

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 study culture and conflict. My work comprises two interrelated research streams on these two topics. In the first stream on culture, I study how multicultural experiences, cultural differences, and cultural artifacts influence organizationally relevant psychological processes and behaviors (e.g., creativity, identity, decision-making, and task performance). In the second stream on conflict, I investigate how people, both from the same culture and from different cultures, deal with emotions in negotiations and conflict situations. My research draws from and contributes to multiple disciplines, resulting in collaborations with scholars in organizational behavior, social psychology, marketing, and strategy.

PEER-REVIEWED PUBLICATIONS

Adam, H., Obodaru, O., Lu, J. G., Maddux, W. W., & Galinsky, A. D. (2018). The shortest path to oneself leads around the world: Living abroad increases self-concept clarity. *Organizational Behavior and Human Decision Processes*, *45*, 16-29.

- 99th percentile Altmetric score

Adam, H., & Brett, J. M. (2018). Everything in moderation: The social effects of anger depend on its perceived intensity. *Journal of Experimental Social Psychology*, *76*, 12-18.

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.

- 99th percentile Altmetric score

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., & 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.

- 99th percentile Altmetric score

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

- 99th percentile Altmetric score

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.

- 99th percentile Altmetric score

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

PRACTITIONER PUBLICATION

Adam, H., Obodaru, O., Lu, J. G., Maddux, W. W., & Galinsky, A. D. (May 22, 2018). How living abroad helps you develop a clearer sense of self. *Harvard Business Review* (<https://hbr.org/2018/05/how-living-abroad-helps-you-develop-a-clearer-sense-of-self>).

CONFERENCE PRESENTATIONS AND ACTIVITIES

Invited panelist for the *Kellogg Conference on Culture and Negotiation*, Evanston, USA | April 2018

The social effects of pride and shame in intracultural and intercultural negotiations. Symposium paper presented (by co-author) at the *Academy of Management Annual Meeting*, Atlanta, USA | August 2017

Everything in moderation: The social effects of anger depend on its perceived intensity. Symposium paper presented at the *Academy of Management Annual Meeting*, Atlanta, USA | August 2017

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 | August 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 | August 2015

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 | July 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 | February 2014

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 | January 2013

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 | August 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 | August 2012

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 | August 2011

Hot or cold? Comparing the effectiveness of anger and threat in negotiation. Paper presented at the *Transatlantic Doctoral Conference*, London Business School, UK | May 2010

The influence of culture on the interpersonal effects of anger in negotiations. Paper presented at the *Academy of Management Annual Meeting*, Chicago, USA | August 2009

Diverse cultural experiences facilitate creativity and innovation. Symposium paper presented (by co-author) at the *Academy of Management Annual Meeting*, Chicago, USA | August 2009

Participant in the Organizational Behavior Division Doctoral Consortium at the *Academy of Management Annual Meeting*, Chicago, USA | August 2009

The influence of culture on the interpersonal effects of anger in negotiations. Paper presented at the *Transatlantic Doctoral Conference*, London Business School, UK | May 2009

The interpersonal effects of anger in cross-cultural negotiations. Poster presented at the *Society for Personality and Social Psychology Meeting*, Tampa, USA | February 2009

Emotion versus *emo-shon*: The interpersonal effects of emotions in cross-cultural negotiations. Paper presented at the *Academy of Management Annual Meeting*, Anaheim, USA | August 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 | August 2008

Participant in the Conflict Management Division Doctoral Consortium at the *Academy of Management Annual Meeting*, Anaheim, USA | August 2008

Multicultural learning experiences facilitate creativity. Paper presented at the *Transatlantic Doctoral Conference*, London Business School, UK | May 2008

Multicultural learning experiences facilitate creativity. Poster presented at the *Society for Personality and Social Psychology Meeting*, Albuquerque, USA | February 2008

Participant in the New Doctoral Student Consortium at the *Academy of Management Annual Meeting*, Philadelphia, USA | August 2007

The interpersonal effects of anger in intra- and intercultural negotiations. Paper presented at the *Transatlantic Doctoral Conference*, London Business School, UK | May 2007

The latent strength of negative ties. Paper presented at the *Transatlantic Doctoral Conference*, London Business School, UK | May 2006

INVITED BUSINESS SCHOOL PRESENTATIONS

The shortest path to oneself leads around the world: Living abroad increases self-concept clarity. Presentation given at the University of Bath School of Management, UK | June 2018

Enclothed cognition: How what we wear can transform how we think. Presentation given at the European School of Management and Technology (ESMT), Berlin, Germany | July 2013

Enclothed cognition: How what we wear can transform how we think. Presentation given at the University College London (UCL), UK | June 2013

The influence of culture on the interpersonal effects of emotions in negotiations. Presentation given at HEC Paris, Paris, France | November 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 | November 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 | November 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 | June 2011

TEACHING EXPERIENCE

2013-2018 **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 (M.B.A. core)

<i>Evaluation</i>	<i>Program</i>	<i>Term</i>
1.13/7	Full-time M.B.A.	Fall 2017
1.31/7	Full-time M.B.A.	Fall 2017
1.13/7	Full-time M.B.A.	Fall 2016
1.28/7	Full-time M.B.A.	Fall 2016
1.11/7	Full-time M.B.A.	Fall 2015
1.13/7	Full-time M.B.A.	Fall 2015

Instructor for Bargaining (M.B.A. elective)

<i>Evaluation</i>	<i>Program</i>	<i>Term</i>
1.17/7	Full-time M.B.A.	Fall 2017
1.09/7	Full-time M.B.A.	Spring 2017
1.00/7	Professional weekend M.B.A.	Spring 2017
1.22/7	Professional evening M.B.A.	Spring 2017
1.17/7	Professional weekend M.B.A.	Fall 2016
1.06/7	Full-time M.B.A.	Spring 2016
1.00/7	Professional weekend M.B.A.	Spring 2016
1.15/7	Professional evening M.B.A.	Spring 2016
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

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>
4.40/5	Accelerated Development Program	Fall 2016
5.00/5	NOV Finance Leadership Program	Fall 2015
4.73/5	Open Enrollment	Spring 2015
4.59/5	NOV Mfg. Leadership Program	Spring 2015
4.92/5	NOV Finance Leadership Program	Fall 2014
5.00/5	Open Enrollment	Fall 2014
4.74/5	NOV Finance Leadership Program	Fall 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>
1.00/5	R.E.E.P. Business Fellowship	Spring 2016
1.01/5	R.E.E.P. Business Fellowship	Spring 2015

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 2017
n.a.	Strategy Ph.D.	Fall 2016
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

2015-2018 Organizational Behavior and Human Decision Processes' all-time Top 10
Altmetric score (one article since 2015; two articles since 2018)

2013-2018 Journal of Experimental Social Psychology's all-time highest Altmetric
score

2012-2018 Journal of Experimental Social Psychology's Top 25 most downloaded
article (calculated over 90 days; peaking at #1)

2017 Outstanding Reviewer Recognition, Organizational Behavior and Human
Decision Processes

2017 Full-Time M.B.A. Award for Teaching Excellence, Jesse H. Jones Graduate
School of Business, Rice University

2016-2017 Journal of Experimental Social Psychology's Top 25 most cited article
(calculated over 5 years; peaking at #10)

2016 M.B.A. for Professionals Weekend Award for Teaching Excellence, Jesse
H. Jones Graduate School of Business, Rice University

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 for Teaching Excellence, 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 (top 1% of university's student body)
- 2001-2004 International University in Germany Dean's List
- 2000 ASSIST scholarship to attend Woodberry Forest School

ACADEMIC AND INSTITUTIONAL SERVICE

Reviewing

Editorial board member

Academy of Management Discoveries | 2018

Ad-hoc reviewer

Academy of Management Discoveries, Academy of Management Journal, Emotion, European Journal of Social Psychology, Group Processes and Intergroup Relations, International Journal of Psychology, Journal of Applied Psychology, Journal of Behavioral Decision Making, Journal of Cross-Cultural Psychology, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Journal of Management Studies, Negotiations and Conflict Management Research, Organizational Behavior and Human Decision Processes, Personality and Social Psychology Bulletin, Psychological Reports, Psychological Science, Social Psychology

Dissertation committee member

David Hunsaker, David Eccles School of Business, University of Utah, Ph.D. received in 2018, placement at the Stern School of Business, New York University (Shanghai campus)

Jesse H. Jones Graduate School of Business, Rice University

Co-organizer of the Organizational Behavior Seminar Series | 2013-2018

Curriculum committee member | 2017-2018

Hiring committee member | 2017-2018

INSEAD

Representative of the Organizational Behavior department for the Ph.D. contact group | 2007-2010

EMONET

Organizer for the EMONET VI PhD Student Research Workshop | 2008

SELECTED 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), 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)

Encllothed cognition (Adam & Galinsky, 2012)

ABCNews.com (USA), ABC's Good Morning America Weekend Edition (USA), ABC's World News This Morning (USA), Ask Men (Canada), The Atlantic (USA), BBC News (UK), BBC Radio 4's The Today Programme (UK), Beobachter Natur (Switzerland), The Boston Globe (USA), Business Insider (Australia, Indonesia, Malaysia, Singapore, USA), Calgary Sun (Canada), Canadian Business (Canada), The Chicago Tribune (USA), The Chronicle of Higher Education (USA), CNBC (USA), El Confidencial (Spain), The Daily Mail (UK), Deutschlandfunk/German Public Radio (Germany), Forbes (USA), The Globe and Mail (Canada), The Guardian (UK), Harvard Business Review (USA), Het Laatste Nieuws (Belgium), The Huffington Post (UK, USA), International Herald Tribune (France), Knack Weekend (Belgium), Los Angeles Times (USA), Men's Health (USA), El Mercurio (Chile), Modern Psykologi (Sweden), MSNBC.com (USA), The New York Times (USA), Newsweek (USA), NPR (USA), Orlando Sentinel (USA), Pittsburgh Post-Gazette (USA), Psychologie Magazine (Netherlands), Psychology Today (USA), la Repubblica (Italy), Rheinische Post (Germany), SAT.1's Planetopia (Germany), Scientific American (USA), tbs eFM Radio (South Korea), Suedwestrundfunk (Germany), The Sydney Morning Herald (Australia), Toronto Star (Canada), Videnskab (Denmark), Vogue (USA), The Washington Post (USA), Wired (USA), Wirtschaftswoche (Germany), Yahoo! Finance (Australia, USA), Yahoo! News (USA), Zeit (Germany)

Living abroad and self-concept clarity (Adam, Obodaru, Lu, Maddux, & Galinsky, 2018)

Bustle (USA), CNBC (USA), The Daily Express (UK), Esquire (USA), Forbes (USA), Free Malaysia Today (Malaysia), KPRC 2 News (USA), Houston Chronicle (USA), The Hindustan Times (India), Interviews with Houston Radio stations KTRH and KUHF (USA), The Malay Mail (Malaysia), Minyanville (USA), MSN (USA), Pacific Standard (USA), Quartz (USA), San Antonio Express News (USA), Science Daily (USA), Travel + Leisure (USA), World Economic Forum (USA)

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

The Atlantic (USA), Fox News (USA), MSN (USA), Psychology Today (USA), Quartz (USA), SELF magazine (USA)

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

The Boston Globe (USA), Business Standard (India), The Financial Express (India), The Huffington Post (USA), India this Week (India), Kexue (China), Medical Xpress (UK), 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