

## Andrew C. Hafenbrack

Department of Management and Organization  
Michael G. Foster School of Business  
University of Washington  
567 PACCAR Hall, Seattle, WA 98195  
ahaf@uw.edu  
[www.andyhafenbrack.com](http://www.andyhafenbrack.com)

### EDUCATION

---

**INSEAD**, Singapore and France 2010 – 2015  
Doctor of Philosophy (**Ph.D.**) in Management, Organizational Behavior Area  
Dissertation: State mindfulness as a workplace intervention.  
(also awarded a Diplôme de Docteur by Sorbonne Universités), 2018

**Wharton School of Business, University of Pennsylvania**, Philadelphia, PA 2012 – 2013  
Visiting Doctoral Fellow, Management Department, Organizational Behavior Area

**Carnegie Mellon University**, Pittsburgh, PA 2005 – 2009  
Bachelor of Science (**B.S.**) in Decision Science (Music Performance minor)  
Fourth year abroad at Moscow Art Theatre School, Russia, and Temple University - Rome, Italy  
Thesis: The beauty premium effect in negotiation.

### ACADEMIC POSITIONS

---

**Foster School of Business, University of Washington – Seattle** July 2019 – Present  
Assistant Professor of Management & Organization

**Católica Lisbon School of Business and Economics**, Portugal September 2015 – June 2019  
Assistant Professor of Organizational Behavior

### REFEREED PUBLICATIONS

---

Hafenbrack, A. C., LaPalme, M., L. & Solal, I. (in press). Mindfulness Meditation Reduces Guilt and Prosocial Reparation. *Journal of Personality and Social Psychology*.

- Tierney, W., Hardy, J. H., III., Ebersole, C., Viganola, D., Clemente, E., ... & Uhlmann, E. L. (2021). A creative destruction approach to replication: Implicit work and sex morality across cultures. *Journal of Experimental Social Psychology*, 93. [Member of forecasting collaboration].
- Landy, J. F., Jia, M., Ding, I. L., Viganola, D., Tierney, W., ... & Uhlmann, E. L. (2020). Crowdsourcing hypothesis tests: Making transparent how design choices shape research results. *Psychological Bulletin*, 146(5), 451-479. [Member of the crowdsourcing collaboration,].
- Hafenbrack, A. C.\*, Cameron, L. D.\*, Spreitzer, G. M., Zhang, C., Noval, L. J., & Shaffakat, S. (2020). Helping People by Being in the Present: Mindfulness Increases Prosocial Behavior. *Organizational Behavior and Human Decision Processes*, 159: 21-38.
- Hafenbrack, A. C. & Vohs, K. D. (2018). Mindfulness meditation impairs task motivation but not performance. *Organizational Behavior and Human Decision Processes*, 147, 1-15.
- Lu, J. G.\*, Hafenbrack, A. C.\*, Eastwick, P. W., Wang, D. J., Maddux, W. W., & Galinsky, A. D. (2017). “Going out” of the box: Close intercultural friendships and romantic relationships spark creativity, workplace innovation, and entrepreneurship. *Journal of Applied Psychology*, 102(7), 1091-1108.
- Hafenbrack, A. C. (2017). Mindfulness meditation as an on-the-spot workplace intervention. *Journal of Business Research*, 75, 118-129.
- Tierney, W., Schweinsberg, M., Jordan, J., Kennedy, D., Qureshi, I., Sommer, S. A., ... & Uhlmann, E. (2016). Data from a pre-publication independent replication initiative examining ten moral judgement effects. *Nature: Scientific Data*, 3, 160082.
- Schweinsberg, M., Madan, N., Vianello, M., Sommer, S. A., Jordan, J., Tierney, W., ... & Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory’s research pipeline. *Journal of Experimental Social Psychology*, 66, 55-67.
- Maddux, W. W., Bivolaru, E., Hafenbrack, A. C., Tadmor, C. T., & Galinsky, A. D. (2014). Expanding opportunities by opening your mind: Multicultural engagement predicts job market success through longitudinal increases in integrative complexity. *Social Psychological and Personality Science*, 5(5), 608-615.
- Kinias, Z., Kim, H. S., Hafenbrack, A. C., & Lee, J. J. (2014). Standing out as a signal to selfishness: Culture and devaluation of non-normative characteristics. *Organizational Behavior and Human Decision Processes*, 124(2), 190-203.
- Hafenbrack, A. C., Kinias, Z., & Barsade, S. G. (2014). Debiasing the mind through meditation: Mindfulness and the sunk-cost bias. *Psychological Science*, 25(2), 369-376.

*\*denotes equal authorship*

## **PUBLICATIONS IN PROCEEDINGS**

---

Lu, J. G., Hafenbrack, A. C., Maddux, W. W., Eastwick, P. W., Wang, D. J., & Galinsky, A. D. (2016). "Going out" of the box: Depth of intercultural romantic relationships and friendships predicts creativity, workplace innovations, and entrepreneurship. *Best Paper Proceedings of the Academy of Management Conference*: Anaheim, CA. doi:10.5465/AMBPP.2016.139

Hafenbrack, A.C. (2016). The paradox of mindful work: Meditation reduces unpleasant task motivation but not performance. *Best Paper Proceedings of the Academy of Management Conference*: Anaheim, CA. doi:10.5465/AMBPP.2016.9

- *Finalist, Best Student/Dissertation Paper, Managerial and Organizational Cognition Division, Academy of Management*

## **RESEARCH IN PROGRESS**

---

Lagowska, U. G., Sobral, F. J. B. A., Goldzsmidt, R., Hafenbrack, A. C. & Jacob, J. Leadership styles and social identity threat in Brazilian Favelas, *1<sup>st</sup> R&R*.

Bunjak, A., Hafenbrack, A. C., Černe, M., & Arendt, J. Better to be Mindful than Optimistic? The Interplay between Mindfulness, Optimism, and Engagement, *1<sup>st</sup> R&R*.

Hafenbrack, A. C.\*, Sguera, F.\*, Sim, S.\*, & Vohs, K. Foundations of State Mindfulness Induction in Organizational Research, *writing stage*

Heng, Y. T., Khan, U., & Hafenbrack, A. Observing compassion in times of suffering, *writing stage*.

Kay, A. A., Hafenbrack, A. C., Skarlicki, D. P., Goh, Z., & Gilpin-Jackson, Y. Mindfulness, psychological capital, and authenticity, *data collection*

Bunjak, A., Hafenbrack, A. C., Černe, M. Ghasemzade, K., & Bortoluzzi, G. Conceptual or Experimental Creative Method? The Missing Link between Mindfulness and Creativity, *working paper*.

San Martín, A., Adam, H., & Hafenbrack, A. C. Relational mobility and burnout, *working paper*

Sá, V., Hafenbrack, A. C., & Petriglieri, G. The era of digital colonial(tour)ism: Cultural consequences of innovation, *working paper*.

Banerjee, A., & Hafenbrack, A. C. Effects of different targets of loving kindness, *data collection*.

DeSantola, A., Hafenbrack, A. C., Umphress, E. Ethics and start-up founders, *in preparation*.

Hafenbrack, A. C.\* & Lu, J. G.\* Cross-cultural experiences and subjective time perception, *in preparation*.

Schweinsberg, M., Eitan, O., Usova, A., Tierney, W., Uhlmann, E. L., et al. Pipeline Project 2, *data collection*.

Khan, U., Rauf, A., Hafenbrack, A. C., & Barnes, C. M. Rituals and work outcomes, *in preparation*.

Hafenbrack, A., Wu, W., Kaistha, A. et al. State mindfulness as an on the spot intervention, *in preparation*.

Bezbaruah, P., & Hafenbrack, A. C. Yoga and work outcomes, *in preparation*.

*\*denotes equal authorship*

#### **PERMANENT WORKING PAPERS**

---

Hafenbrack, A. C. & Falcão, H. The impact imperative.

Hafenbrack, A. C. & Vohs, K. D. Mindfulness and COVID-19.

Hafenbrack, A.C., Maddux, W.W., Galinsky, A.D., Tadmor, C.T., & Bivolaru, E. The best year of their lives: A study of multicultural experience abroad and creativity.

Hafenbrack, A.C., Barsade, S.G., & Kinias, Z. On whether to meditate before a negotiation: A test of state mindfulness.

#### **POPULAR PRESS / BUSINESS ARTICLES**

---

Clark, P. (2019). Mindfulness at work is not quite what it's cracked up to be. *The Financial Times*, March 10. (*an interview*)

Hafenbrack, A. C., Cameron, L., Spreitzer, G., Zhang, C., Noval, L., & Shaffakat, S. (2019). How a Few Minutes of Meditation Makes You a Nicer Co-worker. *INSEAD Knowledge*, October 31.

Berinato, S., & Hafenbrack, A. (2019). Mindfulness is demotivating. *Harvard Business Review*, January-February, p. 32-33.

- Hafenbrack, A. & Vohs, K. D. (2018). Mindfulness meditation reduces motivation. *INSEAD Knowledge*, June 24.
- Vohs, K. D. & Hafenbrack, A. C. (2018) Hey boss, you don't want your employees to meditate. *The New York Times*, June 14.
- Maddux, W. & Hafenbrack, A. (2017). Cross-cultural bonding leads to higher creativity. *INSEAD Knowledge*, April 21.
- Hafenbrack, A. (2017). Mindfulness meditation as an on-the-spot workplace intervention. *INSEAD Knowledge*, March 27.
- Hafenbrack, A. C. (2017). O que está a acontecer nos Estados Unidos? [What is happening in the United States?]. *Observador*, February 23.
- Hafenbrack, A. C. (2016). Três formas de melhorar o seu desempenho profissional [Three ways to improve your work performance]. *Observador*, September 14.
- Bianchi, E., Mishra, P. & Hafenbrack, A. (2015). Interview on Emily Bianchi's article "Bright side of bad times: The affective advantages of entering the workforce in a recession." *ASQ Blog*, January 21.
- Hafenbrack, A. & Kinias, Z. (2014). Meditation training helps cut stress, reduce losses. *South China Morning Post*, April 4.
- Kinias, Z., Hafenbrack, A., & Williams, J. (2013). Meditate for more profitable decisions. *Forbes*, September 25.
- Kinias, Z., Hafenbrack, A., & Williams, J. (2013). Meditate for more profitable decisions. *INSEAD Knowledge*, September 18.

## **COURSE MATERIALS**

---

- Hartmann, P., Locapo, M. L., Velez, M. B., Hafenbrack, A., and Falcão, H. (2019). "ClothesOnDemand - Getting a Great Job (A): The Decision," INSEAD Case number 03/2019-6444 [3p.]
- Hartmann, P., Locapo, M. L., Velez, M. B., Hafenbrack, A., and Falcão, H. (2019). "ClothesOnDemand - Getting a Great Job (B): Adventure," INSEAD Case number 03/2019-6444 [3p.]

Hartmann, P., Locapo, M. L., Velez, M. B., Hafenbrack, A., and Falcão, H. (2019).  
“ClothesOnDemand - Getting a Great Job (C): Machines,” INSEAD Case number 03/2019-6444 [3p.]

Hartmann, P., Locapo, M. L., Velez, M. B., Hafenbrack, A., and Falcão, H. (2019).  
“ClothesOnDemand - Getting a Great Job (D): The End?,” INSEAD Case number 03/2019-6444 [2p.]

Hartmann, P., Locapo, M. L., Velez, M. B., Hafenbrack, A., and Falcão, H. (2019).  
“ClothesOnDemand - Getting a Great Job (A)(B)(C)(D)” INSEAD Teaching Note 03/2019-6444 [21p.]

## **TEACHING EXPERIENCE**

---

### University of Washington Foster School of Business

MGMT 579 Mindful Decision Making (elective), Instructor and Course Designer  
Spring 2021 (31 MBA students), combined median: **4.8** / 5 (online for COVID-19)  
Spring 2021 (43 MBA students), combined median: **4.5** / 5 (online for COVID-19)  
Spring 2020 (41 MBA students), combined median: **4.5** / 5 (*online for COVID-19*)

MGMT 547 Successful Negotiations (elective), Instructor and Course Designer  
Autumn 2021 (20 MBA students)  
Autumn 2020 (22 MBA students), combined median: **4.2** / 5 (*online for COVID-19*)

MGMT 500 Management and Leadership (core course), Instructor  
Autumn 2021 (53 MBA students)  
Autumn 2021 (63 MBA students)  
Autumn 2020 (54 MBA students), adjusted combined median: **4.5** / 5 (*online for COVID-19*)  
Autumn 2020 (48 MBA students), adjusted combined median: **4.4** / 5 (*online for COVID-19*)  
Autumn 2019 (60 MBA students), adjusted combined median: **4.4** / 5  
Autumn 2019 (63 MBA students), adjusted combined median: **4.1** / 5

MGMT 504 Ethical Leadership Guest Lecturer for 2 sessions (MBA), Autumn 2019, Course of Professor Ryan Fehr

### Católica-Lisbon School of Business and Economics

Behavioral / Managerial Decision Making (elective), Instructor and Course Designer  
Spring 2019 (55 undergraduate students), instructor evaluation: **6.69** / 7  
Fall 2018 (49 undergraduate students), instructor evaluation: **6.69** / 7

Fall 2018 (45 M.Sc. students), instructor evaluation: **6.91** / 7  
Fall 2018 (28 MBA students), instructor evaluation: **5.07** / 7  
Spring 2018 (24 M.Sc. students), instructor evaluation: **6.77** / 7  
Fall 2017 (43 undergraduate students), instructor evaluation: **6.60** / 7  
Spring 2017 (45 undergraduate students), instructor evaluation: **6.95** / 7  
Fall 2016 (49 undergraduate students), instructor evaluation: **6.92** / 7  
Fall 2016 (35 M.Sc. students), instructor evaluation: **7.00** / 7  
Spring 2016 (55 undergraduate students), instructor evaluation: **6.88** / 7  
Fall 2015 (50 undergraduate students), instructor evaluation: **6.94** / 7

International Negotiation (elective), Instructor and Course Designer<sup>1</sup>

Spring 2019 (55 M.Sc. students), instructor evaluation: **6.84** / 7  
Fall 2018 (44 M.Sc. students), instructor evaluation: **6.90** / 7  
Spring 2018 (50 M.Sc. students), instructor evaluation: **6.60** / 7  
Fall 2017 (40 M.Sc. students), instructor evaluation: **6.92** / 7  
Fall 2017 (33 MBA students), instructor evaluation: **5.70** / 7  
Spring 2017 (55 M.Sc. students), instructor evaluation: **6.82** / 7  
Spring 2017 (7 Psychology M.Sc. students), instructor evaluation: **3.00** / 3

Managing People in Organizations (core course), Instructor

Spring 2017 (53 M.Sc. students), instructor evaluation: **6.80** / 7  
Spring 2017 (49 M.Sc. students), instructor evaluation: **6.48** / 7  
Spring 2016 (41 M.Sc. students), instructor evaluation: **6.65** / 7  
Fall 2015 (41 M.Sc. students), instructor evaluation: **6.86** / 7

Managing People in Organizations Guest Lecturer for 2 sessions (M.Sc.), Spring 2019, Course of Professor David Patient

Executive Education

Advanced Program for Management Executives, Advanced Program for Marketing Executives, Advanced Program in Human Resource Management (twice), BA Glass (3 times), Fundação Calouste Gulbenkian (3 times), Future of Business, Leading HR into the Future: Program for Human Resources Directors, Mentoring Day, Obstetrics Federation of Portuguese Societies (FSPOG)/BIAL, Sands China Limited

IESE Business School, University of Navarra

Self Management Guest Lecturer for 2 sessions (EMBA), Spring 2019, Course of Professor Álvaro San Martín

## INSEAD

Mindfulness and Performance (optional lectures for MBAs), Instructor and Course Designer  
Negotiation Dynamics Guest Lecturer (MBA), Course of Professor Horacio Falcão  
Psychological Issues in Management (MBA), Teaching Assistant to Professor Zoe Kinias

## The Wharton School

Foundations of Teamwork & Leadership (MBA), Teaching Assistant to Professors Sigal Barsade and Nancy Rothbard

## **HONORS AND AWARDS**

---

2020-2021 “Star Teacher” classification UW Foster M&O Dept., Fall 2020, Spring 2020 & 2021  
2020 University of Washington Global Business Center Faculty Fellowship  
2020 OB Division Nominee for Conference-Wide Most Inspirational Paper Award, EURAM  
2020 Best Paper Award, Meaningfulness, Mindfulness, & Work Engagement Track, EURAM  
2019 Best Scholarly Paper Award, Management, Spirituality, and Religion Division, AOM  
2019 Best Paper Award, Meanings, Meaningfulness, & Mindfulness Track, EURAM  
2018 International Negotiation and Managerial Decision Making were the two highest rated courses in Católica-Lisbon Master’s program, first Trimester (fall)  
2018 Organizational Behavior SIG Best Reviewer Award, EURAM, Reykjavik  
2018 **World’s 40 Best Business School Professors Under 40, Poets & Quants**  
2018 Católica-Lisbon Distinguished Teaching Award in the Master’s in Management program  
2018 Católica-Lisbon Exec. Ed. sponsored Kellogg Exec. program “Leading High Impact Teams”  
2017 International Negotiation was highest rated course in Católica-Lisbon Master’s program, fall semester  
2017 2<sup>nd</sup> prize, Best-Paper-Award "Innovation Management" (awarded for practical relevance), EBS Universität, Wiesbaden  
2017 Outstanding Reviewer Award, Managerial and Organizational Cognition Division, AOM  
2016 Behavioral Decision Making was highest rated course in Católica-Lisbon undergrad program, spring semester  
2015-2019 Research and Travel Grants, Católica Lisbon School of Business & Economics  
2015 Conference Scholarship, Wisdom 2.0 Asia  
2015 Student Travel Award, SIOP Conference  
2014 Outstanding Reviewer Award, Managerial and Organizational Cognition Division, AOM  
2013 Most shared INSEAD Knowledge article of the year (with Zoe Kinias and Jane Williams)  
2012-2015 Research and Development Grants, INSEAD  
2012-2014 Wharton-INSEAD Alliance Travel, Accommodation, and Research Awards  
2010-2015 INSEAD PhD Fellowship  
2009 Phi Beta Kappa



2009 University Honors for cumulative grade point average  
2009 College Honors for undergraduate thesis  
2005-2009 Dean's List each semester in residence at Carnegie Mellon University  
2005-2009 Merit-based Carnegie Mellon University Institutional Scholarship  
2005 National Merit Scholarship  
2002-2005 Ten First or Second Place awards at Seattle region or WA state music contests

## ADVISING

---

Anusuya Banerjee, UW Foster, supervisory committee member, Spring 204  
Ussama Ahmad Khan, UW Foster, Ph.D. committee member, Spring 2023  
Urszula Lagowska, FGV-EBAPE, Ph.D. committee member, Spring 2019, first position at NEOMA  
Samantha Sim, Católica-Lisbon, Post-doc co-advisor, 2017-2018, first position at Nova SBE  
Konstantina Tzini, IE, Ph.D. committee member, Spring 2018, first position at INCAE

Vanessa Sá, Católica-Lisbon, Pre-doctoral advisor, 2017-2019, admitted to Cornell Johnson PhD

Yuri Herrera Burstein, San Ignacio University Postgrad. School, Ph.D. subject matter expert, 2021  
Carolynn Larson-Garcia, U. of Maryland - Univ. College, Ph.D. subject matter expert, Spring 2017

Vasco Brazão, Católica-Lisbon, Psychology of Business & Econ., MSc. thesis advisor, Fall 2019  
Nik Riesmeier, Católica-Lisbon, Management, MSc. thesis advisor, Spring 2019  
Rose Belizor, Católica-Lisbon, Management, MSc. thesis advisor, Spring 2018  
Joana Fontoura, Católica-Lisbon, Management, MSc. thesis advisor, Spring 2017  
Stefan Grandl, Católica-Lisbon, Management, MSc. thesis advisor, Spring 2017  
Georg Holleczeck, Católica-Lisbon, Management, MSc. thesis advisor, Spring 2017

Tai Bendit, Wharton, Management, undergraduate thesis committee member, Spring 2017

## CONFERENCE PRESENTATIONS

---

San Martín, A., Hafenbrack, A. C., & Adam, H. Relational mobility and burnout.

- Annual Meeting of the Academy of Management (online for COVID-19)

Heng, Y. T., Khan, U., & Hafenbrack, A. Observed compassion during COVID-19 Pandemic

- *Annual Meeting of the Academy of Management* (online for COVID-19)
- *Society for Industrial and Organizational Psychology*, online (2021).

Kay, A. A., Hafenbrack, A. C., Skarlicki, D. P., Goh, Z., & Gilpin-Jackson, Y. Mindfulness practice facilitates work performance via psychological capital: The moderating roles of authenticity and work meaningfulness.

- *Annual Meeting of the Academy of Management* (online for COVID-19)
- *European Academy of Management* (Synchronous presentation, online due to COVID-19).
- *Annual Meeting of the Academy of Management* (asynchronous presentation, online for COVID-19)
- *Western Academy of Management Conference*, Waikoloa, HI (cancelled for COVID-19)

Hafenbrack, A. C. Is mindfulness demotivating? State mindfulness as a workplace intervention.

- *Workplace Mindfulness Summit 2020* by Mindful Leader, online.
- *Mindfulness@Work Summit 2019*, online.

Hafenbrack, A. C. (August, 2019). Mindfulness Meditation and Business in comedy set “Stand Up Science with Shane Mauss”, Bumbershoot Festival, Seattle, WA.

Hafenbrack, A. C. (August, 2019). Discussant for symposium “Theoretical and Empirical Advances on Mindfulness at Work.” Co-Chairs: Tao Yang & Zen Goh. *Annual Meeting of the Academy of Management*, Boston, MA.

Sim, S. \*, Sguera, F. \*, & Hafenbrack, A. C.\* A Roadmap for State Mindfulness Research.

- *European Academy of Management* (Synchronous presentation, online due to COVID-19).
- *Annual Meeting of the Academy of Management*, Boston, MA.

Sá, V., Hafenbrack, A. C., & Petriglieri, G. The Era of Digital Colonial(tour)ism.

- *European Academy of Management* (Synchronous presentation, online due to COVID-19).
- *Western Academy of Management Conference*, Waikoloa, HI (cancelled for COVID-19)
- *Annual Meeting of the Academy of Management*, Boston, MA.
- *Paris-Dauphine Workshop on Research Advances in Organizational Behavior and Human Resources Management*, Paris, France.

Hafenbrack, A. C. & Falcão, H. The teaching imperative: Motivations and suggestions for teaching effectiveness.

- *Innovation, Entrepreneurship, and Knowledge Academy*, Verona, Italy
- *AMLE* paper development workshop, Liverpool, UK

Hafenbrack, A. C. (August, 2018). Session chair “Is it all in my head? Mindfulness in Organizations.” *Annual Meeting of the Academy of Management*, Chicago, IL.

Hafenbrack, A. C., LaPalme, M., & Solal, I. Meditating away a guilty conscience: The impact of mindfulness on guilt and social repair.

- *Western Academy of Management Conference*, Waikoloa, HI (cancelled for COVID-19)
- *Society of Personality and Social Psychology Annual Convention*, New Orleans, LA.
- *European Academy of Management*, Lisbon, Portugal.
- *European Association of Work and Organizational Psychology*, Turin, Italy.
- *Annual Meeting of the Academy of Management*, Chicago, IL.
- *International Association of Conflict Management*, Philadelphia, PA.
- *Mediterranean Symposium on Consumer Research*, Milan, Italy.
- *Annual Meeting of the Academy of Management*, Vancouver, BC.

Hafenbrack, A.C., Cameron, L., Spreitzer, G., Noval, L. J., Zhang, C., & Shaffakat, S. Helping people by being in the present: Mindfulness increases prosocial behavior. [*first two authors contributed equally*]

- *Annual Meeting of the Academy of Management*, Chicago, IL.
- *International Association of Conflict Management*, Philadelphia, PA.
- *ESMT OB Conference*, Berlin, Germany.
- *European Academy of Management Conference*, Reykjavik, Iceland.
- *Paris-Dauphine Workshop on Research Advances in Organizational Behavior and Human Resources Management*, Paris, France.
- *Mediterranean Symposium on Consumer Research*, Milan, Italy.

Kay, A. A., Hafenbrack, A. C., & Skarlicki, D. P. Enhancing eudaimonic well-being with mindfulness: The moderating effect of authenticity.

- *Annual Meeting of the Academy of Management*, Atlanta, GA.

Hafenbrack, A. C. (July, 2017). Chair of blitz session “Mindfulness.” *General Meeting of the European Association of Social Psychology*, Granada, Spain.

Hafenbrack, A. C. & Vohs, K. D. (July, 2017). Mindfulness meditation impairs task motivation but not performance.

- *Society of Personality and Social Psychology Annual Convention*, Portland, OR.
- *European Forum on Leadership, Paradox and Plurality*, Cascais, Portugal.
- *International Association of Cross-Cultural Psychology*, Warsaw, Poland.
- *European Association of Social Psychology*, Granada, Spain.
- *Annual Meeting of the Academy of Management*, Anaheim, CA.

Hafenbrack, A. C. The effects of mindfulness meditation and multicultural experiences. *Ciclo de Conferências José Rousseau - Marketing Zen Conference*, Lisbon, Portugal.

Hafenbrack, A. C. (August, 2016). Presenter in professional development workshop “Mindfulness research methods: Different approaches to understanding mindfulness in the workplace.” *Annual Meeting of the Academy of Management*, Anaheim, CA.

Hafenbrack, A. C. Noval, L. J., & Shaffakat, S. (May, 2017). Being in the present promotes financial altruism: Mindfulness and generosity towards present versus future others.

- Poster at *International Conference on Social Dilemmas*, Taormina, Italy.
- *European Association of Work and Organizational Psychology*, Dublin, Ireland.
- *Annual Meeting of the Academy of Management*, Anaheim, CA.

Hafenbrack, A. C. (August, 2016). Session chair “Mind, Body, Intelligence, and Paradox.” *Annual Meeting of the Academy of Management*, Anaheim, CA.

Lu, J. G., Hafenbrack, A. C., Eastwick, P. W., Wang, D. J., Maddux, W. W., & Galinsky, A. D. (July, 2017). “Going out” of the box: Close intercultural friendships and romantic relationships spark creativity, workplace innovation, and entrepreneurship. [*first two authors contributed equally*]

- *Mediterranean Symposium on Consumer Research*, Milan, Italy.
- *International Association of Cross-Cultural Psychology*, Warsaw, Poland.
- *Annual Meeting of the Academy of Management*, Anaheim, CA.
- Poster at *Society of Personality and Social Psychology*, San Diego, CA.

Hafenbrack, A. C. (August, 2015). Presenter in professional development workshop “Mindfulness made easy: Incubating connections to mainstream management research.” *Annual Meeting of the Academy of Management*, Vancouver, BC.

Hafenbrack, A. C. (2015, August). State temporal focus in the workplace.

- *Annual Meeting of the Academy of Management*, Vancouver, BC.

Hafenbrack, A. C., Co-Chair with S. Chaturvedi, Discussant: Ute R. Hülshager (2015, April). Symposium “Mindfulness at work: The intrapsychic and relational implications.” *Society for Industrial and Organizational Psychology*, Philadelphia, PA.

Hafenbrack, A. C. Don’t want to work right now: Mindfulness meditation reduces task motivation.

- *Annual Meeting of the Academy of Management*, Vancouver, BC.
- *Society for Industrial and Organizational Psychology*, Philadelphia, PA.

Bivolaru, E., Maddux, W. W., Hafenbrack, A. C., & Tadmor, C. T. Organizational implications of multicultural interactions.

- *Annual Meeting of the Academy of Management*, Philadelphia, PA.

Hafenbrack, A. C., Barsade, S. G., & Kinias, Z. On whether to meditate before a negotiation: A test of state mindfulness.

- *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- *International Association of Conflict Management*, Leiden, The Netherlands.

Hafenbrack, A. C. Mindfulness meditation as a workplace intervention.

- *University of Colorado Law School Positive Lawyering, Mindfulness, and Serious Games Conference*, Boulder, CO.
- *Wharton-INSEAD Doctoral Consortium*, Fontainebleau, France.
- *Cranfield SOM Mindfulness at Work Conference*, Cranfield, UK.
- *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- *Medici Summer School in Management Studies*, Florence, Italy.

Kinias, Z., Kim, H. S., Hafenbrack, A. C., & Lee, J. J. Differentness as a signal to selfishness: Culture and devaluation of non-normative characteristics.

- *Society of Experimental Social Psychology*, Santa Monica, CA.
- *New Directions in Leadership Research*, Fontainebleau, France.

Hafenbrack, A. C., Kinias, Z., & Barsade, S. G. Debiasing the mind through meditation: Mindfulness and the sunk cost bias.

- *Annual Meeting of the Academy of Management*, Orlando, FL.
- *London Business School Trans-Atlantic Doctoral Conference*, London, UK.
- *Wharton-INSEAD Doctoral Consortium*, Fontainebleau, France.

Hafenbrack, A. C., Maddux, W. W., Galinsky, A. D., Tadmor, C. T., Bivolaru, E. The best year of their lives: A longitudinal study of multicultural experience abroad and creativity.

- *London Business School Trans-Atlantic Doctoral Conference*, London, UK.

Gino, F., Moore, D., & Hafenbrack, A. Beauty premium in negotiation: How attractiveness affects negotiation processes and outcomes.

- *International Association of Conflict Management*, Chicago, IL.

## UNIVERSITY COLLOQUIA

---

- 2021 Stanford Graduate School of Business, CA  
Sauder School of Business, University of British Columbia  
Foster School of Business, University of Washington, Seattle
- 2020 Marshall School of Business, University of Southern California
- 2019 Harvard Business School, Cambridge, MA  
Imperial Business School, Imperial College London, UK  
Católica Lisbon School of Business & Economics, Portugal

- 2018 Foster School of Business, University of Washington, Seattle  
 IE Business School, Madrid, Spain  
 Korea University Business School, Seoul, South Korea  
 Nova School of Business & Economics, Carcavelos, Portugal
- 2017 ISCTE-IUL, Lisbon, Portugal  
 EBS Business School, Wiesbaden, Germany
- 2016 EM Lyon, France  
 IE Business School, Madrid, Spain  
 Nova School of Business & Economics, Lisbon, Portugal
- 2015 SKK Graduate School of Business, Sungkyunkwan University, Seoul, South Korea
- 2014 Darden School of Business, University of Virginia  
 ESSEC, Cergy, France  
 London Business School, UK  
 Università Bocconi, Milan, Italy  
 Lee Kong Chian School of Business, Singapore Management University, Singapore  
 Católica Lisbon School of Business & Economics, Portugal  
 INSEAD campus-wide Brown Bag Lunch Seminar, Singapore
- 2013 The Wharton School, Management Department PhD Student Seminar, Philadelphia  
 Wharton Management Department PhD Student Rapid Research Session
- 2012 INSEAD, Organizational Behavior Master's Thesis defense, Singapore and France  
 The Wharton School, Management Department PhD Student Seminar, Philadelphia
- 2008 Carnegie Mellon University Meeting of the Minds, Pittsburgh, PA

## **SERVICE**

---

### Editorial Board Member:

Journal of Applied Psychology, January 2021-  
 Organizational Behavior & Human Decision Processes, January 2021-

### Ad Hoc Reviewer:

Academy of Management Journal  
 Administrative Science Quarterly  
 British Journal of Social Psychology  
 Cognitive Processing  
 Current Psychology

Experimental Psychology  
Frontiers in Psychology  
Group Processes & Interpersonal Relations  
Harvard Business Press (a book)  
Human Relations  
Human Resource Management Review  
INFORMS/Organization Science Dissertation Proposal Competition  
International Journal of Human Resources Development and Management  
International Journal of Human Resource Management  
International Journal of Management Reviews  
International Journal of Psychology  
International Journal of Social Psychology  
Journal of Applied Psychology  
Journal of Business Ethics  
Journal of Cognitive Enhancement  
Journal of Cross-Cultural Psychology  
Journal of Experimental Social Psychology  
Journal of Occupational Health Psychology  
Journal of Research in Personality  
Journal of Yoga Practice and Physiotherapy  
A Journey Toward Influential Scholarship: Insights from Leading Management Scholars  
Leadership Quarterly  
Mindfulness  
National Science Foundation  
OBM Integrative and Complementary Medicine  
Organization Science  
Organizational Behavior and Human Decision Processes  
Organizational Psychology Review  
Personality and Social Psychology Bulletin  
Psychological Science  
Psychology Research and Behavior Management  
Scandinavian Journal of Psychology  
Social Psychological and Personality Science  
Stress and Health

Conference Reviewer:

Academy of Management Annual Meetings, 2013-2021  
European Academy of Management Conference, 2018-2021  
International Association of Conflict Management, 2012, 2014-2015, 2018  
INEKA Conference, 2019  
Western Academy of Management, 2020

Coordinator, Academic Life Seminar, UW Foster M&O PhD Program, 2021-  
 Presenter, “The Productivity Process” OB PDW, 2021 Academy of Management  
 Mentor, OB Division Conference Mentor Program, 2021 Academy of Management  
 Member, Undergraduate Scholarship Faculty Review Committee, 2020-2021  
 Presenter, DEI Moment presentation on mindfulness and DEI to UW Foster DEI CoP, May 2021  
 Presenter, teaching effectiveness workshop for UW Foster M&O PhD students, April 2021  
 Instructor, Mock Class for Prospective MBA students, March 2021  
 Member, PhD admissions committee, UW Foster School of Business, 2019-2021  
 Judge, DECA Area4 Competition, January 2021  
 Judge, Virtual Case Competition for Foster Evening MBAs, October 2020  
 Presenter, Foster MBA Student Mindful Moment Webinar, May 2020  
 Presenter, Foster Alumni Lunch & Learn Webinar on Mindfulness in the Workplace, May 2020  
 Guest, Gregory Heller’s Conversations on Careers and Professional Life Podcast, December 2019  
 Judge, Issaquah High School DECA Club Mentor Night, December 2019  
 Presenter, UW MBA Women in Business Club seminar series, November 2019  
 Presenter, job market information session for UW Foster School PhD students, October 2019  
 Panelist, “New Doctoral Student Consortium” PDW, 2019 Academy of Management, Boston, MA  
 Panelist, “The Productivity Process” OB PDW, 2019 Academy of Management, Boston, MA  
 Presenter, mini management class at Open Day for prospective undergraduate students, May 2018  
 Chair, Católica-Lisbon organizational behavior faculty hiring committee, 2017-2018  
 Presenter, research overview to university education leaders from Macau, September 2017  
 Panelist, “Finding a job outside of the US” OB PDW, 2017 Academy of Management, Atlanta, GA  
 Mentor to a student group competing in national finals of L’Oréal Brandstorm contest, April 2017  
 Panelist, 2017 Marketing Zen Conference, Lisbon, Portugal  
 Presenter, teaching effectiveness workshop for Católica-Lisbon Exec. Ed. faculty, February 2017  
 Presenter, teaching effectiveness workshop for Católica-Lisbon M.Sc. faculty, January 2017  
 Interviewer, MSc. admissions, Católica-Lisbon School of Business and Economics, Spring 2016  
 Presenter, business breakfast with directors of Portuguese international schools, February 2016  
 Presenter, orientation for study abroad students at Católica-Lisbon, January and August 2016 - 2018  
 Jury Member for 45 Master’s Theses, Católica-Lisbon and FGV, 2015-2019  
 Panelist, “Halfway There, Now What?” PDW, 2015 Academy of Management, Vancouver, BC  
 Organizer, job market information sessions for INSEAD and Singapore PhD students, February 2015  
 Co-Host & Performer, INSEAD MBA North America week jazz night, Singapore, February 2014  
 Co-Organizer, 2013 Wharton-INSEAD Management PhD Conference, Philadelphia, PA  
 Session Facilitator, University of Penn. interdisciplinary PhD journal club, September 2012 & 2013  
 Participant Recruiter, INSEAD-Singapore Social Research Lab, Spring 2013

## CONSULTING

---

Alexion Pharmaceuticals



## **OTHER PROFESSIONAL EXPERIENCE**

---

Research Assistant to Christina T. Fong, Foster School of Business at University of Washington,  
Summer 2009

Research Assistant to Professors Don A. Moore and Francesca Gino, Tepper School of Business at  
Carnegie Mellon University, Summer 2007

## **PROFESSIONAL MEMBERSHIPS**

---

Academy of Management, since 2011  
Association for Psychological Science, since 2011  
European Academy of Management, since 2018  
European Association of Social Psychology, since 2017  
European Association of Work and Organizational Psychology, since 2017  
International Association for Conflict Management, since 2014  
Society for Industrial and Organizational Psychology, since 2014  
Society for Judgment and Decision-Making, since 2010  
Society for Personality and Social Psychology, since 2017  
Western Academy of Management, since 2019

## **MEDIA COVERAGE**

---

*The Atlantic, BBC World News, BloombergBusinessweek, Boston Globe, CBS News, Corriere della Sera, The Financial Times, FiveThirtyEight.com, Forbes, Freakonomics, Global Times/Huanqiu, Gulf News, Harvard Business Review, The Huffington Post, Inc.com, Jijitang, Knowledge @ Wharton, Le Monde, National Public Radio, The New York Times, Pacific Standard, Pittsburgh Post-Gazette, South China Morning Post, La Stampa, Sydney Morning Herald, Time, and Vancouver Sun.*

For a full list, see: <http://www.andyhafenbrack.com/media.html>

## **PERSONAL**

---

Nationality: United States

Languages: Native English, Intermediate Italian and Portuguese, Basic Korean and Russian