

William W. Maddux

Curriculum Vitae

Organizational Behavior Area
Kenan-Flagler School of Business
University of North Carolina at Chapel Hill
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Current Academic Appointment

- 2017 – : Professor of Organizational Behavior, Edward M. O'Herron Scholar
Kenan-Flagler School of Business, University of North Carolina at Chapel Hill

Previous Full-Time Academic Appointments

- 2016 – 2018: Professor of Organisational Behaviour, INSEAD (on LOA in 2017-2018)
- 2011 – 2016: Associate Professor of Organisational Behaviour, INSEAD
- 2006 – 2011: Assistant Professor of Organisational Behaviour, INSEAD
- 2004 – 2006: Visiting Assistant Professor of Management and Organizations & Post-Doctoral Fellow at the Dispute Resolution Research Center, Kellogg School of Management, Northwestern University

Visiting Academic Appointments

- July 2016 – June 2017: Visiting Professor, Kenan-Flagler Business School, University of North Carolina at Chapel Hill
- February – April, 2013: Visiting Associate Professor, The Wharton School, University of Pennsylvania
- June – August, 2008: Visiting Assistant Professor, Kellogg School of Management, Northwestern University

Education

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|-------|---|
| Ph.D. | Ohio State University (2004)
Major Area: Psychology
Specialization: Social Psychology |
| M.A. | Ohio State University (2001)
Major Area: Psychology
Specialization: Social Psychology |
| B.A. | Johns Hopkins University (1995)
Major: Psychology (<i>Graduated Phi Beta Kappa</i>) |

Research Interests

- Cross-Cultural Psychology
- Creativity
- Decision-Making
- Negotiations and Conflict Management
- Evolutionary Psychology
- Leadership

Professional Publications: Peer-Reviewed Journal Articles

(*current or former student of co-author)

(**current or former student)

(#shared first-author)

**Affinito, S.J., **Antoine, G.E., & Gray, K., & Maddux, W.W. (2023). Negative multicultural experiences can increase intergroup bias. *Journal of Experimental Social Psychology*, 109, 104498.

*Nayani, F., Yuki, M., Maddux, W.W., & Schug, J. (2023). Lay theories regarding emotion recognition explain cultural differences in willingness to wear facial masks during the COVID-19 pandemic. *Current Research in Ecological and Social Psychology*, 4, 100089.

Ronay, R., Maddux, W.W., & von Hippel, W. (2022). The cocksure conundrum: How evolution created a gendered currency of corporate overconfidence. *Adaptive Human Behavior and Physiology*, 8(4), 557- 578.

Maddux, W.W., *Lu, J. G., **Affinito, S.J., & Galinsky, A.D. (2021). Multicultural experiences: A systematic review and new theoretical framework. *Academy of Management Annals*, 15(2), 345-376.

- **Outstanding Publication Award, International Association of Conflict Management, 2023**
- **Best Paper Award, Academy of Management Annals, 2022**

Ronay, R., Maddux, W.W., & von Hippel, W. (2020). Inequality rules: Resource distribution and the evolution of dominance- and prestige-based leadership. *The Leadership Quarterly*, 101246.

**San Martin, A., *Schug, J., & Maddux, W.W. (2019). Relational mobility and cultural differences in analytic and holistic thinking. *Journal of Personality and Social Psychology*, 116(4), 495-518.

Janssens, M., Maddux, W.W. & *Nyugen, T. (2019). Globalization: Current issues and future research directions. *Negotiations and Conflict Management Research*, 12(2), 174-185.

**San Martin, A., Sinaceur, M., *Thompson, S., **Madi, A., Maddux, W.W., & Kitayama, S. (2018). Self-assertive interdependence in Arab culture. *Nature: Human Behaviour*, 2, 830-837.

**Adam, H., **Obodaru, O., *Lu, J.G., Maddux, W.W., & Galinsky, A.D. (2018). The shortest path to oneself leads around the world: Living and working abroad increase self-clarity. *Organizational Behavior and Human Decision Processes*, 145, 16-29.

*Lu, J.G., **Hafenbrack, A.C., Eastwick, P.W., Wang, D., Maddux, W.W., & Galinsky, A.D. (2017). “Going out” of the box: Close intercultural relationships spark creativity, workplace innovation, and entrepreneurship. *Journal of Applied Psychology*, 102, 1091-1108.

- *Lu, J.G., Quoidbach, J., Gino, F., Chakroff, A., Maddux, W.W., & Galinsky, A.D. (2017). The dark side of going abroad: How broad foreign experiences increase immoral behavior. *Journal of Personality and Social Psychology*, 112(1), 1-16.
- Frank, D.H., Wertenbroch, K., & Maddux, W.W. (2015). Performance pay or redistribution? Cultural differences in just-world beliefs and preferences for wage inequality. *Organizational Behavior and Human Decision Processes*, 130, 160-170.
- Galinsky, A.D., Todd, A.R., Homan, A.C., Phillips, K.W., Apfelbaum, E., Sasaki, S.J., Richeson, J.A., Olayon, J.B., & Maddux, W.W. (2015). Maximizing the gains and minimizing the pains of diversity: A policy perspective. *Perspectives on Psychological Science*, 10(6), 742-748.
- Godart, F., Maddux, W.W., Shipilov, A., & Galinsky, A.D. (2015). Fashion with a foreign flair: Professional experiences abroad facilitate the creative innovations of organizations. *Academy of Management Journal*, 58(1), 195-220.
- Maddux, W.W., **Hafenbrack, A.C., Tadmor, C.T., **Bivolaru, E., & Galinsky, A.D. (2014). Expanding opportunity by opening your mind: Multicultural engagement predicts job offers through longitudinal increases in integrative complexity. *Social Psychological and Personality Science*, 5(5), 608-615.
- *Cao, J., Galinsky, A.D., & Maddux, W.W. (2014). Does travel broaden the mind? Breadth of foreign experiences increases generalized trust. *Social Psychological and Personality Science*, 5(5), 517-525.
- Sinaceur, M., Maddux, W.W., *Vasiljevic, D., Perez Nuckel, R., & Galinsky, A.D. (2013). Good things come to those who wait: Late first offers facilitate creativity in negotiations. *Personality and Social Psychology Bulletin*, 39(6), 814-825.
- Gilin, D., Maddux, W.W., *Carpenter, J., & Galinsky, A.D. (2013). Using both your head and your heart to manage conflict: The role of perspective-taking and empathy in mixed-motive interactions. *Personality and Social Psychology Bulletin*, 39(1), 3-16.
- Tadmor, C., Galinsky, A.D., & Maddux, W.W. (2012). Getting the most out of living abroad: Biculturalism and integrative complexity as key drivers of creative and professional success. *Journal of Personality and Social Psychology*, 103(3), 520-542.
- Maddux, W.W., Kim, P.H., Okumura, T., & Brett, J.M. (2011). Cultural differences in the function and meaning of apologies. *International Negotiation*, 16, 405-425.
- Swaab, R., Maddux, W.W., & Sinaceur, M. (2011). Early words that work: When and how virtual linguistic mimicry facilitates negotiation outcomes. *Journal of Experimental Social Psychology*, 47(3), 616-621.
- Maddux, W.W., *Yang, H., *Falk, C., **Adam, H., Adair, W., Endo, Y., Carmon, Z., & Heine, S.J. (2010.) For whom is parting with possessions more painful? Cultural differences in the endowment effect. *Psychological Science*, 21(12), 1910-1917.
- *Schug, J., Yuki, M., & Maddux, W.W. (2010). Relational mobility explains between- and within-culture differences in self-disclosure toward close friends. *Psychological Science*, 21(10), 1471-1478.
- Maddux, W.W., **Adam, H., & Galinsky, A.D. (2010). When in Rome...learn why the Romans do what they do: How multicultural learning experiences enhance creativity. *Personality and Social Psychology Bulletin*, 36(6), 731-741.

- **Adam, H., Shirako, A., & Maddux, W.W. (2010). Cultural variance in the interpersonal effects of anger in negotiations. *Psychological Science*, 21(6), 882-889.
- Maddux, W.W., & Galinsky, A.D. (2009). Cultural borders and mental barriers: The relationship between living abroad and creativity. *Journal of Personality and Social Psychology*, 96(5), 1047-1061.
- Ashton-James, C., Maddux, W.W., Galinsky, A.D., & Chartrand, T.L. (2009). Who I am depends on how I feel: The role of affect in the expression of culture. *Psychological Science*, 20(3), 340-346.
- Maddux, W.W., Leung, K.Y., Chiu, C.Y., & Galinsky, A.D. (2009). Toward a more complete understanding of the link between multicultural experience and creativity. *American Psychologist*, 64(2), 156-158.
- Maddux, W.W., Mullen, E., & Galinsky, A.D. (2008). Chameleons bake bigger pies and take bigger pieces: Strategic behavioral mimicry facilitates negotiation outcomes. *Journal of Experimental Social Psychology*, 44(2), 461-468.
- Leung, K.Y., Maddux, W.W., Galinsky, A.D., & Chiu, C.Y. (2008). Multicultural experience enhances creativity: The when and how. *American Psychologist*, 63(3), 169-181.
- Galinsky, A.D., Maddux, W.W., Gilin, D., & White, J.B. (2008). Why it pays to get inside the head of your opponent: The differential effects of perspective-taking and empathy in negotiations. *Psychological Science*, 19(4), 378-384.
- Maddux, W.W., Galinsky, A. D., Cuddy, A. J. C., & Polifroni, M. (2008). When being a model minority is good...and bad: Realistic threat explains negativity toward Asian Americans. *Personality and Social Psychology Bulletin*, 34(1), 74-89.
- Yuki, M., Maddux, W.W., & Masuda, T. (2007). Are the windows to the soul the same in the East and West? Cultural differences in using the eyes and mouth as cues to recognize emotions in Japan and the US. *Journal of Experimental Social Psychology*, 43(2), 303-311.
- Maddux, W.W., & Yuki, M. (2006). The "ripple effect": Cultural differences in perceptions of the consequences of events. *Personality and Social Psychology Bulletin*, 32(5), 669-683.
- Maddux, W.W., & Brewer, M.B. (2005). Gender differences in the relational and collective bases for trust. *Group Processes and Intergroup Relations*, 8(2), 159-171.
- #Yuki, M., Maddux, W.W., Brewer, M.B., & Takemura, K. (2005). Cultural differences in relationship- and group-based trust. *Personality and Social Psychology Bulletin*, 31(1), 48-62.
- Maddux, W. W., Barden, J., Brewer, M.B., & Petty, R.E. (2005). Saying no to negativity: The effects of context and motivation to control prejudice on automatic evaluative responses. *Journal of Experimental Social Psychology*, 41(1), 19-35.
- Barden, J., Maddux, W. W., Petty, R.E., & Brewer, M.B. (2004). Contextual moderation of racial bias: The impact of social roles on controlled and automatically activated attitudes. *Journal of Personality and Social Psychology*, 87(1), 5-22.
- Van Baaren, R., Maddux, W.W., Chartrand, T.L., de Bouter, C., & van Knippenberg, A. (2003). It takes two to mimic: Behavioral consequences of self-construals. *Journal of Personality and Social Psychology*, 84(5), 1093-1102.

Professional Publications: Book Chapters

- von Hippel, W., Ronay, R., & Maddux, W.W. (2016). Of baboons and elephants: Inequality and the evolution of immoral leadership. In *The Social Psychology of Morality (Sydney symposium of social psychology series 18)*, Joseph Forgas, Lee J. Jussim, Paul A. M. Van Lange (Eds.) Taylor and Francis, 289-303.
- Maddux, W.W. (2011). A moveable feast: How transformational cross-cultural experiences facilitate creativity. In Kramer, R., Leonardelli, G.J., & Livingston, R. (eds.), *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift In Honor of Marilyn B. Brewer*. Association for Psychological Science Festschrift series, pp. 339-360. New York: Psychology Press
- Galinsky, A.D., Gilin, D., & Maddux, W.W. (2011). Using both your head and your heart to manage conflict: The role of perspective-taking and empathy in mixed-motive interactions. In J.P. Forgas, A.W. Kruglanski, and K.D. Williams, (eds.), *The Sydney Symposium in Social Psychology*, 103-118. New York, NY: Psychology Press
- Zhong, C., McGee, J. C., Maddux, W. W., & Galinsky, A. D. (2006). Power, culture, and action: Considerations in the expression and enactment of power in East Asian and Western societies. In E. A. Mannix, M. A. Neale, & Y. Chen (Eds.), *Research on Managing in Teams and Groups* (Vol. 9, 53-73). Greenwich, CT: Elsevier Science Press.
- Chartrand, T.L., Maddux, W.W., & Lakin, J.L. (2005). Beyond the perception-behavior link: The ubiquitous utility and motivational moderators of nonconscious mimicry. In R. Hassin, J. Uleman, & J.A. Bargh (Eds.), *Unintended Thought 2: The New Unconscious* (pp. 334-361). New York: Oxford University Press.

Professional Publications: Practitioner Articles

- **Adam, H., **Obodaru, O., Lu, G., Maddux, W.W., & Galinsky, A.D. (2018). How living abroad helps you develop a clearer sense of self. *Harvard Business Review*, May 22. (online).
- Maddux, W.W., *Lu, J.G., & Galinsky, A.D. (2017) Watch out for the well-travelled. *INSEAD Knowledge*, May 26. (online)
- Maddux, W.W., & **Hafenbrack, A.C. (2017). Cross-cultural bonding leads to higher creativity. *INSEAD Knowledge*, April 21. (online)
- Wertenbroch, K., Frank, D.H., and Maddux, W.W. (2015). Are wage inequalities fair? *INSEAD Knowledge*, October 13, 2015. (online)
- Maddux, W.W., & Galinsky, A.D. (2014). The multicultural edge: Creativity, trust, and more job offers. *INSEAD Knowledge*, March 3, 2014. (online)
- Maddux, W.W., & Galinsky, A.D. (2013). Multicultural experiences: Making the world creative, innovative...and flat! *INSEAD Knowledge*, July 25. (online)
- Maddux, W.W., Kim, P. H. & Okumura, T., & Brett, J.M. (2012). Why “I’m sorry” doesn’t always translate. *Harvard Business Review*, June, p. 26.
- Maddux, W.W., Galinsky, A.D., & Tadmor, C.T. (2010). Be a better manager: Live abroad. *Harvard Business Review*, September, p. 24.

Galinsky, A.D., & Maddux, W.W. (2010). Fostering creativity through foreign experience. *Rotman*, 84-86.

Galinsky, A.D., Maddux, W.W., & Ku, G. (2006). The view from the other side of the table. *Negotiation*, 9(3), 1-5.

Professional Publications: Teaching Cases

Maddux, W.W., & Huang, L. (2024). *Outside Offer v. 2023*. Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.

Maddux, W.W., Swaab, R.I., Tanure, B., & Williams, E. (2014). *Ricardo Semler: A Revolutionary Model of Leadership*. INSEAD Case #04/2014-5982.

Maddux, W.W., & Swaab, R.I. (2014). *Annual Review*. INSEAD Case #05/2014-6068.

Maddux, W.W., & Petriglieri, G. (2008). *The Hype: The next album decision*. INSEAD Case #02/2008-5470.

Maddux, W.W. (2008). *Outside Offer*. Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.

Selected Media Coverage of Research

Living abroad and self-clarity: Washington Post, Forbes, Boston Globe, Quartz, CNBC

Intercultural relationships and creativity: National Public Radio

Working Abroad and Creativity in the Fashion Industry: Financial Times, Le Monde, Wall Street Journal, The Atlantic, The New York Times

Travel Abroad and Trust: The Atlantic, The New York Times, Boston Globe

Multicultural Engagement and Job Offers: Time

Living Abroad and Creativity: The Economist, BBC, BBC Radio, CNN, The New York Times (Freakonomics Blog), The Financial Times, the Wall Street Journal, Newsweek, US News & World Report, The Atlantic, Forbes, ABC News, BusinessWeek, Boston Globe, Scientific American, The Daily Mail, National Geographic, "Explained" (Netflix show)

Mimicking and Negotiations: The Economist, The Washington Post, The Globe and Mail

Anger, culture, and negotiations: Los Angeles Times, Reuters

Perspective Taking and Negotiations: The Economist, Forbes, Scientific American

Gender Differences in Trust: Chicago Sun-Times, National Public Radio

Culture and Emotion Interpretation: Le Monde, Psychology Today

University Seminars

Cornell University, Johnson School of Management/ILR School (postponed, Covid)
University of Virginia, Darden School of Business/McIntire School (2019)
Duke University, Fuqua School of Business (2017)
New York University, Stern School of Business (2017)
University of North Carolina-Chapel Hill, Social Psychology Program (2017)
University of North Carolina-Chapel Hill, Kenan-Flagler School of Business (2016, 2005)
University of Southern California, Marshall School of Business (2016)
Washington University, Olin School of Business (2016)
University of California-Los Angeles, Anderson School of Business (2015)
Stanford Graduate School of Business (2013)
Wharton School (2013)
Columbia Business School (2013)
University of Pennsylvania, Positive Psychology Group (2013)
Rice University, Jones School of Business (2012)
University College London, Management Science Department (2012)
Université Paris-Descartes, Social Psychology Program (2012)
European School of Business & Technology (ESMT, Berlin) (2011)
University of Kent (UK), Psychology Department (2010)
Harvard Business School (2007)
University of Illinois, Champaign-Urbana, Social Psychology Program (2006)
University of Toronto, Rotman School of Business (2006)
University of Texas-Austin, McCombs School of Business (2006)
INSEAD (2005)
London Business School (2005)
Melbourne Business School (2005)
University of Wisconsin-Madison, Social Psychology Program (2005)
Northwestern University, Social Psychology Program (2005)
Northwestern University, Kellogg School of Management (2004)

Conference and Invited Presentations

McElroy, T., Wellman, N., & Woodruff, T., & Maddux, W.W. (2023). *From studying abroad to leading at home: Short multicultural experiences can facilitate leadership development*. Academy of Management, Boston, MA.

Affinito, S., Maddux, W.W., Antoine, G.E., & Gray, K. (2021). *Eat, Pray...Hate? Negative Multicultural Experiences Can Increase Intergroup Bias*. Academy of Management, Philadelphia, PA.

Antoine, G.E., Maddux, W.W., Chen, X-P., & Sanchez-Burks, J. (2020). *Social Norms in Organizations*. Academy of Management, Vancouver, Canada.

Lu, J.G., Swaab, R.I., Maddux, W.W., & Galinsky, A.D. (August, 2019). *Leader International Experiences Influence the Success of Multinational Teams*. Academy of Management, Boston, MA.

Lu, J.G., Bivolaru, E., Maddux, W.W., & Galinsky, A.D. (July, 2018). *Building the Tower of Babel: How and when international experiences foster effective leadership*. International Association for Conflict Management, Philadelphia, PA.

Janssens, M. & Maddux, W.W. (April, 2018). *Globalization*. Kellogg Culture and Negotiations Conference, Evanston, IL.

- Lu, J. G., Hafenbrack, A. C., Eastwick, P. W., Wang, D. J., Maddux, W. W., & Galinsky, A. D. (July, 2017). *"Going out" of the box: Close intercultural friendships and romantic relationships spark creativity, workplace innovation, and entrepreneurship*. International Association of Cross-Cultural Psychology, Warsaw, Poland.
- Ronay, R., Maddux, W.W., & von Hippel, W. (September, 2016). *Inequality rules: Resource distribution and the evolution of dominance- and prestige-based leadership*. Society for Experimental Social Psychology, Santa Monica, CA.
- Lu, G., Hafenbrack, A.C., Eastwick, P.W., Maddux, W.W., & Galinsky, A.D. (August, 2016). *"Going out" of the box: Cross-cultural dating enhances creativity*. Academy of Management. Anaheim, CA.
- Lu, G., Galinsky, A.D., Maddux, W.W. (January, 2016). *The dark side of multicultural experiences*. Society for Personality and Social Psychology, San Diego, CA.
- Lu, G., Galinsky, A.D., Maddux, W.W. (August, 2015). *The dark side of multicultural experiences*. Academy of Management. Vancouver, Canada.
- Maddux, W.W. (June, 2015). *A moveable feast: How transformational cross-cultural experiences facilitate creativity and professional performance*. 32nd INSEAD Sustainability Executive Roundtable. Fontainebleau, France.
- Maddux, W.W., Godart, F., Shipilov, A., & Galinsky, A.D. (September, 2013). *A flair for foreign fashion: Individual professional multicultural experiences predict organizational creativity*. Society for Experimental Social Psychology Conference. Berkeley, CA.
- Godart, F., Maddux, W.W., Shipilov, A., & Galinsky, A.D. (June, 2013). *A flair for foreign fashion: Individual professional multicultural experiences predict organizational creativity*. New Directions in Leadership Research Conference. Fontainebleau, France.
- Maddux, W.W. (June, 2013). *A moveable feast: How transformational cross-cultural experiences facilitate creativity and professional performance*. INSEAD-LBS Organisational Behaviour Consortium. London, UK.
- Maddux, W.W. (April, 2013). *A moveable feast: How transformational cross-cultural experiences facilitate creativity and professional performance*. Annual Conference for the Center for Culture, Mind, and Brain. University of Michigan, Ann Arbor, MI.
- Godart, F., Maddux, W.W., Shipilov, A., & Galinsky, A.D. (August, 2012). *A flair for fashion: Professional multicultural experiences predict creativity in the fashion industry*. Academy of Management, Boston, MA.
- Maddux, W.W. (July, 2012). *A moveable feast: How transformational cross-cultural experiences facilitate creativity and professional performance*. Southampton Symposium, University of Southampton, United Kingdom.
- Maddux, W.W., & Galinsky, A.D. (July, 2011). *A moveable feast: How transformational cross-cultural experiences facilitate creativity and professional performance*. European Association for Social Psychology, Stockholm, Sweden.
- Schug, J., Yuki, M., & Maddux, W.W. (July, 2010). *The impact of relational mobility on between- and within-culture differences in self-disclosure toward close friends*. International Association for Cross-Cultural Psychology, Melbourne, Australia.
- Maddux, W.W. (June, 2010). *Teaching Outside Offer*. International Association for Conflict Management, Pre-conference on teaching negotiations. Boston, MA.

- Maddux, W.W. (June, 2010). *Navigating a Flat World: Decision-Making and Negotiations Across Cultures*. INSEAD Leadership Initiative Seminar.
- Maddux, W.W. (May, 2010). *Cultural borders and mental barriers: Living in and adapting to foreign cultures facilitates creativity*. INSEAD, Strategy Day Seminar.
- Zhong, C., Galinsky, A.D., Magee, J.C., & Maddux, W.W. (February, 2010). *The cultural contingency of power: Conceptual associations and behavioral consequences*. Society for Personality and Social Psychology, Las Vegas, NV.
- Maddux, W.W., & Huy, Q. (November, 2009). *Culture and strategic change*. INSEAD Organisations and Markets Seminar.
- Galinsky, A.D., Maddux, W.W., Tadmor, C. T., Adam, H., Leung, A. K-y., Gregersen, H.B., & Dyer, J.H. (August, 2009). *Diverse cultural experiences facilitate creativity and innovation*. Academy of Management, Chicago, IL.
- Adam, H., Shirako, A., & Maddux, W.W. (August, 2009). *The influence of culture on the interpersonal effects of anger in negotiations*. Academy of Management, Chicago, IL.
- Maddux, W.W., Brett, J.M., Okumura, T., & Kim, P.H. (June, 2009). *Cultural differences in the function and meaning of apologies*. International Association for Conflict Management, Kyoto, Japan.
- *Maddux, W.W. & Galinsky, A.D. (February, 2009). *Cultural borders and mental barriers: Living in and adapting to foreign cultures facilitates creativity*. Society for Personality and Social Psychology, Tampa, Florida. (*symposium chair)
- Maddux, W.W. & Galinsky, A.D. (October, 2008). *Cultural borders and mental barriers: Living in and adapting to foreign cultures facilitates creativity*. Society for Experimental Social Psychology, Sacramento, CA.
- Maddux, W.W. & Galinsky, A.D. (October, 2008). *Cultural borders and mental barriers: Living in and adapting to foreign cultures facilitates creativity*. INSEAD-LBS Organizational Behavior Conference, Fontainebleau, France.
- Maddux, W.W., Galinsky, A.D., Dyer, J.H., & Gregersen, H. (August, 2008). *Multicultural experience and entrepreneurial innovation*. Academy of Management, Los Angeles, CA.
- Gilin, D., Maddux, W.W., & Galinsky, A.D. (August, 2008). *The value of perspective-taking versus empathy in cognitive and emotion-based conflicts*. Academy of Management, Los Angeles, CA.
- Maddux, W.W. (February, 2008). *Cultural borders and mental barriers: Living in and adapting to foreign cultures facilitates creativity and innovation*. Society for Personality and Social Psychology, Culture Pre-Conference. Albuquerque, New Mexico.
- Maddux, W.W., Mullen, E., & Galinsky, A.D. (August, 2007). *Chameleons bake bigger pies and take bigger pieces: Strategic behavioral mimicry facilitates negotiation outcomes*. Academy of Management, Philadelphia, PA.
- Zhong, C., Magee, J.C., Maddux, W.W., & Galinsky, A.D. (August, 2006). *Power, culture, and action: Cultural considerations in the expression and enactment of power*. Academy of Management, Honolulu, HI.

- Maddux, W.W., & Galinsky, A.D. (June, 2006). *Cultural borders and mental barriers: Multicultural experience facilitates creative thinking and problem solving*. International Association for Conflict Management, Montreal, Quebec.
- Maddux, W.W. (August, 2005). *The "ripple effect": Cultural differences in subjective perceptions of responsibility*. Academy of Management, Honolulu, HI.
- Zhong, C., Magee, J.C., Maddux, W.W., & Galinsky, A.D. (May, 2005). *Power, culture, and (in)action: Cultural considerations in the expression and enactment of power*. Research on Managing Groups and Teams, Cornell University.
- Brewer, M.B., Maddux, W.W., & Yuki, M. (January, 2004). *Bases of ingroup trust: Culture and gender differences*. Society of Personality and Social Psychology, Austin, TX.
- Barden, J., Maddux, W. W., Petty, R.E., & Brewer, M.B. (May, 2003). *Contextual moderation of racial preferences: The impact of social roles on automatically activated attitudes*. Midwestern Psychological Association, Chicago, IL.
- Brewer, M.B., Yuki, M., & Maddux, W.W. (October, 2002). *Self, relational, and group identity: Consequences for a cross-cultural investigation of depersonalized trust*. Society of Experimental Social Psychology, Columbus, OH.
- Maddux, W.W., & Chartrand, T.L. (May, 2002). *Wa and wasabi: The effects of self-construals on nonconscious mimicry*. Midwestern Psychological Association, Chicago, IL.
- Barden, J., Maddux, W. W., Petty, R.E., & Brewer, M.B. (May, 2002). *Contextual moderation of automatic racial attitudes*. Midwestern Psychological Association, Chicago, IL.
- Maddux, W. W., Barden, J., Brewer, M.B., & Petty, R.E. (May, 2001). *Motivation to control prejudice and its effect on implicit racial attitudes*. Midwestern Psychological Association, Chicago.
- Barden, J., Maddux, W. W., Petty, R.E., & Brewer, M.B. (May, 2001). *Contextual moderation of implicit racial attitudes*. Midwest Psychological Association, Chicago.

Poster Presentations

- Rodriguez-Mincy, D., Affinito, S., Antoine, G., Gray, K., & Maddux, W.W. (February, 2024). *Broad multicultural living experiences lead to "moral compression."* Society for Personality and Social Psychology, San Diego, CA.
- Lu, G., Galinsky, A.D., Maddux, W.W. (January, 2016). *The dark side of multicultural experiences*. Society for Personality and Social Psychology, San Diego, CA.
- Maddux, W.W., San Martin, A., Sinaceur, M., & Kitayama, S. (July, 2011). *In the middle between East and West: Implicit cultural orientations in Saudi Arabia*. International Association for Conflict Management, Istanbul, Turkey.
- Park, H., Maddux, W.W., & Kitayama, S. (February, 2009). *Are the French interdependent? Regional variation in Western Europe*. Society of Personality and Social Psychology, Tampa, FL.
- Schug, J., Yuki, M., & Maddux, W.W. (February, 2008). *Cultural differences in the function of self-disclosure: An examination from the socio-ecological approach*. Society of Personality and Social Psychology, Tampa, FL.

- Maddux, W.W., Lau, I., Chiu, C.Y., Hong, Y.Y., & Yuki, M. (February, 2008). *Beneath the surface of the "ripple effect": Understanding the underlying nature of cultural differences in perceptions of event consequences*. Society of Personality and Social Psychology, Albuquerque, NM.
- Adam, H., Maddux, W.W., & Galinsky, A.D. (February, 2008). *Multicultural learning facilitates creativity*. Society of Personality and Social Psychology, Albuquerque, NM.
- Maddux, W.W., & Yuki, M. (January, 2005). *The ripple effect: Cultural differences in subjective perceptions of responsibility*. Society of Personality and Social Psychology, New Orleans, LA.
- Lin, M., Polifroni, M., & Maddux, W.W. (January, 2005). *When being good is good...and bad: The dilemma of Asian Americans as the model minority in the United States*. Society of Personality and Social Psychology, New Orleans, LA.
- Yuki, M., Maddux, W.W., & Takemura, K. (January, 2005). *Cross-cultural differences in intergroup versus intragroup orientations*. Society of Personality and Social Psychology, New Orleans, LA.
- Maddux, W.W. (January, 2004). *The ripple effect: Cross-cultural differences in post-event attributions of responsibility*. Society of Personality and Social Psychology, Austin, TX.
- Maddux, W.W., Yuki, M., Brewer, M.B., & Takemura, K. (January, 2003). *Cross-cultural differences in depersonalized trust*. Society of Personality and Social Psychology, Los Angeles, California.
- Maddux, W. W., Barden, J., Brewer, M.B., & Petty, R.E. (January, 2002). *Contextually cued correction as automatic prejudice control*. Society of Personality and Social Psychology, Savannah, GA.

Honors and Awards

- Outstanding Publication Award, International Association for Conflict Management (2023)
 - Maddux, W.W., Lu, J. G., Affinito, S. J., & Galinsky, A.D. (2021). Multicultural experiences: A systematic review and new theoretical framework. *Academy of Management Annals*, 15(2), 345-376.
- Best Paper Award, Academy of Management Annals (2021)
 - Maddux, W.W., Lu, J. G., Affinito, S. J., & Galinsky, A.D. (2021). Multicultural experiences: A systematic review and new theoretical framework. *Academy of Management Annals*, 15(2), 345-376.
- Edward M. O'Herron Scholar, UNC Kenan-Flagler School of Business (2017 – present)
- MBA Teaching All-Star, UNC Kenan-Flagler School of Business (2019, 2020, 2023)
- The Case Centre Award for Best Case in Organizational Behavior/Human Resource Management (2016)
 - (for case entitled -- Ricardo Semler: A Revolutionary Model of Leadership)
- Best Paper Proceedings, Academy of Management Conference (2016)
- Graduation Speaker, Neuchatel Junior College, Switzerland (2016)
- Best Student Paper Award, Society for Personality and Social Psychology (2015)
 - (for paper co-authored with Cao and Galinsky on travel and trust)
- Best Paper Award, OB Division, Academy of Management Conference (2012)
 - (for paper with Godart, Shipilov, and Galinsky on creativity in the fashion industry)
- Best Paper Proceedings, Academy of Management Conference (2012)
 - (for paper with Godart, Shipilov, and Galinsky on creativity in the fashion industry)
- Dean's Commendation for Excellence in MBA Teaching, INSEAD (2011, 2012, 2014)
- Runner-Up for Newman Award: Academy of Management Conference (2011)
 - (for paper with Huy and Sanchez-Burks on culture and organizational change)

- Honorable Mention, Otto Klineberg Intercultural and International Relations Prize (2009)
-(for 2008 American Psychologist article on multicultural experience and creativity)
- Best Paper-New Directions Award, Conflict Management Division, Academy of Management Conference (2007)
-(for paper with Mullen and Galinsky on mimicking and negotiations)
- -Best Paper Proceedings, Academy of Management Conference, 2007
-(for paper with Mullen and Galinsky on mimicking and negotiations)
- Nomination for Kellogg Professor of the Year (2005-2006)
- Alumni Grant for Graduate Research & Scholarship: Ohio State University (2003-2004)
- NIMH Pre-Doctoral Traineeship: Ohio State University (2001)
- University Fellowship, Department of Psychology: Ohio State University (1999-2000)
- Phi Beta Kappa: Johns Hopkins University (1995)

Professional Service

- Associate Editor:
 - *Organizational Behavior and Human Decision Processes* (2021 – 2024)
- Guest Action Editor:
 - *Journal of Personality and Social Psychology* (2020)
- Editorial Boards:
 - *Organizational Behavior and Human Decision Processes* (2020 – 2021)
 - *Journal of Personality and Social Psychology* (2016 – 2019)
 - *Journal of Experimental Social Psychology* (2013 – 2015)
 - *Personality and Social Psychology Bulletin* (2012 – 2014)
 - *Social Psychological and Personality Science* (2011 – 2015)
- Ad Hoc Reviewing:
Journal of Personality and Social Psychology; Psychological Science; Journal of Applied Psychology; Academy of Management Journal; Organizational Behavior and Human Decision Processes; Personality and Social Psychology Review; Personality and Social Psychology Bulletin; Journal of Experimental Social Psychology; Social and Personality Psychological Science; Perspectives on Psychological Science; Management Science; Administrative Science Quarterly; Current Directions in Psychological Science; Organization Science; Journal of Organizational Behavior; Journal of Personality; Journal of Cross-Cultural Psychology; Journal of Neuroscience, Psychology and Economics; Social Cognition; Basic and Applied Social Psychology; Emotion; European Journal of Social Psychology; Negotiation and Conflict Management Research; Group Processes and Intergroup Relations
- Behavioral Science and Policy Association, Governing Board Member (2022 – 2023)
- External reviewer, Organisational Behaviour Area, London Business School (2022)
- Committee Member for The Case Centre Best Case Award in Organizational Behavior/Human Resource Management – 2020
- Committee Member for AOM Conference Best Paper Award, OB Division – 2015, 2016
- Co-organizer, Society for Personality and Social Psychology Conference, Culture Pre-Conference, 2009 (Tampa, FL), 2010 (Las Vegas, NV)

Institutional Service

- Area Chair: UNC Kenan-Flagler School of Business, Organizational Behavior Area (2017 – 2022)
- Taskforce member, Re-Think II Committee working group on Global/Southeast (2021)
- Chair, Re-Think I Committee working group on external business models (2020)
- Chair, Post-Tenure Review Committee, UNC Kenan-Flagler School of Business (2019 – 2020)
- Post-Tenure Review Committee, UNC Kenan-Flagler School of Business (2017 – 2021)
- UNC Graduate Student Advising:
 - Former Students: Salvatore Affinito (PhD, 2021)
 - Current Students: Terrence McElroy (PhD expected 2024); Daniela Rodriguez Mincey (PhD expected 2027); Shveta Kaul (PhD expected 2028)
 - Dissertation Committees: Terence McElroy (PhD expected 2024), Harrison Chicas (PhD expected 2024), Zhu Feng (HEC-Paris, PhD expected 2025)
- Area Chair: INSEAD, Organisational Behaviour Area (2013 – 2016)
- INSEAD Executive Development Programs, Advisory Committee (2012 – 2013)
- INSEAD MBA and Curriculum Committee (2011 – 2012)
- PhD Coordinator: INSEAD Organisational Behaviour Area (2010 – 2013)
- Director, INSEAD Social Science Research Center (2007 – 2010)
- Faculty Recruiting Committee: INSEAD Organisational Behaviour Area (2007 – 2010, 2011 – 2012)
- INSEAD Taskforces
 - MBA curriculum review (2015-2016)
 - Personal Development Plan (PDP) Implementation
 - Quality of Life in Fontainebleau (2011)
 - Coordinator of sub-report on intellectual environment
 - Review of INSEAD Social Innovation Center (2011)
- Administration Committee: INSEAD, Social Science Research Center (2006 – 2007, 2010 – 2015)
- Co-Organizer: *INSEAD-LBS Organisational Behaviour Conference*. London, UK (June, 2013)
- Lead Organizer: *INSEAD-LBS Organisational Behaviour Conference*. Fontainebleau, France (October 2008)
- INSEAD Graduate Student Advising:
 - Former Students: Hajo Adam (PhD, 2010), A-Young Kim (MA, 2011), Alvaro San Martin (PhD, 2014), Eliza Bivolaru (PhD, 2017)
- INSEAD PhD Students' Dissertation Committee

- Students: Eliza Bivolaru (co-chair), Alvaro San Martin (chair), Hajo Adam (chair), Otilia Obodaru
- INSEAD PhD Students' Comprehensive Exam: Committee Member
 - Students: A-Young Kim (2011), Christiane Bode (2011), Alvaro San Martin (2010), Heejung Jung (2010), Juan Quiroga (2010), Jennifer Petriglieri (2008), Imran Chowdhury (2008), Otilia Obodaru (2007), Hajo Adam (2007)
- DRRC Post-Doctoral Fellow Search Committee (2006), Kellogg School of Management, Northwestern University

Teaching Experience

➤ **Kenan-Flagler School of Business, University of North Carolina at Chapel Hill**

- *Full-Time MBA:*
 - Leading and Managing (co-taught, core)
 - Global Leadership (elective)
 - Leading Groups and Teams: Global (elective)
 - Negotiations (elective)
- *PhD:*
 - Introduction to Social Psychology/Social Psychology of Management (core)
- *Executive Education:*
 - Company Specific Programs:
 - ◆ ExxonMobil
 - ◆ Marriott
 - ◆ Novant
 - ◆ Huber Engineered Woods
 - Open Enrollment Programs:
 - ◆ Executive Development Institute
 - ◆ Leadership Effectiveness Workshop
 - ◆ Leading for Results
- *Other teaching:*
 - “Global Leadership/Managing Across Cultures”
 - ◆ UNC Kenan-Flagler Global Day (2016)
 - ◆ UNC Masters of Accounting Program (2017)
 - ◆ UNC Global Business Center Learning Lab (2019)
 - “Health Care Organizational Behavior”
 - ◆ UNC Anesthesiology Intern Academic Medicine Rotation (2017-2019)
 - “Cross-Cultural Negotiations”
 - ◆ UNC Global Business Center Learning Lab (2018, 2019)
 - “Leading Global Teams”
 - ◆ UNC Global Business Center Learning Lab (2019)
 - “Leading High-Performance Teams”

- ◆ UNC ULEAD Program (2019, 2021, 2022)

➤ INSEAD

- *MBA:*
 - Organizational Behavior 1 / Leading People and Groups (core)
 - Negotiations / Negotiation Dynamics (elective)
- *EMBA:*
 - Psychology of Leadership (elective)
 - Negotiations (elective)
- *Executive Education:*
 - Company Specific Programs:
 - ◆ Astellas (Program Director)
 - ◆ Diageo (Program Director)
 - ◆ Stibbe
 - ◆ UNICEF
 - ◆ FIVES
 - ◆ Pernod Ricard
 - ◆ Clifford Chance
 - ◆ Grunenthal
 - ◆ Janssen
 - ◆ Imerys
 - ◆ Takeda
 - ◆ NYSE/Euronext
 - ◆ L'Oreal
 - Open Enrollment Programs:
 - ◆ Advanced Managers Program
 - ◆ Leading For Results Program
 - ◆ Transition to General Management Program
 - ◆ International Executives Program
 - ◆ Mergers and Acquisitions & Corporate Strategy Program
 - ◆ Healthcare Compliance Leadership Program
 - ◆ Managerial Skills for International Business
 - ◆ Leading Management Education
- *PhD:*
 - Introduction to Behavioral Sciences A/Introduction to Social Psychology (core)
 - Social Psychological Foundations of Management (elective)

➤ Kellogg School of Management, Northwestern University

- *Full-Time MBA*
 - Negotiations (elective)
- *Evening MBA*
 - Negotiations (elective)

➤ **Ohio State University**

- *Undergraduate Program*
 - Introduction to Social Psychology (elective)

Professional Affiliations

Society for Experimental Social Psychology, Academy of Management, Society of Personality and Social Psychology (APA Division Eight), International Association of Conflict Management