

11 March 2022

Andrew C. Hafenbrack

Department of Management and Organization
Michael G. Foster School of Business
University of Washington
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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

Bunjak, A., Hafenbrack, A. C., Černe, M., & Arendt, J. F. W. (in press). Better to Be Optimistic, Mindful, or Both? The Interaction between Optimism, Mindfulness, and Task Engagement. *Journal of Occupational and Organizational Psychology*.
<https://doi.org/10.1111/joop.12389> [journal impact factor: 4.561]

Hafenbrack, A. C., LaPalme, M. L., & Solal, I. (in press). Mindfulness Meditation Reduces Guilt and Prosocial Reparation. *Journal of Personality and Social Psychology*.
<https://doi.org/10.1037/pspa0000298> [journal impact factor: 7.673]

Best paper award for Meanings, Meaningfulness, & Mindfulness track at EURAM 2019.

Media coverage: Actualité Houssenia Writing, ANI, Arena4G, BBC Worklife, Bkanbing, Business A.M., The Daily Meditation, Darik News, DevDiscourse, Espanol News, Forbes India, Foster School of Business Research Briefs, The Free Press Journal, Gaminsym, INSEAD Knowledge, Kudos, LatestLY, Loss Fat, MedIndia, MedicalXpress, Mirage News, New Kerala, News AZI, News7h, Newstalk Radio Ireland, Newswise, Radio Opole, Realtime India, Science Daily, TechAI, UW News, Verve Times, Vijesti, Washington Latest

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. [journal impact factor: 3.603; Large scale project: 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. [journal impact factor: 17.737; Large scale project: 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. [journal impact factor: 5.389]

Co-lead authorship

Media coverage: AACSB BizEd, Association of MBAs, Changeboard, The Daily Pennsylvanian, Foster School of Business Research Briefs, Imperial Business Knowledge, Inc, INSEAD Knowledge, Knowledge@Wharton, MedicalXpress, Michigan Ross Faculty News, Qrius, World Economic Forum, Vice, Yoga Journal

Hafenbrack, A. C. & Vohs, K. D. (2018). Mindfulness meditation impairs task motivation but not performance. *Organizational Behavior and Human Decision Processes*, 147, 1-15. [journal impact factor: 5.389]

Highest Altimetric and PlumX score of any article in that journal in that year.

Media coverage: BBC News, BBC World News, Benefits Canada, Big Think, Business Insider France, Business Punk, Chicago Tribune, CJAD 800 Montreal, Corriere della Sera, Diario Financiero, El Colombiano, The Financial Times, Forbes France, Harvard Business Review, Harvard Business Review China, Harvard Business Review France, Harvard Business Review Korea, Harvard Business Review Turkey, Inc, IAINFORMACION, Le Monde, The

Liberal Pulpit, Medical News Today, The New York Times, Newstalk Radio Ireland, Psychology Today, Refinery29, Scripps National Television News, Süddeutsche Zeitung, ThriveGlobal, Today, Vice, Zeit Online

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. [journal impact factor: 7.429]

Co-lead authorship

Received 2nd place at the 2017 global Best-Paper-Award "Innovation Management" competition (awarded for practical relevance), EBS Universität, Wiesbaden, Germany

Media coverage: Big Think, Boston Globe, Columbia Business School Ideas and Insights, CTV News, The Financial Times, Gulf News, i9Magazine, Jijitang, Jornal Económico, Medical Xpress, MIT Sloan, National Public Radio, Pacific Standard, Psysciencia, Scienze a Fanpage.it, Stuff, The Sydney Morning Herald, TrainingMag.com, Tsinghua Business Review, World Economic Forum

Hafenbrack, A. C. (2017). Mindfulness meditation as an on-the-spot workplace intervention. *Journal of Business Research*, 75, 118-129. [journal impact factor: 7.55]

Media coverage: American Express OPEN Forum, INSEAD Knowledge, Les Echos, Manila Standard

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. [journal impact factor: 5.541; Large scale project: Member of the analysis collaboration]

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. [journal impact factor: 3.603; Large scale project: Member of the analysis collaboration]

Media coverage: The Atlantic, FiveThirtyEight.com, Retraction Watch

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. [journal impact factor: 4.451]

Media coverage: Cultural Intelligence Center, Forbes, Huffington Post, IdeasForLeaders, Ilta Sanomat, INSEAD Knowledge, Slate France, Time

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. [journal impact factor: 4.941]

Media coverage: Education Post, INSEAD Knowledge, The Hindu

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. [journal impact factor: 5.389]

Media coverage: Boston.com, BPS Research Digest, Businessweek, Cai Jing, Canada.com, Dong-A Business Review, Época, El País, The Financial Times, Forbes, Freakonomics, Global times, Hanqiu, Harvard Business Review, Healthcare Finance News, Le Huffington Post, The Huffington Post, Inc, INSEAD Knowledge, Knowledge@Wharton, The Irish Times, Mediacorp, Le Monde, Montreal Gazette, The New Indian Express, The New York Times, Personnel Today, Psychology Today, Science Daily, La Stampa, ThriveGlobal, South China Morning Post, Vancouver Sun, Wirtschaftspsychologie Aktuell

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., Jacob, J., Hafenbrack, A. C. & Goldszmidt, R. Stereotype threat, leadership styles, and social distance in Brazilian Favelas, 1st R&R at *Journal of Applied Psychology*.
- Hafenbrack, A. C. & Vohs, K. D. Mindfulness and COVID-19. Under review at *Journal of Positive Psychology*.
- Bunjak, A., Hafenbrack, A. C., Černe, M. Ghasemzadeh, K., & Bortoluzzi, G. Conceptual or Experimental Creative Method? The Missing Link between Mindfulness and Creativity. Under review at *Psychology of Aesthetics, Creativity, and the Arts*.
- Hafenbrack, A.C., Barsade, S.G., & Kinias, Z. On whether to meditate before a negotiation: Mindfulness slightly impairs negotiation performance. Under review at *Journal of Applied Psychology*.
- Heng, Y. T., Khan, U., & Hafenbrack, A. Observing compassion in times of suffering. Under review at *Academy of Management Journal*.
- Hafenbrack, A. C.*, Sguera, F.*, Sim, S.*, & Vohs, K. Foundations of State Mindfulness Induction in Organizational Research, *working paper*. *co-lead authorship.
- Best paper award at Meaningfulness, Mindfulness, & Work Engagement track and nominee for conference-wide most inspirational paper award at EURAM 2020.*
- Best Scholarly Paper award for MSR division at AOM 2019.*
- Hafenbrack, A., Wu, W. et al. State mindfulness as an on the spot intervention, one longitudinal field intervention completed, *in preparation*.
- Kay, A. A., Hafenbrack, A. C., Skarlicki, D. P., Goh, Z., & Gilpin-Jackson, Y. Mindfulness and resources, 2 studies completed, *writing stage*.
- Sim, S., Yao, J., Hafenbrack, A., & Sguera, S. Mindfulness and communication, one ESM study completed.
- 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. Evidence-based DEI initiatives, *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*.

PERMANENT WORKING PAPERS

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

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.

CITATIONS

Google Scholar: 1081

Web of Science: 401

POPULAR PRESS / BUSINESS ARTICLES

Hafenbrack, A. C., LaPalme, M., & Solal, I. (2022). Meditating away a guilty conscience. *Forbes India*, February 3.

Hafenbrack, A. C., LaPalme, M., & Solal, I. (2022). Meditating away a guilty conscience. *INSEAD Knowledge*, January 31.

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.

Hafenbrack, A., & Berinato, S. (2019). La méditation en pleine conscience démotive. *Harvard Business Review France*, July 7.

Hafenbrack, A., & Berinato, S. (2019). 冥想使人没干劲. *Harvard Business Review China*, May 8.

- 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., & Berinato, S. & (2019). 명상과 마음챙김은 업무 의욕을 떨어뜨린다. *Harvard Business Review Korea*, January-February.
- Hafenbrack, A., & Berinato, S. (2019). Mindfulness Motivasyonu Düşürüyor. *Harvard Business Review Turkey*. January.
- Hafenbrack, A., & Berinato, S. (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 (Full-Time MBA elective), Instructor and Course Designer
Spring 2022
Spring 2021 (43 MBA students), combined median: **4.5** / 5 (online for COVID-19)
- MGMT 579 Mindful Decision Making (Evening MBA elective), Instructor and Course Designer
Spring 2022
Spring 2021 (31 MBA students), combined median: **4.8** / 5 (online for COVID-19)
Spring 2020 (41 MBA students), combined median: **4.5** / 5 (online for COVID-19)
- MGMT 547 Successful Negotiations (Full-Time MBA elective), Instructor and Course Designer
Autumn 2021 (20 students), combined median: **4.6** / 5
Autumn 2020 (22 students), combined median: **4.2** / 5 (online for COVID-19)

MGMT 500 Management and Leadership (Evening MBA core course), Instructor

Autumn 2021 (53 MBA students), adjusted combined median: **4.2 / 5**

Autumn 2021 (63 MBA students), adjusted combined median: **4.1 / 5**

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 Designer¹

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

2021 “Star Teacher” classification UW Foster MBA Programs, Fall & Spring
2020 “Star Teacher” classification UW Foster MBA Programs, Fall & Spring
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 2nd 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, Ph.D. committee member, Spring 2024
 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

Lagowska, U. G., Sobral, F. J. B. A., Jacob, J., Hafenbrack, A. C., & Goldszmidt, R.

- *Western Academy of Management Conference*, Waikoloa, HI

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

- *May Meaning Meeting*, Ann Arbor, MI
- *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 Association of Work and Organizational Psychology*, Glasgow, Scotland (cancelled for to COVID-19)

- *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

- 2022 NUS Business School, National University of Singapore
Foster School of Business, University of Washington, Seattle
- 2021 Schulich School of Business, York University, ON
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
Baltic Journal of Psychology
British Journal of Social Psychology
Cognition and Emotion
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 Business Research
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

Guest Speaker, Ryan Fehr's PhD course on Positive Organizational Scholarship, January 2022
Coordinator, Academic Life Seminar, UW Foster M&O PhD Program, 2021-
Judge, Case Competition for Foster Evening MBAs, September 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, 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, BBC Worklife, BloombergBusinessweek, Boston Globe, Business Insider, 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, La Stampa, Le Monde, Les Echos, MedicalXpress, Mindful.com, National Public Radio, The New York Times, Newstalk Radio, Pacific Standard, Pittsburgh Post-Gazette, Psychology Today, Science Daily, Slate, South China Morning Post, Sydney Morning Herald, Time, Vancouver Sun, Vice, World Economic Forum.

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

PERSONAL

Nationality: United States

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