

## Hajo Adam

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### ACADEMIC APPOINTMENTS

- 2012-present **Jesse H. Jones Graduate School of Business, Rice University**  
Assistant Professor | 2014-present  
Visiting Assistant Professor and Postdoctoral Fellow | 2012-2014  
Organizational Behavior
- 2010-2012 **Kellogg School of Management, Northwestern University**  
Visiting Assistant Professor and Postdoctoral Fellow  
Management and Organizations

### EDUCATION

- 2005-2010 **INSEAD**  
Ph.D. in Organizational Behavior | 2005-2010  
M.Sc. in Organizational Behavior | 2005-2007
- 2001-2004 **International University in Germany**  
University of Florida | Spring 2004  
Memorial University of Newfoundland in Harlow | Spring 2003  
B.B.A. in International Management

### RESEARCH INTERESTS

I am interested in understanding the effects of culture on organizationally relevant psychological processes and interpersonal dynamics. My research comprises three streams. First, I examine the effects of multicultural experiences on creativity and identity. Second, I explore the effects of cultural artifacts, such as clothing, on task performance. Third, I study the effects of cultural backgrounds on decision-making and, in particular, the social influence of emotions in negotiations. My research retains a broad interdisciplinary focus, resulting in collaborations with scholars in organizational behavior, marketing, and social psychology.

## PUBLICATIONS

Adam, H., & Brett, J. M. (2015). Context matters: The social effects of anger in cooperative, balanced, and competitive negotiation situations. *Journal of Experimental Social Psychology, 61*, 44-58.

Adam, H. \*, Obodaru, O. \*, & Galinsky, A. D. (2015). Who you are is where you are: Antecedents and consequences of locating the self in the brain or the heart. *Organizational Behavior and Human Decision Processes, 128*, 74-83. \*Shared first authorship.

- Organizational Behavior and Human Decision Processes' third highest all-time Altmetric score (165 as of December 2015)

Adam, H., & Shirako, A. (2013). Not all anger is created equal: The impact of the expresser's culture on the social effects of anger in negotiations. *Journal of Applied Psychology, 98*, 785-798.

Sinaceur, M., Adam, H., Van Kleef, G. A., & Galinsky, A. D. (2013). The advantages of being unpredictable: How emotional inconsistency extracts concessions in negotiation. *Journal of Experimental Social Psychology, 49*, 498-508.

Adam, H., & Galinsky, A. D. (2012). Enclothed cognition. *Journal of Experimental Social Psychology, 48*, 918-925.

- Journal of Experimental Social Psychology's single highest all-time Altmetric score (682 as of December 2015)
- Journal of Experimental Social Psychology's Top 25 most downloaded article (from March 2012 until present)

Sinaceur, M., Neale, M. A., Van Kleef, G. A., Adam, H., & Haag, C. (2011). Hot or cold: Is communicating anger or threats more effective in negotiation? *Journal of Applied Psychology, 96*, 1018-1032.

Maddux, W. W., Yáng, H., Falk, C. F., Adam, H., Adair, W., Endo, Y., Carmon, Z., & Heine, S. J. (2010). For whom is parting with possessions most painful? Cultural differences in the endowment effect. *Psychological Science, 21*, 1910-1917.

Maddux, W. W., Adam, H., & Galinsky, A. D. (2010). When in Rome, learn why the Romans do what they do: How multicultural learning experiences facilitate creativity. *Personality and Social Psychology Bulletin, 36*, 731-741.

Adam, H., Shirako, A., & Maddux, W.W. (2010). Cultural variance in the interpersonal effects of anger in negotiations. *Psychological Science, 21*, 882-889.

## WORKING PAPERS

Fulmer, C. A., Gelfand, M. J., Adam, H., & Van Kleef, G. A. [Title blinded for the review process]. *Under revision for resubmission.*

Adam, H., & Brett, J. M. [Title blinded for the review process]. *Working paper in preparation for submission.*

Adam, H., Obodaru, O., Maddux, W. W., Galinsky, A. D., & Lu, J. [Title blinded for the review process]. *Working paper in preparation for submission.*

Han, K., Zyung, D., Mittal, V., & Adam, H. [Title blinded for the review process]. *Working paper in preparation for submission.*

## CONFERENCE PRESENTATIONS AND ACTIVITIES

Aug 2015      Invited presenter and roundtable facilitator for the PDW “The productivity process: Research tips and strategies from prolific junior faculty” at the *Academy of Management Annual Meeting*, Vancouver, Canada.

Aug 2015      Everything in moderation: The interpersonal effects of anger depend on its perceived intensity. Symposium paper presented at the *Academy of Management Annual Meeting*, Vancouver, Canada.

July 2014      The interplay between conflicts and emotions – a multilevel perspective. Symposium paper presented (by co-author) at the *International Association for Conflict Management Annual Conference*, Leiden, The Netherlands.

Feb 2014      Not all anger is created equal: The impact of the expresser’s culture on the social effects of anger in negotiations. Symposium paper presented at the *Society for Personality and Social Psychology Meeting*, Austin, USA.

Jan 2013      Putting the “I” in brain: Identifying where the self is located. Poster presented at the *Society for Personality and Social Psychology Meeting*, New Orleans, USA.

Aug 2012      Equally angry, unequally effective: Expresser culture and the social effects of anger in negotiation. Paper presented (by co-author) at the *Academy of Management Annual Meeting*, Boston, USA.

- Aug 2012 Instigating a lack of control: Those who vary their emotions in negotiations receive more concessions. Paper presented (by co-author) at the *Academy of Management Annual Meeting*, Boston, USA.
- Aug 2011 Enclothed cognition: Wearing a lab coat increases attention and error avoidance. Paper presented (by co-author) at the *Academy of Management Annual Meeting*, San Antonio, USA.
- May 2010 Hot or cold? Comparing the effectiveness of anger and threat in negotiation. Paper presented at the *Transatlantic Doctoral Conference*, London Business School, UK.
- Aug 2009 The influence of culture on the interpersonal effects of anger in negotiations. Paper presented at the *Academy of Management Annual Meeting*, Chicago, USA.
- Aug 2009 Diverse cultural experiences facilitate creativity and innovation. Symposium paper presented (by co-author) at the *Academy of Management Annual Meeting*, Chicago, USA.
- Aug 2009 Participant in the Organizational Behavior Division Doctoral Consortium at the *Academy of Management Annual Meeting*, Chicago, USA.
- May 2009 The influence of culture on the interpersonal effects of anger in negotiations. Paper presented at the *Transatlantic Doctoral Conference*, London Business School, UK.
- Feb 2009 The interpersonal effects of anger in cross-cultural negotiations. Poster presented at the *Society for Personality and Social Psychology Meeting*, Tampa, USA.
- Aug 2008 Emotion versus *emo-shon*: The interpersonal effects of emotions in cross-cultural negotiations. Paper presented at the *Academy of Management Annual Meeting*, Anaheim, USA.
- Aug 2008 Hot or icy? Comparing the effectiveness of anger and threat communication in negotiation. Symposium paper presented (by co-author) at the *Academy of Management Annual Meeting*, Anaheim, USA.
- Aug 2008 Participant in the Conflict Management Division Doctoral Consortium at the *Academy of Management Annual Meeting*, Anaheim, USA.
- May 2008 Multicultural learning experiences facilitate creativity. Paper presented at the *Transatlantic Doctoral Conference*, London Business School, UK.

- Feb 2008 Multicultural learning experiences facilitate creativity. Poster presented at the *Society for Personality and Social Psychology Meeting*, Albuquerque, USA.
- Aug 2007 Participant in the New Doctoral Student Consortium at the *Academy of Management Annual Meeting*, Philadelphia, USA.
- May 2007 The interpersonal effects of anger in intra- and intercultural negotiations. Paper presented at the *Transatlantic Doctoral Conference*, London Business School, UK.
- May 2006 The latent strength of negative ties. Paper presented at the *Transatlantic Doctoral Conference*, London Business School, UK.

### **INVITED PRESENTATIONS**

- Jul 2013 Enclothed cognition: How what we wear can transform how we think. Presentation given at the European School of Management and Technology (ESMT), Berlin, Germany.
- Jun 2013 Enclothed cognition: How what we wear can transform how we think. Presentation given at the University College London (UCL), UK.
- Nov 2011 The influence of culture on the interpersonal effects of emotions in negotiations. Presentation given at HEC Paris, Paris, France.
- Nov 2011 The influence of culture on the interpersonal effects of emotions in negotiations. Presentation given at the Jones Graduate School of Business, Rice University, Houston, USA.
- Nov 2011 The influence of culture on the interpersonal effects of emotions in negotiations. Presentation given at the Lee Kong Chian School of Business, Singapore Management University, Singapore.
- Jun 2011 Anger is one letter short of danger: The limitations of expressing anger as a negotiation strategy. Presentation given at the European School of Management and Technology (ESMT), Berlin, Germany.

## TEACHING EXPERIENCE

2013-2015 **Jesse H. Jones Graduate School of Business, Rice University**

### **M.B.A. Teaching**

(Evaluations on a 1-7 scale where 1 is the best score)

Instructor for Organizational Behavior

<i>Evaluation</i>	<i>Program</i>	<i>Term</i>
1.11/7	Full-time M.B.A.	Fall 2015
1.13/7	Full-time M.B.A.	Fall 2015

Instructor for Bargaining

<i>Evaluation</i>	<i>Program</i>	<i>Term</i>
1.15/7	Professional weekend M.B.A.	Fall 2015
1.17/7	Full-time M.B.A.	Spring 2015
1.20/7	Professional weekend M.B.A.	Spring 2015
1.26/7	Professional evening M.B.A.	Spring 2015
1.25/7	Executive M.B.A.	Fall 2014
1.06/7	Full-time M.B.A.	Spring 2014
1.21/7	Professional weekend M.B.A.	Spring 2014
1.11/7	Full-time M.B.A.	Spring 2013
1.22/7	Professional weekend M.B.A.	Spring 2013

### **R.E.E.P. (Rice Education Entrepreneurship Program) teaching**

(Evaluations on a 1-5 scale where 1 is the best score)

Instructor for Negotiations for School Leaders

<i>Evaluation</i>	<i>Program</i>	<i>Term</i>
1.01/5	R.E.E.P. Business Fellowship	Spring 2015

### **Executive Education teaching**

(Evaluations on a 1-5 scale where 5 is the best score)

Instructor for Negotiations

<i>Evaluation</i>	<i>Program</i>	<i>Term</i>
TBD	National Oilwell Varco Finance Leadership Program	Fall 2015
4.73/5	Open Enrollment	Spring 2015
4.59/5	National Oilwell Varco Manufacturing Leadership Program	Spring 2015
4.92/5	National Oilwell Varco Finance Leadership Program	Fall 2014
5.00/5	Open Enrollment	Fall 2014
4.74/5	National Oilwell Varco Finance Leadership Program	Fall 2013

### **Ph.D. teaching**

Guest lecturer for Pro-Seminar in Strategy

<i>Evaluation</i>	<i>Program</i>	<i>Term</i>
n.a.	Strategy Ph.D.	Fall 2014
n.a.	Strategy Ph.D.	Fall 2013

2012 **Kellogg School of Management, Northwestern University**

### **M.B.A. Teaching**

(Evaluations on a 1-10 scale where 10 is the best score)

Instructor for Bargaining

<i>Evaluation</i>	<i>Program</i>	<i>Term</i>
9.82/10	Full-time and part-time M.B.A.	Spring 2012

2008-2010

### **INSEAD**

Teaching assistant for Negotiations: Negotiation Dynamics taught by William Maddux and Marwan Sinaceur  
Full-time M.B.A. students

2009

### **Sorbonne University**

Guest lecturer for Negotiations  
Graduate-level business students

2004

### **International University in Germany**

Tutor for Systems Thinking  
B.B.A. and M.B.A. students

## **ACADEMIC AWARDS AND RECOGNITIONS**

2013-2015 Journal of Experimental Social Psychology's all-time highest Altmetric score from November 2013-present (Altmetric scores measure research impact by assessing the attention an article receives from various online sources, including newspapers, science blogs, and social media)

2012-2015 Journal of Experimental Social Psychology's Top 25 most downloaded article (calculated over 90 days; #1 April 2014-August 2014; Top Ten March 2012-July 2013; October-November 2013; March 2014-September 2015; December 2015)

2015 Organizational Behavior and Human Decision Processes' Top 10 Altmetric score

- 2014 Selected as one of the world's 40 best business school professors under the age of 40 by Poets & Quants
- 2012 Faculty Impact Award, a student-initiated award for teaching excellence at the Kellogg School of Management, Northwestern University
- 2012 New York Times' Top Ten most viewed article (calculated over 30 days)
- 2010 SSRN's Top Ten most downloaded article for Economics Research Network, Management Research Network, Marketing Research Network, and Negotiation Research Network
- 2005-2010 INSEAD Fellowship
- 2004 International University in Germany Merit Award
- 2001-2004 International University in Germany Dean's List
- 2000 ASSIST scholarship to attend Woodberry Forest School

**ACADEMIC AND INSTITUTIONAL SERVICE**

- 2012-2015 **Jesse H. Jones Graduate School of Business, Rice University**  
Co-organizer of the Organizational Behavior Seminar Series
- 2011 **National Intelligence Council (NIC)**  
Participant in the Global Trends 2030 project
- 2007-2010 **INSEAD**  
Representative of the Organizational Behavior department for the Ph.D. contact group
- 2008 **EMONET**  
Organizer for the EMONET VI PhD Student Research Workshop
- Reviewer for Academy of Management Annual Meetings (OB and CM Divisions), Academy of Management Discoveries, Academy of Management Journal, Emotion, European Journal of Social Psychology, International Journal of Psychology, Journal of Applied Psychology, Journal of Experimental Social Psychology, Journal of Management Studies, Organizational Behavior and Human Decision Processes, Personality and Social Psychology Bulletin, Psychological Reports, Psychological Science, Social Psychology



## **MEDIA COVERAGE**

### **Anger and culture** (Adam, Shirako, & Maddux, 2010; Adam & Shirako, 2013)

Arabian Business (UAE), BBC Focus (UK), The Brunei Times (Brunei), Business World (Philippines), China Daily (China), Daily News and Analysis (India), Dispute Resolution Magazine (USA), The Economic Times (India), International Business Times (USA), Iran Daily (Iran), Los Angeles Times (USA), Medical News Today (UK), National Affairs (US), New Scientist (UK), Reuters (UK), Science Daily (USA), Sify News (India)

### **Anger and negotiation context** (Adam & Brett, 2015)

The New York Times (USA)

### **Encloded cognition** (Adam & Galinsky, 2012)

#### *Written press*

ABA Journal (USA), ABCNews.com (USA), Ask Men (Canada), The Atlantic (USA), Beobachter Natur (Switzerland), Better Homes and Gardens (USA), Bild (Germany), The Boston Globe (USA), Business Insider (USA), Calgary Sun (Canada), Canadian Business (Canada), The Chicago Tribune (USA), The Chronicle of Higher Education (USA), El Confidencial (Spain), The Daily Mail (UK), Everyday Health (USA), Experience Life (USA), Fast Company (USA), Forbes (USA), Freakonomics.com (USA), The Globe and Mail (Canada), Good Health (Australia), Houston Chronicle (USA), The Huffington Post (USA), International Herald Tribune (France), Lifehacker (USA), Los Angeles Times (USA), Men's Health (USA), El Mercurio (Chile), Miller-McCune (USA), MIT Sloan Management Review (USA), Modern Psykologi (Sweden), MSNBC.com (USA), The New York Times (USA), Orlando Sentinel (USA), Pittsburgh Post-Gazette (USA), Psychologie Magazine (Netherlands), Psychology Today (USA), la Repubblica (Italy), Science and Religion Today (USA), SmartPlanet (USA), The Sydney Morning Herald (Australia), Toronto Star (Canada), Vogue (USA), The Washington Post (USA), Wired (USA), Wirtschaftswoche (Germany), Yahoo! Finance (USA)

#### *Radio*

BBC Radio 4's The Today Programme (UK), Interview with Deutschlandfunk/German Public Radio (Germany), Live interview with tbs eFM Radio (South Korea), Suedwestrundfunk (Germany), WCBS Newsradio (USA), WOR Radio (USA)

#### *Television*

ABC's Good Morning America Weekend Edition (USA), ABC's World News This Morning (USA), KARE-TV Minneapolis (USA), KTNV-TV Las Vegas (USA), KMAX-TV Sacramento (USA), Filmed 9-minute segment for SAT.1's Planetopia (Germany)

### *Social media*

Facebook, Google+, Pinterest, Twitter, YouTube

(e.g., <http://www.youtube.com/watch?v=MtPPaCBJdw0>; a video created by best-selling author David McRaney who dedicates a chapter to enclothed cognition in his book *You Are Now Less Dumb*)

### **Multicultural learning and creativity** (Maddux, Adam, & Galinsky, 2010)

Psychology Today (USA), SELF magazine (USA)

### **Self-location and decision-making** (Adam, Obodaru, & Galinsky, 2015)

Asia News International (India), Boston Globe (USA), Business Standard (India), The Financial Express (India), Huffington Post (USA), India this Week (India), Kexue (China), Medical Daily (USA), Medical Xpress (UK), Newsroom America (USA), Polityka (Poland), Red Orbit (USA), Science 2.0 (USA), Science Daily (USA), The Siasat Daily (India), Sify News (India), Stuff.co.nz (New Zealand), Yahoo News India (India), Zee News (India)

## **PROFESSIONAL AFFILIATIONS**

Academy of Management, Association for Psychological Science, Society for Personality and Social Psychology