

## CURRICULUM VITAE

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Wikipedia:

[https://en.wikipedia.org/wiki/Michele\\_J.\\_Gelfand](https://en.wikipedia.org/wiki/Michele_J._Gelfand)

### 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 social and organizational behavior; cultural influences on conflict, negotiation, justice, revenge, and forgiveness; discrimination and sexual harassment; theory and method in assessing aspects of culture (individualism-collectivism; cultural tightness-looseness).

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### EMPLOYMENT

- 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, United States Postal Service, Washington D.C., Summer.
- 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. (2015-2017). Culture and forgiveness, Federal Bureau of Investigation, \$517,512, Principal Investigator.
- Gelfand, M. J. (2015–2018). The etiology and consequences of organizational conflict cultures, Army Research Institute, \$856,000, Principal Investigator.
- Gelfand, M. J., Kitayama, S., Boehnke, K. (2013–2018). The strength of social norms across cultures: Implications for intercultural conflict and cooperation, Airforce, \$1,761,934, Principal Investigator.
- Gelfand, M. J. (2014-2017). Climate-related hazards, disasters, and cultural transformations. National Science Foundation, \$94,656, Co-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. (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.
- 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.
- 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). Culture and negotiation. Graduate Research Board Semester Award, University of Maryland, \$7500, Principal Investigator.
- Gelfand, M. J. (1997). Cultural influences on cognitive representations of conflict. Graduate Research Board Award, University of Maryland, \$6250, 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 AND FELLOWSHIPS**

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| 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, 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
- 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, yearly series
- 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

- 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. Seattle, WA (published later in the *Academy of Management Journal*, 2005)
- 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
- 1994 University Research Fellowship, University of Illinois, Urbana-Champaign

**BOOKS**

- Gelfand, M. J., & Brett, J. (Eds.) (2004). *The handbook of negotiation and culture*. Palo Alto, CA: Stanford University Press.
- De Dreu, C., & Gelfand, M. J. (Eds.) (2008). *The psychology of conflict and conflict management in organizations*. SIOP Frontiers series, New York: Erlbaum.
- Gelfand, M. J., Chiu, C.Y., & Hong, Y.Y. (Eds.), 2011. *Advances in Culture and Psychology* (Volume 1). Yearly series on theoretical advances in culture and psychology spanning culture and neuroscience, language, cognition, development, psychopathology, social behavior, and organizational behavior. New York: Oxford University Press.
- Gelfand, M. J., Chiu, C.Y., & Hong, Y.Y. (Eds.), 2012. *Advances in Culture and Psychology* (Volume 2). New York: Oxford University Press.
- Gelfand, M. J., Chiu, C.Y., & Hong, Y.Y. (Eds.), 2013. *Advances in Culture and Psychology* (Volume 3). New York: Oxford University Press.
- Gelfand, M.J., Chiu, C.Y., & Hong, Y.Y. (Eds.), 2014. *Advances in Culture and Psychology* (Volume 4). New York: Oxford University Press.
- Gelfand, M.J., Chiu, C.Y., & Hong, Y.Y. (Eds.), 2015. *Advances in Culture and Psychology* (Volume 5). New York: Oxford University Press.
- Gelfand, M.J., Chiu, C.Y., & Hong, Y.Y. (Eds.), 2016. *Advances in Culture and Psychology* (Volume 6). New York: Oxford University Press.
- Gelfand, M.J., Chiu, C.Y., & Hong, Y.Y. (Eds.), in press. *Advances in Culture and Psychology* (Volume 7). New York: Oxford University Press.
- Moaddel, M., & Gelfand, M. J. (Eds.) (2017). *Values, Political Action, and Change in the Middle East and the Arab Spring*. Oxford University Press.
- Gelfand, M. J. (under contract). *The Secret Life of Social Norms: How Culture Affects Our Nations, Neurons, and Everything In Between*. Scribner publishing.

**SPECIAL ISSUES**

- Gelfand, M. J. (2000). Cross-cultural organizational psychology: Progress, pitfalls, and prospects. *Applied Psychology: An International Review*, 41, 1, 29-226.
- Gelfand, M. J., & Diener, E. (Ed) (2010). Culture and psychological science. *Perspectives on Psychological Science*.

Salas, E., & Gelfand, M. J. (Eds.) (2013). Cultural perspectives on collaboration and negotiation. *Journal of Organizational Behavior*.

Gelfand, M. J., & Kashima (Eds.) (2016). Advances in culture and psychological science, *Current Opinion*.

## CHAPTERS IN BOOKS

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.

Gelfand, M. J., Kuhn, M., & Radhakrishnan, P. (1996). The effects of value differences on social interaction processes and job outcomes. In M. Ruderman, M. Hughes-James, & S. E. Jackson (Eds.) *Selected research on team diversity* (pp. 53-71). Greensboro, NC: Center for Creative Leadership/APA.

Gelfand, M. J., & Holcombe, K. M. (1998). Behavioral patterns of horizontal and vertical individualism and collectivism. In T. Singelis (Ed.) *Teaching about culture, ethnicity, and diversity* (pp. 121-131). Thousand Oaks, CA: Sage Publications.

Gelfand, M. J. & McCusker, C. (2002). Metaphor and the cultural construction of negotiation: A paradigm for theory and research. In M. Gannon & K. L. Newman (Eds.) *Handbook of cross-cultural management* (pp. 292-314). New York, NY: Blackwell.

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.

Gelfand, M. J., Bhawuk, D. P., Nishii, L., & Bechtold, D. (2004). Individualism and collectivism. In R. J. House, P. J. Hanges, M. Javidan, P.W. Dorfman, & V. Gupta (Eds.) *Culture, leadership, and organizations: The GLOBE study of 62 cultures* (pp. 437-512). Thousand Oaks, CA: Sage Publications.

Gelfand, M. J., & Brett, J. M. (2004). Incorporating culture into negotiation research. In M. J. Gelfand & J. M. Brett (Eds.) *The handbook of negotiation and culture* (pp. 415-428). Palo Alto, CA: Stanford University Press.

Gelfand, M. J., & Cai, D. A. (2004). Cultural structuring of the social context in negotiation. In M. J. Gelfand & J. M. Brett (Eds.) *The handbook of negotiation and culture* (pp. 238-257). Palo Alto, CA: Stanford University Press.

Morris, M. W. & Gelfand, M. J. (2004). Cultural differences and cognitive dynamics: Expanding the cognitive tradition in negotiation. In M. J. Gelfand & J. M. Brett (Eds.) *The handbook of negotiation and culture* (pp. 45-70). Palo Alto, CA: Stanford University Press.

- Gelfand, M. J., & Knight, A. (2005). Culture and work-family conflict: Theoretical perspectives. In S. Poelmans (Ed.) *International perspectives on work-family conflict* (pp. 401-415). New York: Erlbaum.
- Gelfand, M. J., Nishii, L., Raver, J., & Schneider, B. (2005). Discrimination in organizations: A systems perspective. In R. Dipboye and A. Colella (Eds.) *Psychological and organizational bases of discrimination at work* (pp. 89-116). New York: Jossey Bass.
- Babcock, L., Gelfand, M. J., & Small, D. (2006). Gender and the propensity to negotiate. In D. Cremer, M. Zeelenberg, & J. K. Murnighan (Eds.) *Social psychology and economics*. New York, NY: Erlbaum.
- Brett, J. M. & Gelfand, M. J. (2006). A cultural analysis of the underlying assumptions of negotiation theory. In L. Thompson (Ed.) *Frontiers of negotiation research* (pp. 173-201). Psychology Press.
- Gelfand, M. J., Leslie, L., & Shteynberg, G. (2007). Cross-cultural theory/methods. In S. Rogelberg (Ed.) *Encyclopedia of industrial and organizational psychology*. New York: Erlbaum.
- Imai, L., & Gelfand, M.J. (2007). Culturally intelligent negotiators: The impact of CQ on intercultural negotiation effectiveness. *Academy of Management Best Paper Proceedings*.
- De Dreu, C.K.W., & Gelfand, M. J. (2008). Conflict in the workplace. Sources, functions, and dynamics across multiple levels of analysis. In C.K.W. De Dreu and M. J. Gelfand (Eds.) *The psychology of conflict and conflict management in organizations*. SIOP Frontiers series, New York: Erlbaum.
- Gelfand, M. J., (2008). Culture and negotiation. In *Human Behavior in Military Contexts* (pp 85- 105). Washington DC: The National Academies Press.
- Gelfand, M.J., Imai, L., & Fehr, R. (2008). Thinking intelligently about cultural intelligence: The road ahead. In S. Ang & L. Van Dyne (Eds.), *Cultural intelligence: Advances in theory, measurement, and applied research*.
- Imai, L., & Gelfand, M.J. (2009). Culture and negotiation: Interdisciplinary perspectives. In R.S. Bhagat & R.M. Steers (Eds.), *Handbook of culture, organizations, and work*. Cambridge, U.K.: Cambridge University Press.
- Singelis, T. M., Aaker, J., Bhawuk, D. P. S., Gabreyna, W., Gelfand, M. J., et al (2009). Exploring ethnic group and geographical differences for social axioms in the USA. In K. Leung & M. Bond (Eds). *Studies of Social Axioms*.



- Gelfand, M. J., Fulmer, A., & Severance, L. (2010). The psychology of negotiation and mediation. *Handbook of Industrial and Organizational Psychology*, Sheldon Zedeck (Ed.), American Psychological Association.
- Gelfand, M. J., Frese, M., & Salmon, E. (2011). Culture and errors: Planning, detection, and management. In M. Frese & D. Hoffman (Eds.), *Errors in organizations* (pp. 273-315). (A volume in the *SIOP Organizational Frontier series*). London: Psychology Press/Taylor and Francis Group.
- Aycan, Z., & Gelfand, M. J. (2012). Cross-cultural organizational psychology. In S. Kozlowski (Ed.), *The Oxford Handbook of Organizational Psychology (vol 2)* (pp. 1103-1160). New York: Oxford University Press.
- Fulmer, C. A., & Gelfand, M. J. (2013). How do I trust thee? Dynamic trust profiles and their individual and social contextual determinants. In K. Sycara, M. J. Gelfand, & A. Abbe (Eds.), *Models for intercultural collaboration and negotiation* (pp. 97-132). New York: Springer.
- 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.
- 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.
- Gelfand, M. J. (2012). The trials and tribulations of cross-cultural research. In F. Leong & A. Ryan (Eds.), *Conducting multinational research projects in organizational psychology: Challenges and opportunities* (pp. 179-199). Baltimore: United Book Press.
- Kashima, Y., & Gelfand, M. J. (2012). A history of culture in psychology. In W. Stroebe & A. Kruglanski (Eds.), *History of social psychology* (pp. 499-520). East Sussex: Psychology Press.
- Kruglanski, A.W., Gelfand, M. & Gunaratna, R. (2012). Terrorism as means to an end: How political violence bestows significance. In P.R. Shaver, & Mikulincer (Eds.) *Meaning, morality, and choice: The social psychology of existential concerns* (pp. 203-212). Washington, D.C.: American Psychological Association.

- Leslie, L., & Gelfand, M. J. (2012). The cultural psychology of social influence. In G. R. Ferris & D. C. Treadway (Eds.), *Politics in organizations: Theory and research considerations* (pp. 411-447). New York: Taylor and Francis Publishing. (SIOP Frontier Series).
- Ryan, A.M. & Gelfand, M.J. (2012) Going global: Internationalizing the organizational psychology curriculum. In F.T.L. Long, W.,E. Pickren, M.M. Leach, & A.J. Marsella (Eds.). *Internationalizing the Psychology Curriculum in the United States*. (pp. 245-261). New York: Springer Science.
- Triandis, H. C., & Gelfand, M. J. (2012). A theory of individualism and collectivism. In V. Van Lange, A. Kruglanski, & E. T. Higgins (Eds.), *Theories in social psychology* (pp. 498- 520).New York: Sage.
- Bui-Wrzosinska , L., Gelfand, M. J., Nowak, A., & Severance, L. (2013). Studying trajectories of conflict escalation. In K. Sycara, M. J. Gelfand, & A. Abbe (Eds.), *Models for intercultural collaboration and negotiation* (pp. 145-156). New York: Springer.
- Salas, E., Salazar, M., & Gelfand, M. J. (2013). Understanding culture as diversity. In Q. M. Roberson (Ed.), *The Oxford handbook of Diversity and work* (pp. 32-51) New York: Oxford University Press.
- Lee, T., Gelfand, M. J., & Shteynberg, G. Culture, group entitativity, and the contagion of conflict (2014). In M. Brewer . Yuki (Eds.) *Culture group processes*. New York: Oxford University Press.
- Fulmer, C. A., Crosby, B., & Gelfand, M. J. (2014). Cross-cultural perspectives on time in Shipp, A. J., & Fried, Y. (Eds.), *Time and work: How time impacts groups, organizations, and methodological choices*. East Sussex, UK: Psychology Press.
- Gelfand, M., Harrington, J.R, & Leslie, L. (2014). Conflict cultures: A new frontier for conflict management research and practice. In N. Ashkanasy, R. Ayoko, & E. Jehn (Eds.) *Handbook of Conflict Management*.
- Rosenfeld, A., Kraus, S., Gelfand, M., An, B., & Lin, J. (2014). A new paradigm for the study of corruption in different cultures. In *Social Computing, Behavioral-Cultural Modeling and Prediction* (pp. 261-268). Springer International Publishing.
- Gelfand, M. J., Harrington, J., & Fernandez, J. (in press). Cultural tightness-looseness: Ecological affordances and implications for personality. In T. Church (Ed.) *Handbook of Culture and Personality*.

Nowak, A., Gelfand, M. J., Borkowski, W., & Kruglanski, A. (2017). Autocratic recidivism: Computational models of why revolutions fail. In Moaddel, M., & Gelfand, M. J. (Eds.) (2017). *Values, Political Action, and Change in the Middle East and the Arab Spring*. Oxford University Press.

Lun, J., Gelfand, M. J., Bruss, C. B., Assad, L., Aycan, Z., Dagher, M., & Abdel-Latif, A-H. (2017). Analysis of subjective culture in the Middle East: Lessons learned from a qualitative research program. In Moaddel, M., & Gelfand, M. J. (Eds.) (2017). *Values, Political Action, and Change in the Middle East and the Arab Spring*. Oxford University Press.

### ARTICLES IN REFEREED JOURNALS

Fitzgerald, L. F., Gelfand, M. J., & Drasgow, F. (1995). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social Psychology*, 17, 425- 445.

Gelfand, M. J., Fitzgerald, L. & Drasgow, F. (1995). The structure of sexual harassment: A confirmatory analysis across cultures and settings. *Journal of Vocational Behavior*, 47, 64-177.

Kashima, Y., Yamaguchi, S., Kim, U., Choi, S., Gelfand, M. J., & Yuki, M. (1995). Culture, gender, and self: A perspective from individualism-collectivism research. *Journal of Personality and Social Psychology*, 69, 925-937.

Singelis, T. M., Triandis, H. C., Bhawuk, D. S., & Gelfand, M. J. (1995). Horizontal and vertical dimensions of individualism and collectivism: A theoretical and measurement refinement. *Cross-Cultural Research*, 29, 240-275.

Chan, D. K. S., Gelfand, M. J., Triandis, H. C., & Tzeng, O. (1996). Tightness-looseness revisited: A systematic examination in Japan and the United States. *International Journal of Psychology*, 31, 1-12.

Gelfand, M. J., Triandis, H. C. & Chan, K. S. (1996). Individualism versus collectivism or versus authoritarianism? *European Journal of Social Psychology*, 26, 397-410.

Fitzgerald, L. F., Drasgow, F., Hulin, C. L., Gelfand, M. J., & Magley, V. (1997). Antecedents and consequences of sexual harassment in organizations: A test of an integrative model. *Journal of Applied Psychology*, 82, 578-589.

Triandis, H. C. and Gelfand, M. J. (1998). Converging measurement of horizontal and vertical individualism and collectivism. *Journal of Personality and Social Psychology*, 74, 118- 128.

Gelfand, M. J. & Christakopoulou, S. (1999). Culture and negotiator cognition: Judgment accuracy and negotiation processes in individualistic and collectivistic cultures. *Organizational Behavior and Human Decision Processes*, 79, 248-269.

Gelfand, M. J. & Realo, A. (1999). Individualism-collectivism and accountability in intergroup negotiations. *Journal of Applied Psychology*, 84, 721-736.

**\*Received the IACM Best Published Article of the Year in 1999 Award**

Gelfand, M. J., & Dyer, N. (2000). A cultural perspective on negotiation: Progress, pitfalls, and prospects. *Applied Psychology: An International Review*, 41, 62-99.

Gelfand, M. J., Spurlock, D., Sniezek, J., & Shao, L. (2000). Culture and social prediction: The role of information in enhancing confidence in social predictions in the U.S. and China. *Journal of Cross-Cultural Psychology*, 31, 498-517.

**\*Received the IACM 1998 Best Empirical Paper Award and an Honorable Mention for the SPSSI 2001 Otto Klineberg Intercultural and International Relations Award.**

Brockner, J., Ackerman, G., Greenberg, J., Gelfand, M. J., Francesco, A. M., Chen, Z. X., Leung, K., Bierbrauer, G., Gomez, C., Kirkman, B. L., & Shapiro, D. (2001). Culture and procedural justice: The influence of power distance on reactions to voice. *Journal of Experimental Social Psychology*, 37, 300-315.

Gelfand, M. J., Nishii, L. H., Holcombe, K., Dyer, N., Ohbuchi, K., & Fukumo, M. (2001). Cultural influences on cognitive representations of conflict: Interpretations of conflict episodes in the U.S. and Japan. *Journal of Applied Psychology*, 86, 1059-1074.

Triandis, H. C., Carnevale, P., Gelfand, M. J., et al. (2001). Culture and deception in business negotiations: A multilevel analysis. *International Journal of Cross-Cultural Management*, 1, 73-90.

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**

Babcock, L., Laschever, S., Gelfand, M. J., & Small, D. (2003). Nice girls don't ask. *Harvard Business Review*, October, 14-15.

Kashima, Y, Kashima, E., Gelfand, M., Goto S., & Colleagues (2003). War and peace in East Asia: Sino-Japanese relations and national stereotypes. *Journal of Peace Psychology*, 9, 259-276.

- Kim, S. & Gelfand, M. J. (2003). The role of ethnic identity in recruiting a diverse workforce. *Journal of Vocational Behavior*, 63, 396-416.
- Gelfand, M. J., Raver, J., Lim, B. C. (2004). Culture and accountability: Variations in forms of social control across cultures. *Human Resource Management Review*, 14, 135-60
- Kashima, Y., Kashima, E., Chui, C.Y., Farsadies, M., Gelfand, M., J., Hong, Y.Y., et al. (2005). Culture, essentialism, and agency. Are individuals universally believed to be more real entities than groups? *European Journal of Social Psychology*, 35, 147-269.
- 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.
- Raver, J. L. & Gelfand, M. J. (2005). Beyond the individual victim: Linking sexual harassment, team processes, and team performance. *Academy of Management Journal*, 48, 388-400.
- \*Received the Dorothy Harlow Best Paper Award, Academy of Management, 2003.**
- Yamaguchi, S., Gelfand, M. J., & Zemba, M. (2005). The cultural psychology of control: Illusion of personal versus collective control in the U.S. and Japan. *Journal of Cross- Cultural Psychology*, 36, 750-761.
- Gelfand, M. J., Nishii, L., and Raver, J. (2006). On the nature and importance of cultural tightness-looseness. *Journal of Applied Psychology*, 91, 1225-1244.
- Gelfand, M. J., Smith, V. Raver, J., Nishii, L., & O'Brien, K. (2006). Negotiating relationally: The dynamics of the relational self in negotiations. *Academy of Management Review*, 31, 427-451.
- 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.
- Gelfand, M. J., Erez, M., Aycan, Z. (2007). Cross-cultural organizational behavior. *Annual Review of Psychology*, 58, 479-514.
- 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.
- Small, D., Gelfand, M. J., Babcock, L., & Gettman, H. (2007). Who gets to the bargaining table: The influence of gender and framing on the propensity to initiate negotiations. *Journal of Personality and Social Psychology*, 93, 600-613.

Gelfand, M. J., Leslie, L., & Fehr, R. (2008). In order to prosper, organizational psychology should adopt a global perspective. *Journal of Organizational Behavior*, 29, 493-517.

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.**

Leslie, L., & Gelfand, M. J. (2008). The “who” and “when” of claiming discrimination: An interactionist perspective. *Organizational Behavior and Human Decision Processes*.

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.

Shteynberg, G., Gelfand, M. J., & Kim, (2009). Peering into the ‘magnum mysterium’ of culture: The explanatory power of descriptive norms. *Journal of Cross-Cultural Psychology*.

Bowles, H., & Gelfand, M. J. (2010). Status and the evaluation of workplace deviance. *Psychological Science*, 21, 49-54

**\*Academy of Management 2006 Dorothy Harlow Award Nominee**

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.

Fehr, R. & Gelfand, M. J. (2010). When apologies work: How matching apology components to victims’ self-construals facilitates forgiveness. *Organizational Behavior and Human Decision Processes*, 113, 37-50.

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

Fehr, R., Gelfand, M.J., & Nag, M. (2010). The road to forgiveness: A meta-analytic synthesis of its situational and dispositional correlates. *Psychological Bulletin*, 126, 894- 914.

Gelfand, M. J., & Diener, E. (2010). Culture and psychological science: Introduction to the special section. *Perspectives on Psychological Science*, 5, 390.

Fulmer, A., Gelfand, M., Kruglanski, Chu Kim-Prieto, Diener, E., Pierro, A., & Higgins, T. (2010). On “feeling right” in cultural contexts: How person-culture match affects self-esteem and subjective well-being. *Psychological Science, 21*, 1563-1569

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.**

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.**

Gelfand, M. J., Lyons, S., & Lun, J. (2011). Toward a psychological science of globalization. *Journal of Social Issues, 67*, 841-853.

Gelfand, M., Raver, J., Nishii, L., Leslie, L., & Lun, J., and colleagues (2011). Differences between tight and loose societies: A 33-nation study. *Science, 33*, 1100-1104.

**\*Received the Gordon Allport Intergroup Relations Prize, Society for the Psychological Study of Social Issues.**

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*.

Fehr, R., & Gelfand, M. J. (2012). The forgiving organization: A multilevel model of forgiveness at work. *Academy of Management Review, 37*, 664-688.

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.

Cojuharenco, I., Shteynberg, G., Gelfand, M., & Schminke, M. (2012). Self-construal and unethical behavior. *Journal of business ethics, 109*(4), 447-46

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 Direction in Conflict Management, 2010.**

**\*Received the SIOP 2014 William Owens Scientific Contribution Award.**

- Gelfand, M. J. (2012). Culture's constraints: International differences in the strength of social norms. *Current Directions in Psychological Science*, *21*, 420-424.
- 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.
- Gelfand, M. J., Shytenberg, G., Lee, T., Lun, J., Lyons, S., Bell, C., et al. (2012). The cultural contagion of conflict. *Philosophical Transactions of the Royal Society B*, *367*, 692-703.
- 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.
- 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.
- 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.
- Gelfand, M. J., LaFree, G., Fahey, S., & Feinberg, E. (2013). Cultural factors in extremism. *Journal of Social Issues*, *69*, 495-517.
- 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.
- Kruglanski, A., Belanger, J, Gelfand, M., Gunaranta, R., et al., (2013). Terrorism: A (self) love story re-directing the significance quest can end violence. *American Psychologist*, *68*, 559-575.
- Salas, E., & Gelfand, M. J. (2013). Introduction to the special issue. *Journal of Organizational Behavior*. *34*, 735-738,
- 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.
- 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.



- 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.
- 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.
- 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.
- 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.
- 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.
- 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**
- 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*.
- 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.**
- 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*, 1948550614564222.
- 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.

- 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.
- 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.
- 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.
- Fulmer, C. A., & Gelfand, M. J. (2015). Trust after violations: Are collectivists more or less forgiving? *Journal of Trust Research*, *5*(2), 109-131.
- Aktas, M., Gelfand, M., & Hanges, P. (2015). Cultural tightness–looseness and perceptions of effective leadership. *Journal of Cross-Cultural Psychology*.
- Harrington, J. R., Boski, P., & Gelfand, M. J. (2015). Culture and national well-being: Should societies emphasize freedom or constraint? *PloS one*, *10*(6).
- 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.
- De, S., Gelfand, M. J., Nau, D., & Roos, P. (2015). The inevitability of ethnocentrism revisited: Ethnocentrism diminishes as mobility increases. *Nature Scientific reports*, *5*.
- Nowak, A., Gelfand, M. J., Borkowski, W., Cohen, D., & Hernandez, I. (2015). The evolutionary basis of honor cultures. *Psychological science*, 0956797615602860.
- 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.**
- 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.
- 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*.

- Gelfand, M. J., & Kashima, Y. (2016). Culture: Advances in the science of culture and psychology. *Current Opinion in Psychology*, 8, iv-x.
- 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.
- Gunia, B. C., Brett, J. M., & Gelfand, M. J. (2016). The science of culture and negotiation. *Current Opinion in Psychology*, 8, 78-83.
- Jackson, J. C., & Gelfand, M. J. (2016). On the evolution of tightness-looseness in cultural ecosystems. *Religion, Brain & Behavior*, 1-3.
- Dugas, M., Bélanger, J. J., Moyano, M., Schumpe, B. M., Kruglanski, A. W., Gelfand, M. J., ... & Nociti, N. (2016). The quest for significance motivates self-sacrifice. *Motivation Science*, 2(1), 15.
- 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.
- Gelfand, M., Aycan, Z., & Erez, M. (2017). Cross-cultural organizational psychology: A hundred-year journey. *Journal of Applied Psychology*.
- Salmon, E., Gelfand, M.J., Gal, K., Kraus, S., & Kashan, H. (2017). When time *isn't* money: Why Americans lose value at the negotiation table. *Academy of Management Discoveries*.
- 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.
- Shytenberg, G., Gelfand, M. J., Imai, L., Bell, C. B., & Mayer, D. (in press). When others' injustices matters: The role of collectivism and epistemic needs. *European Journal of Social Psychology*.
- Gelfand, M. J., Crosby, B., Jackson, J. C., & Engin, B (invited). The psychology of revenge. *Annual Review of Psychology*.

## **PROFESSIONAL SOCIETY MEMBERSHIP**

Cultural Evolution Society (Co-Founder)  
 Association for Psychological Science  
 American Psychological Association  
 Academy of Management  
 International Association for Conflict Management

International Association for Cross-Cultural Psychology  
 Society for Experimental Social Psychology (Elected)  
 Society for Industrial and Organizational Psychology  
 Society for Organizational Behavior (Elected)  
 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

### Editorial Board Member

Asian Journal of Social Psychology, 2007 to present  
 Academy of Management Journal, 2004 to 2007  
 International Journal of Cross-Cultural Management, 2000 to present  
 Journal of Applied Psychology, 2002 to present  
 Journal of Cross-Cultural Psychology, 2003 to 2007  
 Journal of Organizational Behavior, 2007 to present  
 Journal of Management, 2010-present  
 Journal of World Business, 2007 to 2011  
 Organizational Behavior and Human Decision Processes, 2008-2011  
 Negotiation and Conflict Management Research, January 2006 to present  
 Personality and Social Psychology Bulletin, 2005 to 2008  
 Personnel Psychology, 2002 to present  
 SIOP Frontiers Series, 2002 to present

### Ad Hoc Reviewer

Academy of Management Review  
 European Journal of Social Psychology  
 International Journal of Conflict Management  
 Journal of Experimental Social Psychology  
 Journal of Personality and Social Psychology  
 National Science Foundation  
 National Academy of Science

## **INVITED PRESENTATIONS**

Harvard University, 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  
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 Tubingham, 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

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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

- 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.
- 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.
- Gelfand, M. J., Spurllock, 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.
- 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.
- 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.
- 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.
- 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.**
- 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.
- 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.

- 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.
- Dominguez, 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.



- 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 D.C.
- 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 D.C.
- 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
- 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.
- 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.
- 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.
- 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.
- 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.**
- 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.
- 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.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.

- 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.
- 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.
- Kray, L., & Gelfand, M. J. (2006, June). *Gender and first offers: The influence of stereotype threat*. Paper to be presented at the annual conference of the International Association for Conflict Management, Montreal.
- 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 to be conducted at the bi-annual Congress of Applied Psychology, Athens, Greece
- 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.
- 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.
- 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.**
- Gelfand, M. J. (2006, August). Panelist. Junior Faculty Workshop for the Organizational Behavior Division of the Academy of Management, Pre-conference, Atlanta.
- Gelfand, M. J., (2007, April). Panelist. Junior Faculty Consortium for the Society for Industrial and Organizational Psychology. New York.
- 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.

Gelfand, M. J. (2007, April). *On globalizing organizational psychology*. Invited presentation for J. Greenberg (Chair) symposium *To prosper, organizational psychology should...* Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology.

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.**

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.**

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.

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.

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.

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.

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.

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.

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.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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 to be conducted at the 2010 annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- 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 to be conducted at the annual conference of Society for Industrial and Organizational Psychology, Atlanta, GA.
- 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 to be conducted at the annual conference of Society for Industrial and Organizational Psychology, Atlanta, GA.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.

- 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.
- 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.
- 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.
- 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.
- Gelfand, M. J., (2011, June). Discussant, Symposium on identity Motives (Viv Viognes chair), International Association for Cross-Cultural Psychology, Istanbul, Turkey
- Gelfand, M. J. (2011, June). Keynote Address on cultural tightness-looseness. International Association of Cross-Cultural Psychology regional conference, Istanbul, Turkey.
- 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.
- 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.
- Lun, J., Gelfand, M., & Mohr, R. *Attitudes toward deviance in tight and loose cultures* (2012, January). Poster presented at the Culture Preconference at the Annual Meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CA.
- 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.
- 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.

- 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.
- Lun, J. Gelfand, M., Bruss, B., Su, J. , Al-Dabbagh, M., Aycan, Z., Dagher, 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.
- 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 25<sup>th</sup> annual conference of the International Association for Conflict Management in Stellenbosch, South Africa.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.



- 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.
- 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.
- 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.
- 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.
- 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
- 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.
- 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.
- 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.
- 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.
- 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*.

- Gelfand, M. J., (November, 2013). *On the etiology of conflict cultures*. Invited Keynote Address, Workplace Health Conference
- Gelfand, M. J., (February, 2014). *The etiology of conflict cultures*. Invited Talk, Culture Preconference, Society for Personality and Social Psychology.
- Gelfand, M. J., (February, 2014). *The etiology of conflict cultures*. Invited Talk, Culture Preconference, Society for Personality and Social Psychology.
- Gelfand, M. J. (2014, April). Culture's constraints: Understanding the differences between tight and loose cultures. Invited Tedx Talk, Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Gelfand, M. J.. (April, 2014). Understanding cultural differences in a globalized world. Invited Keynote Address, Emerging Markets Forum, Smith School of Business.
- Lyons, S., Gelfand, M. J., Mirahmad, H., Farooq, M., van Egmond, M. (July, 2014). *Immigrant Marginalization and Risk for Radicalization*. Talk given at the 22<sup>nd</sup> International Association for Cross-Cultural Psychology, Paris, France.
- 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 22<sup>nd</sup> International Association for Cross-Cultural Psychology, Paris, France
- 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 22<sup>nd</sup> International Association for Cross-Cultural Psychology, Paris, France.
- Aktas, M., Gelfand, M. J., Hanges, P. (July, 2014). *The strength of cultural norms and perceptions of ethical leadership*. Talk given at the 22<sup>nd</sup> International Association for Cross-Cultural Psychology, Paris, France.
- Harrington, J., Gelfand, M. J. (July, 2014). *Tightness-looseness across the 50 United States*. Talk given at the 22<sup>nd</sup> International Association for Cross-Cultural Psychology, Paris, France.
- 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 22<sup>nd</sup> International Association for Cross-Cultural Psychology, Paris, France.
- 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 22<sup>nd</sup> International Association for Cross-Cultural Psychology, Paris, France.

- Nowak, A., Gelfand, M. J., Borkowski, W. (July, 2014). *On the rationality of honor cultures*. Talk given at the 22<sup>nd</sup> International Association for Cross-Cultural Psychology, Paris, France.
- 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 22<sup>nd</sup> International Association for Cross-Cultural Psychology, Paris, France.
- 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.
- 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, May 2015.
- 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.
- 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
- Gelfand, M. J. (May, 2016). Interdisciplinary perspectives of the strength of social norms. Invited address, Annual Conference for the Association for Psychological Science, Chicago, May 2016.
- 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, May 2016.
- 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, August 2016.
- 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, August 2016.
- 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, August 2016.

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, August 2016.

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.

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 give at the Annual conference of the Society for Experimental Social Psychology.

## WORKSHOPS AND CONFERENCES

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.

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.

Moadell, M., & Gelfand, M. (2010, May). Culture and values in the Middle East. Workshop conducted in Cairo Egypt, sponsored by the U.S. airforce and Department of Defense.

Gelfand, M. J., & Lun (2011, June). Combining qualitative and quantitative research methods in cross-cultural research. International Association for Cross-Cultural Psychology, Istanbul, Turkey.

Bowles, H., Gelfand, M. J., & Al-Dabbagh (2012, June). *Culture, identity, and change in the Middle East: Implications for Conflict and Negotiation*, Conference hosted at the John F. Kennedy School of Government, Harvard University (with a keynote address from the Nobel Peace Laureate Tawakel Karman).

Goldman, B., Shapiro, D., & Gelfand, M. J. (2013, February). Multilevel perspectives on negotiation. University of Arizona.

Gelfand, M. J. and Wilson, D. (2015). Culture and evolution. University of Maryland, College Park.

Kitayama, S., Han, S., & Gelfand, M. J. (2016, August). Culture and neuroscience. International Association for Cross-Cultural Psychology, Nagoya, Japan.

## **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 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

### 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 present.

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

Planning Committee Member, 1998-1999; Program Committee Member, 1997 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

Activities within the National Science Foundation  
(NSF) Panelist, Graduate NSF proposals,  
Spring 2016

## **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, Promotion and Tenure Committee (1997-1998)  
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); Associate Professor, Cornell University.

- Won SIOP Best Dissertation Award

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

Lisa Leslie, Ph.D., (2007); Assistant Professor, University of Minnesota (until Spring 2013);  
Associate Professor, New York University (Fall 2015)

Anu Ramesh, Ph.D., (2007), Research Associate, Personnel Decisions Research Institute,  
Atlanta, Georgia.

- Won HR Division AOM Best Dissertation

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

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

- NSF Graduate Fellowship Recipient

Ryan Fehr, Ph.D. (2010), Assistant 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, National University of Singapore.

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

**MEDIA**

See <http://www.gelfand.umd.edu/pages/Media.html>

**OTHER HONORS**

Founding member, Society for the Study of Cultural Evolution

Elected member, Cosmos Club, Washington DC

Elected to SESP (Society for Experimental Social Psychology) Elected to 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

Invited Keynote Address, International Academy for Intercultural Research, May 2005

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.