

# Andrew C. Hafenbrack, Ph.D.

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Michael G. Foster School of Business, University of Washington  
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## ACADEMIC POSITIONS

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### **Foster School of Business, University of Washington – Seattle, USA**

Associate Professor of Management & Organization (Tenure granted September 2023 – Present  
on May 17<sup>th</sup>, 2023)

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

### **ISCTE – University Institute of Lisbon, Business Research Unit (BRU-IUL), Portugal**

Fulbright Scholar April 2024 – July 2024

### **Católica Lisbon School of Business and Economics, Portugal**

Assistant Professor of Organizational Behavior September 2015 – June 2019

## EDUCATION

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**INSEAD**, Singapore and France 2010 – 2015

Doctor of Philosophy (**Ph.D.**) in Management, Organizational Behavior Area  
(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 Student, Management Department, Organizational Behavior Area

**Carnegie Mellon University**, Pittsburgh, PA 2005 – 2009

Bachelor of Science (**B.S.**) in Decision Science, Vocal Music minor, Italian language certificate  
College and University Honors, Phi Beta Kappa, National Merit Scholar  
Fourth year abroad at Moscow Art Theatre School, Russia, and Temple University Rome, Italy

## CITATIONS

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Google Scholar citations: 2512 (h-index: 15)

Web of Science citations: 924 (h-index: 12)

ResearchGate article downloads: 44,559

## REFEREED PUBLICATIONS

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**Hafenbrack, A. C.** (2026) Navigating the mindful mess: Reflections on virtue, evidence, and ethical science (Invited commentary). *Mindfulness*. <https://doi.org/10.1007/s12671-026-02840-8> [2024 journal impact factor: 3.5]

Bunjak, A., **Hafenbrack, A. C.**, Černe, M., & Bortoluzzi, G. (2026). Conceptual or Experimental Creative Method? The Missing Link between Mindfulness and Creativity. *Creativity and Innovation Management*. <https://doi.org/10.1111/caim.70056> [2024 journal impact factor: 3.7]

Aczel, B., Szaszi, B., Clelland, H. T., Kovacs, M., Schulz-Kümpel, H., Holzmeister, F., ... & Nosek, B. A. (In Press). Investigating the analytical robustness of the social and behavioural sciences. *Nature*. [2024 journal impact factor: 50.5; Consortium project with 607 authors]

**Hafenbrack, A. C.**, Barsade, S. G., Kinias, Z., & Falcão, H. (2024). On whether to meditate before a negotiation: Mindfulness slightly impairs value claiming in negotiation. *Negotiation and Conflict Management Research*, 17(4), 292-317. [2024 journal impact factor: 1.26]

Lagowska, U., Sobral, F., Jacob, J., **Hafenbrack, A. C.**, & Goldszmidt, R. (2024). Following community norms or an internal compass? The role of prospective leaders' social category membership in the differential effects of authentic and ethical leadership on stereotype threat. *Journal of Applied Psychology*, 109(5), 622–649. [2024 journal impact factor: 6.1]

*Media coverage: American University News, Blue Sky Thinking, The Conversation, Forbes France, Futurity, The Good Men Project, The Horizons Tracker, The HR Director, Phys.org*

Delios, A., Clemente, E., Wu, T., Tan, H., Wang, Y., ..., & Uhlmann, E.L. (2022). Examining the context sensitivity of research findings from archival data. *Proceedings of the National Academy of Sciences*, 119(30), e2120377119. [2024 journal impact factor: 11.2; 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. [2024 journal impact factor: 3.5]

**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. [2024 journal impact factor: 6.7]

*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. [2024 journal impact factor: 3.1; 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. [2024 journal impact factor: 19.8; 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. [2024 journal impact factor: 3.8]

*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. [2024 journal impact factor: 3.8]

*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. [2024 journal impact factor: 6.1]

*Co-lead authorship*

*Received 2<sup>nd</sup> 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, Sinclair National Television News, 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. [2024 journal impact factor: 9.8]

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. [2024 journal impact factor: 8.5; 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. [2024 journal impact factor: 3.1; 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. [2024 journal impact factor: 3.3]

*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. [2024 journal impact factor: 3.8]

**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. [2024 journal impact factor: 5.1]

*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

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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

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**Hafenbrack, A. C.,** Sim, S. H. S., Sguera, F., Peters, E. K., Reb, J., & Vohs, K. D. The aspirin metaphor: Using mindfulness meditation on-the-spot when needed to reduce anxiety and stress. *Under 2<sup>nd</sup> round review.*

*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.*

Shaffakat, S., Vongswasdi, Stewart, Otake, Laker, & **Hafenbrack**. Weaponized Satisfaction: Examining organizational processes that enable contrapower harassment in UK Business Schools. *Invited revision.*

Carvalho, J. C., Tavares, G. M., Sobral, F., **Hafenbrack, A. C.** Hue's in Charge? Skin Tone Bias in Leadership Endorsement and Strategies for Mitigation. *Under review.*

**Hafenbrack, A. C.,** Wu, W., & Moy, J. H. The effects of state mindfulness on voice behaviors. *Under review.*

**Hafenbrack, A. C.,** Kim, J. Y. S., & Galinsky, A. D. Mindfulness and power. *Working paper.*

**Hafenbrack, A. C.,** & Kim, J. Y. S. Mindfulness, performance, and leadership emergence. *Working paper.*

Bastos, R. W., **Hafenbrack, A. C.,** & Vohs, K.D. Mindfulness and marketing. *Working paper.*

Kim, J. Y. S., Avolio, B., & **Hafenbrack, A. C.** When Leaders Speak More but Write Less: A Cross-Medium Analysis of Power and Communication. *Data collection.*

Roldan, M., & **Hafenbrack, A. C.,** How Embarrassing: When a Display of the Self-Conscious Emotions of Shame, Guilt, and Embarrassment Backfires. *In preparation.*

Banerjee, A., & **Hafenbrack, A. C.** Evidence-based DEI initiatives. *Data collection.*

Dreisörner, A., Nater, U., Sherman, K., Visserman, M., & **Hafenbrack, A.** Self-compassion and break-ups. *In preparation.*

Ross, M., Sezer, O, & **Hafenbrack, A. C.** Mindfulness and self-presentation. *In preparation.*

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

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.*

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

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**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

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**Hafenbrack, A.**, & Falcão, H. (2025). Should you meditate before a negotiation? Meditation could help or hurt your negotiation performance, depending on where you're from. *Forbes India*, April 10.

**Hafenbrack, A.**, & Falcão, H. (2025). Should you meditate before a negotiation? Meditation could help or hurt your negotiation performance, depending on where you're from. *INSEAD Knowledge*, March 17.

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

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**Hafenbrack, A. C. (forthcoming).** "John Henderson at AEL-Span, LLC (A)," Ascend Case (number TBD)

**Hafenbrack, A. C.** (forthcoming). “John Henderson at AEL-Span, LLC (B),” Ascend Case (number TBD)

**Hafenbrack, A. C.** (forthcoming). “John Henderson at AEL-Span, LLC (A)(B),” Ascend Teaching Note (number TBD)

Hartmann, P., Locapo, M. L., Velez, M. B., **Hafenbrack, A.**, and Falcão, H. (2023).  
“ClothesOnDemand - Getting a Great Job (A): The Decision (Japanese),” INSEAD Case 08/2023-6444 [3p.]

Hartmann, P., Locapo, M. L., Velez, M. B., **Hafenbrack, A.**, and Falcão, H. (2023).  
“ClothesOnDemand - Getting a Great Job (B): Adventure (Japanese),” INSEAD Case 08/2023-6444 [3p.]

Hartmann, P., Locapo, M. L., Velez, M. B., **Hafenbrack, A.**, and Falcão, H. (2023).  
“ClothesOnDemand - Getting a Great Job (C): Machines (Japanese),” INSEAD Case number 08/2023-6444 [3p.]

Hartmann, P., Locapo, M. L., Velez, M. B., **Hafenbrack, A.**, and Falcão, H. (2023).  
“ClothesOnDemand - Getting a Great Job (D): The End? (Japanese),” INSEAD Case number 08/2023-6444 [2p.]

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

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### University of Washington Foster School of Business

#### MGMT 579 Mindful Decision Making (MBA elective), Instructor and Course Designer

Spring 2025 (33 Evening MBA students), combined median: **4.8** / 5

Winter 2024 (28 Evening MBA students), combined median: **4.8** / 5

Winter 2023 (34 Evening MBA students), combined median: **4.7** / 5

Spring 2022 (16 Full-Time MBA students), combined median: **4.2** / 5 (*partially online because I caught COVID-19*)

Spring 2022 (25 Evening MBA students), combined median: **4.1** / 5 (*partially online because I caught COVID-19*)

Spring 2021 (43 Full-Time MBA students), combined median: **4.5** / 5 (*online for COVID-19*)

Spring 2021 (31 Evening MBA students), combined median: **4.8** / 5 (*online for COVID-19*)

Spring 2020 (41 Evening MBA students), combined median: **4.5** / 5 (*online for COVID-19*)

#### MGMT 547 Successful Negotiations (Full-Time MBA elective), Instructor and Course Designer

Spring 2025 (45 students), combined median: **4.5** / 5

Winter 2024 (30 students), combined median: **4.7** / 5

Autumn 2022 (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 580 Psychological Foundations of Organizational Behavior (PhD Seminar), Instructor and Course Designer

Spring 2025 (6 PhD students), combined median: **5.0** / 5

Winter 2023 (6 PhD students), combined median: **5.0** / 5

#### MGMT 300 Leadership and Organizational Behavior, Instructor and Course Designer

Guest Lecturer for 1 session, Spring 2025, Course of PhD Student Asiya Bari

Summer B Term 2023 in Rome (13 undergraduate students), combined median: **4.5** / 5

#### IBUS 570 Study Tour to Portugal, Instructor and Course Designer

Winter 2025 (25 MBA students), combined median: **4.7** / 5

Winter 2023 (28 MBA students), combined median: **5.0** / 5

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

Autumn 2024 (47 MBA students), adjusted combined median: **2.9** / 5

Autumn 2024 (39 MBA students), adjusted combined median: **3.3** / 5

Autumn 2023 (44 MBA students), adjusted combined median: **4.4** / 5

Autumn 2023 (47 MBA students), adjusted combined median: **4.4** / 5

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

#### Executive Education

Amazon Executive Development Program, Ascend National Cohort (Foster Consulting and Business Development Center + JP Morgan Chase), Boeing Ed Wells Global Technical Leadership Program (repeatedly), Minority Business Executive Program, Open Enrollment Executive Development Program (Complex Problem Solving + Capstone)

MKTG 335 Principles of Selling Guest Lecturer for 2 sessions (Undergraduate elective course), Winter 2025, Course of Professor Barry Erickson

BA 501 Leading Teams and Organizations Guest Lecturer for 4 sessions (Full-Time MBA core course), Winter 2023 and 2024, 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 Professor 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 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**

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2025 “Star Teacher” classification, UW Foster MBA and PhD Programs, Spring  
2025 UW Foster Evening MBA Outstanding Faculty and Staff Service Award  
([https://www.youtube.com/live/Lj\\_JNMesNfU?si=ube5Vs00V-tmjAzI&t=3573](https://www.youtube.com/live/Lj_JNMesNfU?si=ube5Vs00V-tmjAzI&t=3573))  
2025 UW Foster Executive Development Program Faculty Teaching Award  
2025 UW Foster Evening MBA Class of 2025 Elective Professor of the Year Award  
2024 Summer DEI Focused Case Writing Grant  
2024 Best Reviewer Award, Organizational Behavior Division, AOM  
2024 Foster Purpose Research Grant  
2024 “Star Teacher” classification, UW Foster MBA Programs, Winter  
2023 UW Foster Evening MBA Outstanding Faculty Service Award  
(<https://www.youtube.com/live/hVUYSvO9ZKs?si=WM0AB7X7k34XOSs-&t=4631>)  
2023 **Fulbright U.S. Scholar Award** for 2023-2024 visit to Portugal  
(<https://www.fulbright.pt/andrew-hafenbrack/>)  
2023 “Star Teacher” classification, UW Foster MBA and PhD 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 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 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, 5<sup>th</sup> Avenue High School Theater Awards  
2002-2005 Ten First or Second Place awards at Seattle region or WA state music contests

## ADVISING

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Joy Kim, UW Foster, Ph.D. committee co-chair, Spring 2029  
Mateo Roldan, UW Foster, Ph.D. committee chair, Spring 2029  
Jason Moy, UW Foster, Ph. D. committee member, Spring 2027  
Jenson Lau, UW Foster, Ph.D. committee member, Spring 2027  
Marisa Mendes Fernandes Ribeiro Kulyk, ISCTE-IUL, Ph.D. project discussant, Spring 2027  
Anusuya Banerjee, UW Foster, Ph.D. committee co-chair, Summer 2025, first position at Indian School of Business - Hyderabad  
Carlina Conrad, IE, Ph.D. committee member, Fall 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-bachelor's advisor, Summer 2021, direct admitted to UW Foster undergraduate

## CONFERENCE PRESENTATIONS

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**Hafenbrack, A. C., & Kim, J. Y. S.** The Mindful Path to Leadership: An On-The-Spot Mindfulness Field Experiment on the Malleability of Control and Its Consequences for Performance and Leadership Emergence

➤ *OBHDP paper development workshop*, Shanghai, China

**Hafenbrack, A. C., Kim, J. Y. S., Wu, E. S., & Galinsky, A. D.** How the Empowering Effects of Mindfulness Meditation Improve Work Performance and Civility

➤ *Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania

**Hafenbrack, A. C., Sim, S., Sguera, F., Peters, E. K., Reb, J., & Vohs, K. D.** An Aspirin Metaphor Theory of Mindfulness: Using Meditation When Needed to Reduce Anxiety and Stress. [*first two authors co-lead*]

➤ *Asia Pacific Management Conference*, Yokohama, Japan

**Hafenbrack, A. C., Wu, W., Wu, E. S., & Moy, J. H.** The effects of state mindfulness on voice behaviors.

➤ *Annual Meeting of the Academy of Management*, Copenhagen, Denmark

Kim, J. Y. S., Avolio, B., & **Hafenbrack, A. C.** When Leaders Speak More but Write Less: A Cross-Medium Analysis of Power and Communication.

➤ Poster at *Annual Meeting of the Academy of Management*, Copenhagen, Denmark

Bastos, R. W., **Hafenbrack, A. C.**, & Vohs, K.D. Mindfulness and marketing. *In preparation.*

➤ *Annual Meeting of the Academy of Management*, Copenhagen, Denmark

**Hafenbrack, A. C.** (June, 2024). Session chair “Mindfulness and Employee Well-Being” *European Academy of Management Conference*, Bath, UK.

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

➤ *Annual Meeting of the Academy of Management*, Chicago, IL

- *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.

- *Annual Meeting of the Academy of Management*, Chicago, IL
- *European Academy of Management*, Bath, England.
- Poster at *Society of Personality and Social Psychology Annual Convention*, San Diego, CA.
- 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

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- 2026 Korea University Business School, Seoul, South Korea (scheduled)  
Ewha Womans University, Seoul, South Korea (scheduled)  
Lee Kong Chian School of Business, Singapore Management University, Singapore  
Seoul National University, South Korea  
SKK Graduate School of Business, Sungkyunkwan University, Seoul, South Korea  
FGV-EBAPE, Rio de Janeiro, Brazil  
Católica Lisbon School of Business & Economics, Portugal  
KEDGE Business School, Bordeaux, France
- 2025 Católica Lisbon School of Business & Economics, Portugal
- 2024 IE Business School, Madrid, Spain  
Católica Lisbon School of Business & Economics, Portugal  
NEOMA, Paris, France  
ESSEC, Cergy, France  
ISCTE-IUL BRU, Lisbon, Portugal
- 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**

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Editorial Board Member:

Journal of Applied Psychology, January 2021-December 2026  
Journal of Personality & Social Psychology, January 2024-  
Organizational Behavior & Human Decision Processes, January 2021-

Ad Hoc Reviewer:

Academy of Management Journal  
Acta Psychologica  
Administrative Science Quarterly  
Baltic Journal of Psychology  
British Journal of Social Psychology  
Cogent Business & Management  
Cognition and Emotion  
Cognitive Processing  
Computers in Human Behavior  
Current Psychology  
European Journal of Personality  
Experimental Psychology  
Frontiers in Psychology  
Group Processes & Interpersonal Relations  
Harvard Business Press (a book)  
Higher Education  
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 Business Venturing  
Journal of Cognitive Enhancement  
Journal of Cross-Cultural Psychology  
Journal of Economic Behavior and Organization  
Journal of Experimental Social Psychology  
Journal of General Management  
Journal of Occupational Health Psychology

Journal of Research in Personality  
Journal of Social Marketing  
Journal of Sustainable Tourism  
Journal of Yoga Practice and Physiotherapy  
A Journey Toward Influential Scholarship: Insights from Leading Management Scholars  
Leadership Quarterly  
Mindfulness  
National Science Foundation  
Nature Communications Psychology  
NeuroImage  
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  
Personnel Psychology  
Personnel Review  
Psychological Reports  
Psychological Science  
Psychology Research and Behavior Management  
Scandinavian Journal of Psychology  
Social Psychological and Personality Science  
Stress and Health  
Swiss National Science Foundation  
Theory & Decision  
Trends in Cognitive Science

Conference Reviewer:

Academy of Management Annual Meetings, 2013-2025  
European Academy of Management Conference, 2018-2024  
International Association of Conflict Management, 2012, 2014-2015, 2018  
INEKA Conference, 2019  
Western Academy of Management, 2020, 2022

Presenter, workshop at KEDGE Business School on the experimental method, January 2026  
Presenter, “Branding Yourself with Research Identity” Organizational Behavior Division Pre-  
Doctoral Consortium PDW, 2025 Academy of Management, Copenhagen, DK  
Panelist, “Negotiating Your Job Offer” Conflict Management Division Doctoral Student/Post-Doc  
Consortium PDW, 2025 Academy of Management, Copenhagen, DK  
Presenter, workshop on jobtalk preparation for UW Foster M&O PhD students, April 2025  
Pie Target, UW Foster MBAs Challenge 4 Charity Fundraiser, January 2025 ([bit.ly/4b4otgQ](https://bit.ly/4b4otgQ))  
Judge, Portugal Fulbright Commission All Disciplines and FCT U.S. Scholar Awards, January 2025

Organizer, M&O Department Rapid Research Sessions, Winter and Spring 2025  
Organizer, M&O Department Faculty and PhD Student karaoke, December 2024-June 2025  
Presenter, “Small Amounts of Meditation Can Change Your life”, Seattle Sunday Assembly 1 year anniversary meeting, November 2024  
Presenter, “Small Amounts of Meditation Can Change Your life”, UW Foster MBA alumni Brunch & Learn, September 2024  
M&O Department Micro-Side PhD Coordinator, September 2024-August 2025  
Presenter, “Branding Yourself with Research Identity” Conflict Management Division Junior Faculty Consortium PDW, 2024 Academy of Management, Chicago, IL  
Facilitator, round-table discussion between U.S. and Portuguese Fulbright Grantees, June 2024  
Presenter, workshop at ISCTE on creativity and pedagogical choices, May 2024  
Member, M&O Department Chair Search Committee, Spring 2024  
Presenter, UW-IT Customer Service DEI Group talk on Mindfulness in the Workplace, January 2024  
Guest Speaker, Ryan Fehr’s PhD course on Positive Organizational Scholarship, January 2024  
Presenter, guest lecture on culture for Chinese entrepreneurs visiting Seattle, November 2023  
Member, UW Foster Master’s Program Committee, 2023-  
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, 2022-2024  
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/S5ddLeEVfvY>)  
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**

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Alexion Pharmaceuticals (acquired by Astra-Zaneca), Amazon, The Asian Banker, Horizon Air, Lululemon, Microsoft

## **OTHER PROFESSIONAL EXPERIENCE**

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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

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Academy of Management, 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

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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

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Nationalities: United States and Portugal

Languages: native English, intermediate Portuguese and Italian, basic Korean, Russian, and Spanish

Additional training: Spanish language course at Bellevue College (2003); Summer Intensive at Rhodopi International Theater Collective in Bulgaria (2008); 2 month internship at Double Edge Theater (2010), 12 weeks of Russian language at Moscow State University (2010); 5 weeks of Korean language at Seoul National University (2013); “So You Want to Write a Musical” workshop with Kooman & Dimond at Pittsburgh CLO (2020); Intermediate Portuguese (PORT 201 & PORT 203), Principles of Selling (MKTG 335), and Acting (DRAMA 252) at University of Washington (2024-2025)

Hobbies: cooking and eating food, playing and listening to music, playing with my children, going on adventures