultural Psychology, Paris, France.
41. Carr, R., Roos, P., Gelfand, M. J., Nau, D. (July, 2014). *Resource scarcity and tightness-looseness: An evolutionary game theory approach*. Talk given at the 22nd International Association for Cross-Cultural Psychology, Paris, France.
42. Harrington, J., Gelfand, M. J. (July, 2014). *Tightness-looseness across the 50 United States*. Talk given at the 22nd International Association for Cross-Cultural Psychology, Paris, France.
43. Aktas, M., Gelfand, M. J., Hanges, P. (July, 2014). *The strength of cultural norms and perceptions of ethical leadership*. Talk given at the 22nd International Association for Cross-Cultural Psychology, Paris, France.
44. Li, R., Geeraert, N., Gelfand, M. J., Demes, K., Ward, C. (July, 2014). *For sojourners, not only the journey, but the destination matters: Host and home countries' tightness-looseness impacts sojourner's readjustment and well-being*. Talk given at the 22nd International Association for Cross-Cultural Psychology, Paris, France.

45. van Egmond, M., Boer, D., Hanke, K., Gelfand, M. J., Crawford, M. (July, 2014). *Breaking the norm! The perception and experiences of voluntary norm violators in tight and loose contexts*. Talk given at the 22nd International Association for Cross-Cultural Psychology, Paris, France.
46. Lyons, S., Gelfand, M. J., Mirahmad, H., Farooq, M., van Egmond, M. (July, 2014). *Immigrant marginalization and risk for radicalization*. Talk given at the 22nd International Association for Cross-Cultural Psychology, Paris, France.
47. Gelfand, M. J. (April, 2014). *Understanding cultural differences in a globalized world*. Invited Keynote Address, Emerging Markets Forum, Smith School of Business.
48. Gelfand, M. J. (2014, April). *Culture's constraints: Understanding the differences between tight and loose cultures*. Invited talk, Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
49. Gelfand, M. J., (February, 2014). *The etiology of conflict cultures*. Invited Talk, Culture Preconference, Society for Personality and Social Psychology.
50. Gelfand, M. J., (November, 2013). *On the etiology of conflict cultures*. Invited Keynote Address, Workplace Health Conference
51. Quinn, D., Kishi, R., Wilkenfeld, J., Gelfand, M. J., Eralp, P., Salmon, E., & Owens, D. (2013). *Adapting mediation to the intrastate crisis context*. In APSA 2013 Annual Meeting.
52. Kishi, R., Quinn, D., Wilkenfeld, J., Gelfand, M., Eralp, P., Owens, D., & Salmon, E. (2013, July). *Adapting mediation to the intrastate crisis context*. Paper presented at the 26th annual International Association of Conflict Management conference, Tacoma, WA.
53. Salmon, E. D., Gelfand, M. J., Çelik, A. B., Kraus, S., Wilkenfeld, J., & Inman, M. (2013, July). *Cultural contingencies of mediation: Effectiveness of mediation styles in intercultural disputes*. Paper presented at the 26th annual meeting of the International Association for Conflict Management, Tacoma, WA.
54. Salmon, E. D., Gelfand, M. J., Gal, K., Kraus, S., & Ting, H. (2013, June). *When time is not money: Why Americans lose out at the negotiation table*. Paper presented at the regional meeting of the International Association of Cross-Cultural Psychology, Los Angeles, CA.
55. Lee, T. L., Gelfand, M. J., & Kashima, Y. (2013, June). *Perpetuation of intergroup conflict via biased communication and distortion of memory*. Talk presented at the annual meeting of International Association for Cross-Cultural Psychology, Los Angeles, CA.
56. Gelfand, M. J., Severance, L., Lee, T., Bruss, C. B., Latif, H., El Moghazy, A. A., Mustafa, S. (2013, June). *Getting to yes: Pathways of reaching integrative agreements in negotiations in Egypt and the U.S*. Paper presented at the regional meeting of the International Association of Cross-Cultural Psychology, Los Angeles, CA.

57. Stillwell, A., Gelfand, M. J., Ting, H., Salmon, E. D., & Fulmer A. (2013, June). *Correlates of national impatience*. Paper presented at the regional meeting of the International Association of Cross-Cultural Psychology, Los Angeles, CA.
58. Lun, J., Muhammad, R., Cameron, L., & Gelfand, M. (2013, June). *The cultural psychology of social connections in the Middle East and the US*. Poster presented at the International Association of Cross-Cultural Psychology regional conference, Los Angeles, CA.
59. Roos, P., Gelfand, M. J., Nau, D., & Lun, J. (2013, June). *Societal threat increases evolved punishment of norm violators in cultural groups*. Poster presented at the regional conference of the International Association for Cross-Cultural Psychology in Los Angeles, California.
60. Lyons, S., & Gelfand, M.J. (2013, June). *The role of cultural models of self-worth in responses to in-group transgressions*. Poster presented at the Regional Conference of the International Association for Cross-Cultural Psychology, Los Angeles, CA.
61. Leslie, L. M., Harrington, J. R., & Gelfand, M. J. (2013, April). *Diversity in context: The multilevel consequences of conflict cultures*. In J. L. Waldman, & A. L. Thayer (Co- chairs), The impact of culture on teams: Combining complementary research. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
62. Lyons, S., & Gelfand, M.J. (2013, January). *The role of cultural models of self-worth in responses to in-group transgressions*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology (SPSP), New Orleans, LA.
63. Lun, J., Gelfand, M., & Mohr, R. (2013, January). *Learning culture in everyday situations: Situational constraint and social perception*. Talk given at the Society of Personality and Social Psychology meeting, New Orleans, LA.
64. Gelfand, M. J. (2012, December). *Conflict cultures in organizations: How leaders shape conflict cultures and their organizational level consequences*. Invited talk, FACE conference, Maui, Hawaii.
65. Fehr, R., Zheng, M., Tai, K., Narayanan, J., & Gelfand, M. J. (2012, August). *Forgiveness empowers victims after conflict*. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
66. Fehr, R. and Gelfand, M. J. (2012, August). *Forgiveness from the top: How leaders build forgiving organizations*. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
67. Gelfand, M. J., Brett, J. M., Imai, L., Tsai, H. H., Gunia, B. C. (2012, August). *Where are two heads better than one? Teams and solos negotiating deals in the U.S. and Taiwan*. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
68. Chung, C., Coleman, P. T., & Gelfand, M. J. (2012, July). *Conflict, culture, and complexity: The effects of simple versus complex rules in negotiation*. Paper presented at the 25th annual

conference of the International Association for Conflict Management in Stellenbosch, South Africa.

69. Lun, J. Gelfand, M., Bruss, B., Su, J., Al-Dabbagh, M., Aycan, Z., Daghir, M., Latif, H., Shabka, H., Khashan, H., & Soomro, N. (2012, June). *The value of honor in the Middle East*. Presentation at the conference “Culture, identity, and change in the Middle East: Implications for Conflict and Negotiation”, organized by H. Bowles, Michele Gelfand, & May Al-Dabbagh, Harvard University.
70. Nowak, A., Gelfand, M. J., & Borkowski, W. (2012, June). *Computational models of culture and negotiation: Exploring emergent dynamics*. Presentation at the conference “Culture, identity, and change in the Middle East: Implications for Conflict and Negotiation”, organized by H. Bowles, Michele Gelfand, & May Al-Dabbagh, Harvard University.
71. Severance, L., & Gelfand, M. J. (2012, April). *The dynamics of dissent: Gender and status effects*. In G. F. Fernandes (Chair). Deciphering gendered responses to organizational conflict. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology (SIOP), San Diego CA.
72. Lyons, S., Lun, J., & Gelfand, M. (2012, January). *Dual identities and intercultural cooperation*. Poster presented at the Culture Preconference at the Annual Meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CA.
73. Lun, J., Gelfand, M., & Mohr, R. (2012, January). *Attitudes toward deviance in tight and loose cultures*. Poster presented at the Culture Preconference at the Annual Meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CA.
74. Gelfand, M., & Lun, J. (2011, October). *The structure of situation as a mediator of macro and micro cultural processes*. Presentation given at the Society of Experimental Social Psychology conference. Washington DC.
75. Lun, J., Gelfand, M. J., Bruss, C. B., et al. (2011, June). *The cultural psychology of honor: Evidence from 8 nations*. Talk given at the International Association of Cross-Cultural Psychology regional conference, Istanbul, Turkey.
76. Gelfand, M. J. (2011, June). Keynote Address on cultural tightness-looseness. International Association of Cross-Cultural Psychology regional conference, Istanbul, Turkey.
77. Gelfand, M. J., (2011, June). Discussant, Symposium on identity motives (Viv Viognes chair), International Association for Cross-Cultural Psychology, Istanbul, Turkey.
78. Gelfand, M.J., Salmon, E. D., Ting, H., Kraus, S., & Gal, K. (2011, August). *Culture, subjective time horizon, and negotiation*. Paper presented at the annual conferences of the Academy of Management, San Antonio, TX.
79. Salmon, E. D., Severance, L., Aiken, J. R., Gelfand, M. J., Bowles, H., & Babcock, L. (2011, August). *Negotiating to no: Gender and resistance to undesirable requests*. Paper presented at the annual conferences of the Academy of Management, San Antonio, TX.

80. Lyons, S., Gelfand, M., & Lun, J. (2011, August). *The interplay of cultural and shared identities in intercultural negotiations*. Presented at the Annual Meeting of the Academy of Management, San Antonio, TX.
81. Gelfand, M., Shteynberg, G., Bell, C., Lyons, S., & Lee, T. (2011 January). *Culture and conflict contagion: The role of vertical collectivism in the spread of social conflict*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology (SPSP), San Antonio, TX.
82. Fulmer, C. A., Gelfand, M. J., Kruglanski, A. W., Kim-Prieto, C., Diener, E., Pierro, A., & Higgins, E. T. (2011, October). *On "feeling right" in cultural contexts: How person- culture match affects self-esteem and subjective well-being*. Invited paper presented at the annual conference of Society of Experimental Social Psychology, Washington, DC.
83. Fulmer, C. A., & Gelfand, M. J. (2011, August). *Trust after violations: A Middle Eastern investigation*. Paper presented at the annual conference of Academy of Management, San Antonio, TX.
84. Fulmer, C. A., & Gelfand, M. J. (2011, July). *Trust across multiple organizational levels: A review and analysis of progress and future directions*. Paper presented at the annual International Association for Conflict Management, Istanbul, Turkey.
85. Fulmer, C. A., et al. (2011, July). *Trust and trust violation in negotiation: A cross-cultural qualitative comparison*. In Hollingshead, A. & Kim, P. (Chairs). Trust violations across contexts: From cross-cultural negotiations to brand communities on Facebook. Symposium conducted at the annual International Association for Conflict Management, Istanbul, Turkey.
86. Fulmer, C. A., & Gelfand, M. J. (2011, June). *Trust after violations: Cultural orientation and dynamic patterns*. Paper presented at the International Association for Cross-Cultural Psychology conference, Istanbul, Turkey.
87. Gelfand, M. J., Fulmer, C. A., Kruglanski, A. W., Abdel-Latif, A.-H., Khashan, H., Shabka, H., & Moaddel, M. (2011, June). *Fatalism and risky outcomes: Cultural and individual levels of analysis*. Paper presented at the International Association for Cross-Cultural Psychology conference, Istanbul, Turkey.
88. Gelfand, M., & Lun, J. (2011, October). *The structure of situation as a mediator of macro and micro cultural processes*. Talk given at the Society of Experimental Social Psychology conference. Washington DC.
89. Severance, L., Gelfand, M. J., & Kray, L. J. (2010, April). *Attractiveness matters for women, but not men, when negotiating*. In L. Severance & M. J. Gelfand (Chairs), Situational moderators of gender-based backlash. Symposium conducted at the annual conference of Society for Industrial and Organizational Psychology, Atlanta, GA.
90. Fulmer, C. A., Gelfand, M. J., & Hanges, P. J. (2010, April). *Modeling trust as a growth mixture model*. In P. J. Hanges & C. A. Fulmer (Chairs), New developments in modeling longitudinal

and dynamic data. Symposium conducted at the annual conference of Society for Industrial and Organizational Psychology, Atlanta, GA.

91. Gelfand, M. G., & Salmon, E. D. (Co-Chairs) (2010, April). Abbe, A., Burke, C. S., Frese, M., Goodwin, G., Ilgen, D., Klein, K., Fulmer, C. A., & Severance, L. *Interdisciplinary research: Challenges and solutions*. Panel discussion conducted at the 2010 annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
92. Severance, L., & Gelfand, M. J. (2009, August). *A biosocial approach to negotiation*. In L. Severance & M. J. Gelfand (Chairs), Intersection of the evolutionary and organizational sciences. Symposium conducted at the annual conference for the American Psychological Association, Toronto, Canada.
93. Fehr, R., Gelfand, M. J., & Nag, M. (2009, September). *The road to forgiveness: A theoretical and meta-analytic review*. Paper presented at the Conference on Moral Responses in the Workplace: Justice, Forgiveness, and Revenge. Schulich School of Business, York University, Toronto, ON.
94. Fehr, R., Gelfand, M. J., & Nag, M. (2009, August). *To forgive or not to forgive? A theoretical and meta-analytic review of the forgiveness nomological net*. In T. G. Okimoto & E. Mullen (Chairs), Retribution and restoration. Symposium conducted at the annual conference of the Academy of Management, Chicago, IL.
95. Fehr, R., & Gelfand, M. J. (2009, August). *But I said I was sorry! On the importance of matching apologies to victim self-construals*. In T. G. Okimoto (Chair), Accounts, apologies, and other facets of uncertainty management. Symposium conducted at the annual conference of the Academy of Management, Chicago, IL.
96. Fulmer, C. A., & Gelfand, M. J. (2009, July). *Are all trust violations the same? A dynamical examination of culture, trust dissolution, and trust recovery*. In K. Sycara, M. J. Gelfand, & A. Abbe (Chairs), Modeling intercultural collaboration and negotiation (MICON) workshop. Symposium conducted at the biannual International Joint Conference on Artificial Intelligence, Pasadena, CA.
97. Bui-Wrzosinska, L., Gelfand, M. J., Nowak, A., Severance, L., Strawinska, U., Formanowicz, M. & Cichocka, A. (July, 2009). *A dynamical tool to study the cultural context of conflict escalation*. In K. Sycara, M. J. Gelfand, & A. Abbe (Chairs), Modeling intercultural collaboration and negotiation (MICON) workshop. Symposium conducted at the biannual International Joint Conference on Artificial Intelligence, Pasadena, CA.
98. Gelfand, M. J., (2008). *Culture and social situations: A multilevel analysis of situational constraint across 35 nations*. Presentation at the Annual Meeting of the Society for Organizational Behavior. Richmond, Virginia.
99. Gelfand, M. J., (2008). *Culture and social situations: A multilevel analysis of situational constraint across 35 nations*. Invited Master Lecture at the Annual Conference of the American Psychological Association.



100. Gelfand, M. J., (2008). *The promise of the situational level in cross-cultural psychology*. Invited presentation at the Conference of the International Association of Cross-Cultural Psychology, Bremen, Germany.
101. Kray, L. K., & Gelfand, M. J., (2008). *Negotiation norm ambiguity: Gender and reactions to having a first offer accepted*. Paper presented at the Annual Conference of the Academy of Management, Anaheim, CA.
102. Shteynberg, G., Gelfand, M. J., & Kim (2008). *Peering into the 'magnum mysterium' of culture: The explanatory power of descriptive norms*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
103. Gelfand, M. J., (2008). Invited Panelist. *Rethinking culture for use in organizational psychology*. Symposium at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
104. Gelfand, M. J. (2008). Invited Panelist. *Perspectives of IO in global companies: Insights, issues, and challenges*. Symposium at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
105. Gelfand, M. J., (2008). *Culture as a multilevel system: A functional analysis of situational constraint across 35 nations*. Paper presented at the winter conference on Social Psychology, Park City, Utah.
106. Imai, L., & Gelfand, M.J. (2007, August). *Culturally intelligent negotiators: The impact of CQ on intercultural negotiation effectiveness*. Paper presented at the annual conference for the Academy of Management, Philadelphia, PA.

**\*Published in the Academy of Management Best Paper Proceedings.**

107. Gelfand M. J., Leslie, L., & Keller, K. (2007, July). *On the etiology of conflict cultures*. Paper presented at the annual conference of the International Association for Conflict Management, Budapest, Hungary.

**\*Received the 2007 Best Theoretical Paper Award of the International Association for Conflict Management.**

108. Gelfand, M. J. (2007, April). *On globalizing organizational psychology*. Invited presentation for Greenberg (Chair) symposium. To prosper, organizational psychology should... Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology.
109. Gelfand, M. J., (2007, April). Discussant. In J. Goodwin (Chair) Symposium on *Swimming in Global Waters: Integrating Culture into Interpersonal Performance*, conducted at the annual conference of the Society for Industrial and Organizational Psychology.
110. Gelfand, M. J., (2007, April). Panelist. Junior Faculty Consortium for the Society for Industrial and Organizational Psychology. New York.

111. Gelfand, M. J. (2006, August). Panelist. Junior Faculty Workshop for the Organizational Behavior Division of the Academy of Management, Pre-conference, Atlanta.
112. Bowles, H., & Gelfand, M. J. (2006, August). *Status and the social construction of deviance*. Paper presented at the annual conference of the Academy of Management, Atlanta.  
  
**\*Paper nominated for the Dorothy Harlow Best Paper Award and the Best Paper Proceedings.**
113. Gelfand, M. J., Shteynberg, G., Imai, L., Mayer, D., & Bell, C. (2006, August). Individualism-collectivism as a moderator of justice contagion. In D. Mayer & M. J. Gelfand (Co- Chairs), *When do we care about others' treatment? Examining boundary conditions of others' justice effects*. Academy of Management, Atlanta.
114. Gelfand, M. J. (2006, July). Culture and situational constraint: A multilevel analysis across 35 nations. In E. Kashima (Chair), *Multilevel analysis in cross-cultural psychology*. Symposium conducted at the conference of the International Association for Cross- Cultural Psychology, Spetses, Greece.
115. Gelfand, M. J. (2006, July). The difference between tight and loose societies revisited. In R. Bhagat (Chair), *Symposium in honor of Harry C. Triandis*. Symposium conducted at the bi-annual Congress of Applied Psychology, Athens, Greece.
116. Kray, L., & Gelfand, M. J. (2006, June). *Gender and first offers: The influence of stereotype threat*. Paper presented at the annual conference of the International Association for Conflict Management, Montreal.
117. Gelfand, M. J. (2006, June). *Historical, political and ecological factors affecting national cultures: Insights from cross-cultural psychology*. Invited Poster, Capitol Hill, Sponsored by the Federation of Behavioral, Psychological and Cognitive Sciences and the National Science Foundation, Washington DC.
118. Gettman, H. G., Small, D., Gelfand, M. J., & Babcock, L. (2006, May). Who gets to the bargaining table: Influence of gender and framing on initiating negotiations. In A. Stuhlmacher (Chair), *Gender, conflict, and influence: New direction and findings*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.
119. Duan, L., & Gelfand, M. J. (2006, May). Understanding leadership through Guanxi networks: A Chinese perspective. In L. Duan and D. Newman (co-chairs), *Advances in social network research*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Dallas.
120. Gettman, H. G., & Gelfand, M. J. (2005, August). *When the customer shouldn't be king: Antecedents and consequences of sexual harassment by customers*. Paper presented at the annual conference of the Academy of Management, Hawaii.

121. Leslie, L., & Gelfand, M. J. (2005, August). *Organizational climate and attributions to discrimination*. Paper presented at the annual conference of the Academy of Management, Hawaii.
122. Gelfand, M. J., Bell, C., & Shteynberg, G. (2005, August). *Culture, shame, and revenge*. Paper presented at the annual conference of the Academy of Management, Hawaii.
123. Gelfand, M. J., Brett, J., Imai, L., Tsai, D., & Huang, D. (2005, June). *Team negotiation across cultures: When and where are two heads better than one?* Paper presented at the annual conference of the International Association for Conflict Management, Seville, Spain.
124. Bruce, T., Leslie, L., Gelfand, M. J., Ryan, A., Hui, C., & Radford, M. (2005, April). Culture and frame of reference effects. In M. Gelfand & A. Ryan (Co-Chairs), *Is personality research culture-bound? Examining personality effects across cultures*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
125. Gelfand, M. J., Raver, J. L., Nishii, L., Duan, L., & Leslie, L. (2005, April). Cultural tightness-looseness: A multilevel analysis of situational constraint. In A. Knight, L. Leslie, & M. Gelfand (Co-Chairs), *Levels of analysis in cross-cultural organizational research*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
126. Shteynberg, G., & Gelfand, M. J. (2005, April). The cultural psychology of revenge. In G. Shteynberg & M. Gelfand (Co-Chairs) *Recent advances in research on revenge*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
127. Gelfand, M. J. (2004, October). Cultural tightness-looseness: A multilevel analysis of situational constraint. In M. Gelfand and S. Kitayama (Co-Chairs), *Culture as a process: Dialectics of continuity and change*. Symposium presented at the annual conference of the Society for Experimental Social Psychology, Dallas, TX.
128. Gettman, H., Gelfand, M. J., Leslie, L., Schneider, B., & Salvaggio, A. N. (2004, August). *Climate for service and sexual harassment*. Paper presented at the annual conference of the Academy of Management, New Orleans, LA.
129. Gettman, H. & Gelfand, M. J. (2004, April). *A measure and model of customer sexual harassment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.
130. Gelfand, M. J., Nishii, L., Godfrey, E., & colleagues (2003, August). Culture and metaphor in negotiation. In W. Adair (Chair), *Culture and negotiation*. Symposium presented at the annual conference of the Academy of Management Conference, Seattle, WA.

131. Raver, J. & Gelfand, M. J. (2003, August). *Sexual harassment in teams: Impact on team processes and team outcomes*. Paper presented at the annual conference of the Academy of Management Conference, Seattle, WA.
- \*Received the Dorothy Harlow Best Paper Award, Academy of Management.**
132. Gelfand, M. J., (2003, April). Invited discussant, for M. Erez (Chair), *HRM across cultures: From selection, through adaptation to performance appraisal*. Symposium conducted at the Society for Industrial and Organizational Psychology, Orlando, FL.
133. Gelfand, M. J. (2003, April). *Reflections on the future of cross-cultural organizational psychology*. Invited address for the Early Career Award, the Society for Industrial and Organizational Psychology, Orlando, FL.
134. Gelfand, M. J., & Lim (2003, April). National culture and organizational culture strength: The system of cultural tightness-looseness. In F. Sala (Chair), *Antecedents and consequences of climate and culture strength*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
135. Gelfand, M. J., Wasti, A., & Godfrey, G. (2002, July). *Culture and metaphors for negotiation in five nations*. Paper presented at the International Association for Cross-Cultural Psychology conference, Yogyakarta, Indonesia.
136. Gelfand, M. J., & Lim, BC (2002, July). Cultural tightness-looseness: A multilevel system. In S. Schwartz (Chair), *Where is culture to be found? Choosing dimensions and levels of analysis*. Symposium conducted at the Congress of Applied Psychology, Singapore.
137. Gelfand, M. J., Raver, J. L., Nishii, L., & Smith, V. (2001, August). Psychological mechanisms underlying the wage gap: Toward a psychology of gender in salary negotiations. In L. Barron & A. Mickel (Co-Chairs), *Women, men, and money*. Symposium conducted at the annual conference of the Academy of Management, Washington DC.
138. Gelfand, M. J., & McCusker, C. (2001, August). Culture and the dynamics of socially shared cognition in negotiation. In M. Erez (Chair), *Teams within cultures, cultures within teams*. Symposium conducted at the annual conference of the Academy of Management, Washington DC.
139. Gelfand, M. J., & Raver, J. (2000, July). *Metaphors in the science of negotiation*. Paper presented at the conference of the International Association for Cross-Cultural Psychology, Pultusk, Poland.
140. Gelfand, M. J., Nishii, L., & Raver, J. (2000, July). Cultural tightness-looseness: A multilevel theory. In M. Gelfand (Chair): *Intracultural variance: Implications for cultural psychology*. Symposium conducted at the International Association for Cross-Cultural Psychology conference, Pultusk, Poland.
141. Raver, J., & Gelfand, M. J. (2000, April). The impact of sexual harassment on work group processes and performance. In T. Glomb (Chair), *How detrimental is sexual harassment?*

*Broadening the boundaries of research.* Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

142. Dominguez, A. & Gelfand, M. J. (2000, April). *Culture and door-in-the-face negotiation strategies*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
143. Nishii, L. H., Raver, J., L, Higgins, M., Gelfand, M. J., Dominguez, A., Toyama, M., & Murakami, F. (2000, April). Self-serving biases in negotiation in the U.S. and Japan. In M. Gelfand (Chair), *Cross-cultural I/O psychology: Expanding western theories of work behavior*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
144. Gelfand, M. J. (2000, April). Culture and justice in organizations. Invited discussant for K. Liang (Chair), *Organizational justice in Chinese organizations*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
145. Gelfand, M. J. and Dyer, N. (1999, June). *Negotiation and culture: New avenues for research*. Paper presented at the annual conference of the International Association of Conflict Management, San Sebastian, Spain.
146. Dominuez, A., & Gelfand, M. J. (1999, April). The influence of values on the evaluation of service encounters. In M. J. Gelfand (Chair), *Global issues in service quality*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
147. Gelfand, M. J., Chan, D., Triandis, H. C., Yamaguchi, S., & Nishii, L. (1998, August). *Theory and empirical assessment of the cultural construct of tightness-looseness in the U.S. and Japan*. Poster presented at the conference of the International Association for Cross- Cultural Psychology, Bellingham, WA.
148. Gelfand, M. J. (1998, August). Culture, metaphor, and negotiation. In M. J. Gelfand (Chair), *Theoretical and practical applications of metaphor in cross-cultural psychology*. Symposium conducted at the conference of the International Association for Cross- Cultural Psychology, Bellingham, WA.
149. Gelfand, M. J. (1998, August). Culture and negotiation. In M. J. Gelfand (Chair), *Current perspectives on cross-cultural organizational psychology*. Symposium conducted at the International Congress of Applied Psychology, San Francisco, CA.
150. Gelfand, M., Nishii, L., Dyer, N., Holcombe, K., Ohbuchi, K., & Mitsuteru, F. (1998, June). *Cultural influences on cognitive representations of conflict*. Paper presented at the annual conference of the International Association of Conflict Management, College Park, MD.

**\*Received the IACM Best Empirical Paper Award.**

151. McCusker, C. M., & Gelfand, M. J. (1997, August). *A theory of culture, negotiating, and organized social action*. Paper presented at the annual conference of the Academy of Management, Boston, MA.
152. Gelfand, M. J. & McCusker, C. (1997, June). *Cultural scripts in negotiation*. Paper presented at the annual conference of the International Association for Conflict Management, Bonn, Germany.
153. Gelfand, M. J., (1997, April). Culture and negotiation: Progress, pitfalls, and prospects. In M. Gelfand (Chair), *Cross-cultural industrial and organizational psychology 1976-1996: Progress, pitfalls, and prospects*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
154. Gelfand, M. J., Spurlock, D., & Sniezek, J. A. (1996, July). *The role of information in reducing social uncertainty: Similarities and differences in the U.S. and China*. Paper presented at the conference of the International Association for Cross-Cultural Psychology, Montreal, Canada.
155. Gelfand, M. J. (1996, June). *Accountability in intergroup negotiations: A cross-cultural perspective*. Paper presented at the annual conference of the International Association for Conflict Management, Ithaca, NY.
156. Gelfand, M. J. (1996, June). *The meaning of negotiation situations in individualist and collectivist cultures*. Paper presented at the annual conference of the International Association for Conflict Management, Ithaca, NY.
157. Gelfand, M. J., Kuhn, M., & Radhakrishnan, P. (1994, October). *The effects of value differences on interpersonal interactions and job outcomes in organizations: Implications for managing diversity*. Poster presented at the Work Team Dynamics and Productivity in the Context of Diversity Conference, Center for Creative Leadership, Greensboro, NC.
158. Gelfand, M. J., Radhakrishnan, P., Kuhn, K., & Triandis, H. C. (1994, July). *A conceptual model for understanding the effects of value congruity in organizations*. Paper presented at the International Congress of Applied Psychology, Madrid, Spain.
159. Gelfand, M. J., Arnold, J, Triandis, H. C., McCusker, W., & Sargut, S. (1994, June). *Instrumental and expressive effects of voice on justice judgments: Universal or culture specific?* Paper presented at the annual conference of the International Association for Conflict Management, Eugene, OR.
160. Gelfand, M. J. & Drasgow, F. (1994, April). Antecedents and consequences of sexual harassment in organizations: A test of an integrated model. In L. Fitzgerald (Chair), *Sexual harassment in organizations*. Symposium conducted at the conference of the Society of Industrial and Organizational Psychology, Nashville, TN.
161. Gelfand, M. J. (1993, August). *The effect of constituents on negotiations: A cross-cultural analysis*. Paper presented at the annual conference of the Academy of Management, Atlanta, GA.

162. Chan, K. S., Gelfand, M. J., Triandis, H. C., & Tzeng, O. (1993, February). *Tightness-looseness revisited: Some preliminary analyses*. Paper presented at the annual conference of the Society for Cross-Cultural Research, Washington D.C.
163. Gelfand, M. J. (1993, February). *Intercultural negotiations conducted via electronic mail*. Paper presented at the annual conference of the Society for Cross-Cultural Research, Washington D.C.

## **NATIONAL SERVICE, COMMITTEE MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS**

### Activities within the Cultural Evolution Society (CES)

Organizer, Workshop on Cultural Evolution, March 2015

Co-Founder, Cultural Evolution Society, Spring 2016

Representative-at-large, Cultural Evolution Society, 2016 to present

### Activities within the National Academy of Sciences (NAS)

Panelist, Committee on Opportunities in Basic Research in the Behavioral and Social Sciences for the U.S. Military, October, 2007

Member, Committee on Forecasting Future Disruptive Technologies, 2007 to 2009 Invited presentations, 2006, 2013, 2017

Board member, 2018-present

### Activities within the International Association for Conflict Management (IACM)

Past-President, 2010-2011

President, 2009-2010

Program Chair, 2001 Meeting, Cergy (Paris) France

Local Arrangements Coordinator, 1998 Meeting, College Park, Maryland Program

Committee Member, 1995 to present

### Activities within the International Association for Cross-Cultural Psychology (IACCP)

Treasurer, 2001-2005

Executive Council, 2001-2006

### Activities within the Academy of Management (AOM)

Past Division Chair, Conflict Management Division, 2007-8

Division Chair, Conflict Management Division, 2006-7

Program Chair, Conflict Management Division, 2004-5

Representative-at-Large, Conflict Management Division, 2000-1

Reviewer, Conflict Division, OB division, Conflict Management Division

### Activities within the International Congress for Applied Psychology (ICAP)

Symposium Chair, Organizational Division, 2000-2002

Co-Chair, Scientific Program Evaluation Committee, Organizational Division, 1998

### Activities within the Society for Industrial and Organizational Psychology (SIOP)

Representative to Federation of Associations of the Behavioral and Brain Sciences, 2009 to 2014

Program Chair, SIOP Representative to the American Psychological Society, 2008 conference

Activities within the National Science Foundation (NSF)

Panelist, Graduate NSF proposals, Spring 2016

Reviewer

## **DEPARTMENTAL AND UNIVERSITY SERVICE**

Chair, Social Decision Sciences Program, Department of Psychology (2009 to present)

Member, Provost Academic Planning Advisory Committee, 2015-present.

Member, BSOS College Academic Council, 2013-2014

Search Committee Chair, Organizational Psychology, 2012

Search committee member, Vice President of Research (VPR), 2010

Chair, College P & T Committee (2008-2010).

Member, College P& T Committee (2007-2008)

Member, Space Committee (2007-2010)

Member, Undergraduate Committee (2004-2007)

Member, Colloquium Committee (1999-2007)

Member, Doctoral Student Selection Committee (1997-present)

Member, Salary Review Committee (Spring 2000, Spring 2005)

Member, Graduate Committee (2000-2003)

Member, Policy Review Committee (1998-2001)

Member, Graduate Council Committee on Programs, Courses, and Curricula (1997-2000)

Member, Diversity Initiative Committee (1998-2000)

## **PLACEMENT OF DOCTORAL STUDENTS**

Lisa Nishii, Ph.D., (2003). Vice Provost, Associate Professor, Cornell University.

- Won SIOP Best Dissertation Award

Jana Raver, Ph.D., (2004). Associate Professor, Queen's University.

Lisa Leslie, Ph.D., (2007). Associate Professor, New York University

Anu Ramesh, Ph.D., (2007). Research Associate, Google.

- Won HR Division AOM Best Dissertation

Kristen Keller, Ph.D, (2009). Research Associate, Rand Corporation.

Gary Shteynberg, Ph.D., (2009). Associate Professor, University of Tennessee.

- NSF Graduate Fellowship Recipient

Ryan Fehr, Ph.D. (2010). Associate Professor, University of Washington.

- NSF Graduate Fellowship Recipient

- Won Best Dissertation, International Association of Conflict Management

Lynn Imai, Ph.D. (2012). Assistant Professor, University of Western Ontario, Canada.

Ashley Fulmer, Ph.D. (2012). Assistant Professor, University of Georgia.

Laura Severance, Ph.D. (2013). Research Scientist, Fors Marsh Group, Washington DC.

Sarah Lyons, Ph.D. (2015). Research Scientist, Stanford University.

- NSF Graduate Fellowship Recipient

Brandon Crosby, Ph.D. (2017). Research Associate, Rand Corporation.



## **OTHER HONORS**

Elected member, Cosmos Club, Washington DC

Elected to SESP (Society for Experimental Social Psychology) and SOB (Society for Organizational Behavior)

Invited Visiting Professorship, University of Giessen, July 2007

Invited, Member, Committee on Opportunities in Basic Research in the Behavioral and Social Sciences for the U.S. Military, October, 2007

Invited Member, Forecasting Disruptive Technologies Committee, National Academy of Sciences (September 2007-2009)

Invited Panelist, Department of Homeland Security and Psychology Roundtable, June 2006, Washington DC

Invited NSF representative for the Federation of Behavioral, Psychological, and Cognitive Sciences, Capitol Hill Poster Session, June 2006, Washington DC

Lady Davis Scholarship Recipient, Hebrew University, Jerusalem, Spring 2002

Invited Visiting Scholar, The Technion, Haifa, Israel, September 2000

Invited Visiting Scholar, Chinese University of Hong Kong, June 1997

Dana Scholars Award for Academic Excellence, Colgate University, 1986, 1988

Caesar Tedaschi Scholarship Award for Academic Excellence, Colgate University, 1987