

Andrew C. Hafenbrack, Ph.D.

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

Foster School of Business, University of Washington – Seattle

Associate Professor of Management & Organization (Tenure granted on May 17th, 2023) September 2023 onwards

Evert McCabe Endowed Fellowship in Private Enterprise July 2022 –Present
Assistant Professor of Management & Organization July 2019 – August 2023

Católica Lisbon School of Business and Economics, Portugal

Assistant Professor of Organizational Behavior September 2015 – June 2019

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 in Paris), 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.

CITATIONS

Google Scholar citations: 1538 (h-index: 11)

Web of Science citations: 636 (h-index: 11)

ResearchGate article downloads: 38,603

REFEREED PUBLICATIONS

Delios, A., Clemente, E., Wu, T., Tan, H., Wang, Y., ..., & Uhlmann, E.L. (in press). Examining the context sensitivity of research findings from archival data. *Proceedings of the National Academy of Sciences*. [2021 journal impact factor: 11.205; Consortium project with 251 authors: Member of forecasting collaboration].

Bunjak, A., **Hafenbrack, A. C.**, Černe, M., & Arendt, J. F. W. (2022). Better to Be Optimistic, Mindful, or Both? The Interaction between Optimism, Mindfulness, and Task Engagement. *Journal of Occupational and Organizational Psychology*, 95(3), 595-623. [2021 journal impact factor: 5.119]

Hafenbrack, A. C., LaPalme, M. L., & Solal, I. (2022). Mindfulness meditation reduces guilt and prosocial reparation. *Journal of Personality and Social Psychology*, 123(1), 28–54. [2021 journal impact factor: 8.460]

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

Media coverage: BBC Worklife, Forbes, Forbes India, The Guardian, Harvard Business Review, Newstalk Radio, Royal Gazette, Science Daily, Seattle Met, The Washington Post

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, 104060. [2021 journal impact factor: 3.532; Consortium project with 240 authors: 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. [2021 journal impact factor: 23.027; Consortium project with 182 authors: 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. [2021 journal impact factor: 5.606]

Co-lead authorship

Media coverage: Harvard Business Review, MedicalXpress, World Economic Forum, Vice

Hafenbrack, A. C. & Vohs, K. D. (2018). Mindfulness meditation impairs task motivation but not performance. *Organizational Behavior and Human Decision Processes*, 147, 1-15. [2021 journal impact factor: 5.606]

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

Media coverage: BBC News, BBC World News, Business Insider France, Chicago Tribune, The Financial Times, Forbes France, Harvard Business Review (many languages), Inc, The New York Times, Newstalk Radio, Psychology Today, Scripps National Television News, Vice

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. [2021 journal impact factor: 11.802]

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: Boston Globe, The Financial Times, National Public Radio, Pacific Standard, The Sydney Morning Herald, World Economic Forum

Hafenbrack, A. C. (2017). Mindfulness meditation as an on-the-spot workplace intervention. *Journal of Business Research*, 75, 118-129. [2021 journal impact factor: 10.969]

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. [2021 journal impact factor: 8.501; Consortium project with 82 authors]

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. [2021 journal impact factor: 3.532; Consortium project with 82 authors]

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. [2021 journal impact factor: 5.316]

Media coverage: Forbes, Huffington Post, IdeasForLeaders, 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. [2021 journal impact factor: 5.606]

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. [2021 journal impact factor: 10.172]

Media coverage: Businessweek, The Financial Times, Forbes, Freakonomics, Harvard Business Review, The Huffington Post, Inc, The New York Times, Personnel Today, Psychology Today, Science Daily, South China Morning Post, Vancouver Sun

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. Leadership styles on identity threat and intention to join an organization. 4th R&R at *Journal of Applied 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 2nd round review at *Psychology of Aesthetics, Creativity, and the Arts*.

Hafenbrack, A. C., Wu, W., & Wu, E. S. A field experimental test of state mindfulness. Reject and resubmit at *Organization Science*.

Hafenbrack, A.C., Barsade, S.G., & Kinias, Z. On whether to meditate before a negotiation: Mindfulness slightly impairs negotiation performance. *Working paper*.

Heng, Y. T., Khan, U., & **Hafenbrack, A. C.** How Observing Compassion Influences Third-Party Employees' Prosocial Interactions at Work. *Working paper*.

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

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.

Bastos, R. W., & **Hafenbrack, A. C.**, Mindfulness and media consumption, *in preparation*.

San Martín, A., **Hafenbrack, A. C.**, Adam, H., & Reiche, S. 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*.

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., & Kaistha, A. Mindfulness and hierarchy, *in preparation*.

PERMANENT WORKING PAPERS

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

Hafenbrack, A. C. & Falcão, H. The teaching 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.

POPULAR PRESS / BUSINESS ARTICLES

Cameron, L., **Hafenbrack, A.** (2023). 마음챙김에도 전략이 필요하다. *Harvard Business Review Korea*, March.

Cameron, L., **Hafenbrack, A.** (2022). When Mindfulness Does — and Doesn't — Help at Work. *Harvard Business Review*. (<https://hbr.org/2022/12/research-when-mindfulness-does-and-doesnt-help-at-work>)

Hafenbrack, A. C. (2022). Mindfulness meditation can impair how people treat others. *Society for Personality and Social Psychology Character & Context Blog*, August 1.

Travers, M. (2022). Research exposes a shortcoming of mindfulness meditation. *Forbes*, June 28. (Interview)

Hafenbrack, A., & Travers, M. (2022). Beware of this unforeseen consequence of mindfulness meditation. *Therapytips.org*, June 27. (Interview)

Hafenbrack, A. C. (2022). An unintended consequence of mindfulness. *The Royal Gazette*, May 20.

Hafenbrack, A. C. (2022). An unintended consequence of mindfulness. *The Washington Post*, May 18. (<https://www.washingtonpost.com/outlook/2022/05/18/mindful-meditation-guilt-amends/>)

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. (Interview: <https://www.ft.com/content/2d521a3c-4040-11e9-9bee-efab61506f44>)

- 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. (Interview: <https://hbr.org/2019/01/mindfulness-is-demotivating>)
- 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. (<https://www.nytimes.com/2018/06/14/opinion/sunday/meditation-productivity-work-mindfulness.html>)
- 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. (<https://www.forbes.com/sites/insead/2013/09/25/meditate-for-more-profitable-decisions/?sh=489e9611533b>)
- 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 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 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 300 Leadership and Organizational Behavior, Instructor and Course Designer
Summer B Term in Rome (17 undergraduate students)

IBUS 570 Study Tour to Portugal, Instructor and Course Designer
Winter 2023 (28 MBA students), combined median: **5.0** / 5

MGMT 580 Psychological Foundations of Organizational Behavior (PhD Seminar), Instructor and
Course Designer
Winter 2023 (6 PhD students), combined median: **5.0** / 5

MGMT 579 Mindful Decision Making (Evening MBA elective), Instructor and Course Designer
Winter 2023 (34 MBA Students), combined median: **4.7** / 5
Spring 2022 (25 MBA students), combined median: **4.1** / 5 (*partially online because I caught
COVID-19*)
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 579 Mindful Decision Making (Full-Time MBA elective), Instructor and Course Designer
Spring 2022 (16 MBA students), combined median: **4.2** / 5 (*partially online because I caught COVID-19*)
Spring 2021 (43 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 (31 students), combined median: **4.8** / 5
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 2022 (47 MBA students), adjusted combined median: **4.4** / 5
Autumn 2022 (46 MBA students), adjusted combined median: **4.2** / 5
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

UW Foster Executive Education

Amazon Executive Development Program, Open Enrollment Executive Development Program

BA 501 Leading Teams and Organizations Guest Lecturer for 2 sessions (Full-Time MBA core course), Winter 2023, Course of Professor Chris Barnes

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

UW School of Nursing

UW Nursing Leadership Sprint Guest Lecturer for 1 session (Continuing Nursing Education), Winter 2023, Organized by Andreas Brockhaus

NMETH 210: Science, Evidence and Health-Mastering Health Information and Personal Health Technologies Guest Lecturer for 1 session (undergraduate course), Autumn 2022, Course of Kerry Reding

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

2023 UW Foster Evening MBA Outstanding Faculty Service Award
2023 **Fulbright U.S. Scholar Award** for 2023-2024 visit to Portugal
(<http://www.fulbright.pt/fulbrighters/u-s-grantees/academic-year-2023-2024/andrew-hafenbrack/>)
2023 “Star Teacher” classification UW Foster MBA Programs, Winter
2022 “Star Teacher” classification UW Foster MBA Programs, Fall
2022 Mentoring Award, UW Foster PhD Program, 2022
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**
(<https://poetsandquants.com/2018/04/23/2018-best-40-under-40-professors-andrew-hafenbrack-catolica-lisbon-school/>)
2018 Católica Lisbon Distinguished Teaching Award in the Master’s in Management program
2018 Católica sponsored my attendance at 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 Finalist, Best Student/Dissertation Paper, 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**, Carnegie Mellon University chapter
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
2003 Nominated, Best Supporting Actor in a Musical, 5th Avenue High School Theater Awards
2002-2005 Ten First or Second Place awards at Seattle region or WA state music contests

ADVISING

Jenson Lau, UW Foster, Ph.D. committee member, Spring 2027
Anusuya Banerjee, UW Foster, Ph.D. committee co-chair, Spring 2024
Ussama Ahmad Khan, UW Foster, Ph.D. committee member, Spring 2023, first position at London Business School
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

Ben Jackson, UW Foster Evening MBA, independent study advisor, Summer 2022
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
Amogh Kaistha, pre-bachelors advisor, Summer 2021, direct admitted to UW Foster undergraduate

CONFERENCE PRESENTATIONS

Banerjee, A., & **Hafenbrack, A. C.** Managing dominant group defensiveness in response to DEI-related challenging feedback

- *Annual Meeting of the Academy of Management*, Boston, MA
- *Fostering Inclusion Workshop*, Seattle, WA

Hafenbrack, A. C., Wu, W., & Wu, E. S. On-The-Spot Mindfulness as a Well-Being Intervention Improves Workplace Performance and Civility: A Meditation Field Experiment at a Construction Company.

- Poster at *European Association of Social Psychology*, Krakow, Poland
- *European Academy of Work and Organizational Psychology*, Katowice, Poland.

Lagowska, U. G., Sobral, F. J. B. A., Jacob, J., **Hafenbrack, A. C.**, & Goldszmidt, R. Close enough to make a difference? The differential effects of authentic and ethical leadership on alleviating stereotype threat.

- *European Association of Social Psychology*, Krakow, Poland
- *Western Academy of Management Conference*, Waikoloa, HI

Bunjak, A., **Hafenbrack, A. C.**, Černe, M., & Arendt, J. F. W. Better to Be Optimistic, Mindful, or Both? The Interaction between Optimism, Mindfulness, and Task Engagement.

- *Annual Meeting of the Academy of Management*, Seattle, WA.

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*, Seattle, WA.
- *European Academy of Management*, Winterthur, Switzerland.
- *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- *International Association of Conflict Management*, Leiden, The Netherlands.

Hafenbrack, A. C. (March, 2022). Session chair “Relationships” *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. C.** How Observing Compassion Influences Third-Party Employees' Prosocial Interactions at Work

- *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 for 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 for 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 co-lead*]

- *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. 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. 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. “Going out” of the box: Close intercultural friendships and romantic relationships spark creativity, workplace innovation, and entrepreneurship. [*first two authors co-lead*]
- *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. 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.

UNIVERSITY COLLOQUIA

2024 Nova School of Business & Economics, Carcavelos, Portugal (scheduled)
ISCTE-IUL BRU, Lisbon, Portugal (scheduled)

2023 IESE Business School, Barcelona, Spain
Marshall School of Business, University of Southern California
Foster School of Business, University of Washington, Seattle

2022 Psychology Department, University of Washington, Seattle
NUS Business School, National University of Singapore
Tepper School of Business, Carnegie Mellon University, Pittsburgh, PA
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 Psychology, 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 Economic Behavior and Organization
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
Nonprofit and Voluntary Sector Quarterly
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
Trends in Cognitive Science

Conference Reviewer:

Academy of Management Annual Meetings, 2013-2022
European Academy of Management Conference, 2018-2022
International Association of Conflict Management, 2012, 2014-2015, 2018
INEKA Conference, 2019
Western Academy of Management, 2020, 2022

Presenter, Foster MBA Global Business Association and Wellness Club's Multicultural Wellness Night, April 2023

Presenter, Foster Staff and Faculty Lunch & Learn on Mindfulness in the Workplace, February 2023

Co-Organizer, UW Foster M&O seminar series, 2022-2023

Member, UW Foster organizational behavior faculty hiring committee, 2022-2023

Performer, UW Foster MBA Karaoke Boogaloo fundraiser, May 2022

Instructor, Mock Class for Prospective MBA students, May 2022

Presenter, Foster Insights: Creating Better Workplaces and Better Lives, May 2022

(<https://youtu.be/S5ddLeEVfY>)

Presenter, workshop on the experimental method for UW Foster M&O PhD students, May 2022

Presenter, workshop on reviewing and media relations for UW Foster M&O PhD students, May 2022

Presenter, workshop on the experimental method for Carnegie Mellon PhD students, April 2022

Guest Speaker, Ryan Fehr's PhD course on Positive Organizational Scholarship, January 2022

Presenter, workshop on jobtalk preparation for UW Foster M&O PhD students, October 2021

Coordinator, Academic Life Seminar, UW Foster M&O PhD Program, 2021-2022

Judge, Case Competition for Foster Evening MBAs, September 2021

Presenter, "The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty" 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: Research Tips and Strategies from Prolific Junior Faculty" 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, Amazon

OTHER PROFESSIONAL EXPERIENCE

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

Research Assistant to Professor Don A. Moore, 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

Over 200 media mentions including: *The Atlantic*, *BBC World News*, *BBC Worklife*, *BloombergBusinessweek*, *Boston Globe*, *Business Insider*, *CBS TV 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*, *KCPQ-13 Fox*, *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*, *Seattle Met*, *Slate*, *South China Morning Post*, *Sydney Morning Herald*, *Thrive Global*, *Time*, *Vancouver Sun*, *Vice*, *The Washington Post*, *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