

# Stanford

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## Michele Gelfand

John H. Scully Professor of International Business Studies and Professor, by courtesy,  
of Psychology  
Organizational Behavior

### Bio

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#### BIO

Michele Gelfand is the John H. Scully Professor of Cross-Cultural Management and Professor of Organizational Behavior at the Stanford Graduate School of Business School and Professor of Psychology by Courtesy. She was formerly a Distinguished University Professor of Psychology at the University of Maryland, College Park. Gelfand uses field, experimental, computational and neuroscience methods to understand the evolution of culture and its multilevel consequences. Her work has been published in outlets such as Science, the Proceedings of the National Academy of Sciences, Psychological Science, Nature Human behavior, the Journal of Personality and Social Psychology, Journal of Applied Psychology, Academy of Management Journal, among others. Gelfand is the founding co-editor of the Advances in Culture and Psychology series (Oxford University Press). Her book Rule Makers, Rule Breakers: How Tight and Loose Cultures Wire the World was published by Scribner in 2018. She is the Past President of the International Association for Conflict Management and co-founder of the Society for the Study of Cultural Evolution. She received the 2016 Diener award from SPSP, the 2017 Outstanding International Psychologist Award from the American Psychological Association, the 2019 Outstanding Cultural Psychology Award from the Society for Personality and Social Psychology, the 2020 Rubin Theory-to-Practice award from the International Association of Conflict Management, the 2021 Contributions to Society award from the Organizational Behavior Division of the Academy of Management, and the Annaliese Research Award from the Humboldt Foundation. Gelfand was elected to the American Academy of Arts and Sciences in 2019 and the National Academy of Sciences in 2021.

#### ACADEMIC APPOINTMENTS

- Professor, Organizational Behavior
- Professor (By courtesy), Psychology

### Teaching

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#### COURSES

##### 2023-24

- Global Leadership: OB 502 (Spr)
- Negotiations: OB 581 (Win)

##### 2022-23

- Global Leadership: OB 502 (Spr)
- Negotiations: OB 581 (Win)
- Research Fellows Practicum: GSBGEN 697 (Aut, Win, Spr)

##### 2021-22

- Negotiations: OB 581 (Aut, Win)
- Research Fellows Practicum: GSBGEN 697 (Aut, Win, Spr, Sum)

## STANFORD ADVISEES

### Postdoctoral Faculty Sponsor

Ying Lin, Morgan Weaving

### Doctoral (Program)

Valentino Chai, Wilson Cyrus Shi Hao Lai, Alexander Landry, Jun Lin, Alexa Samaniego, Josephine Tan

## Publications

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### PUBLICATIONS

- **A synthesis of evidence for policy from behavioural science during COVID-19.** *Nature*  
Ruggeri, K., Stock, F., Haslam, S. A., Capraro, V., Boggio, P., Ellemers, N., Cichocka, A., Douglas, K. M., Rand, D. G., van der Linden, S., Cikara, M., Finkel, E. J., Druckman, et al  
2023
- **Norm Dynamics: Interdisciplinary Perspectives on Social Norm Emergence, Persistence, and Change.** *Annual review of psychology*  
Gelfand, M. J., Gavrilets, S., Nunn, N.  
2023
- **The Way They See Us: Examining the Content, Accuracy, and Bias of Metaperceptions Held by Syrian Refugees About the Communities That Host Them.** *Personality & social psychology bulletin*  
Webber, D., Molinario, E., Jasko, K., Gelfand, M. J., Kruglanski, A. W.  
2023: 1461672231190222
- **Social and moral psychology of COVID-19 across 69 countries.** *Scientific data*  
Azevedo, F., Pavlovič, T., Rêgo, G. G., Ay, F. C., GJoneska, B., Etienne, T. W., Ross, R. M., Schönegger, P., Riaño-Moreno, J. C., Cichocka, A., Capraro, V., Cian, L., Longoni, et al  
2023; 10 (1): 272
- **Multilevel cultural evolution: From new theory to practical applications.** *Proceedings of the National Academy of Sciences of the United States of America*  
Wilson, D. S., Madhavan, G., Gelfand, M. J., Hayes, S. C., Atkins, P. W., Colwell, R. R.  
2023; 120 (16): e2218222120
- **Social norms and behavior change: The interdisciplinary research frontier** *JOURNAL OF ECONOMIC BEHAVIOR & ORGANIZATION*  
Bicchieri, C., Dimant, E., Gelfand, M., Sonderegger, S.  
2023; 205: A4-A7
- **From virility to virtue: the psychology of apology in honor cultures.** *Proceedings of the National Academy of Sciences of the United States of America*  
Lin, Y., Caluori, N., Ozturk, E. B., Gelfand, M. J.  
2022; 119 (41): e2210324119
- **Persuading republicans and democrats to comply with mask wearing: An intervention tournament.** *Journal of experimental social psychology*  
Gelfand, M., Li, R., Stamkou, E., Pieper, D., Denison, E., Fernandez, J., Choi, V., Chatman, J., Jackson, J., Dimant, E.  
2022; 101: 104299
- **Predicting attitudinal and behavioral responses to COVID-19 pandemic using machine learning.** *PNAS nexus*  
Pavlovic, T., Azevedo, F., De, K., Riano-Moreno, J. C., Maglic, M., Gkinopoulos, T., Donnelly-Kehoe, P. A., Payan-Gomez, C., Huang, G., Kantorowicz, J., Birtel, M. D., Schonegger, P., Capraro, et al  
2022; 1 (3): pgac093
- **Religious Afterlife Beliefs Decrease Behavioral Avoidance of Symbols of Mortality.** *Personality & social psychology bulletin*  
Fan, X., Gao, T., Luo, S., Gelfand, M. J., Han, S.  
2022: 1461672221096281

- **Politicizing mask-wearing: predicting the success of behavioral interventions among republicans and democrats in the U.S.** *Scientific reports*  
Dimant, E., Clemente, E. G., Pieper, D., Dreber, A., Gelfand, M., Behavioral Science Units Consortium, Hallsworth, M., Holzwarth, A., Tantia, P.  
2022; 12 (1): 7575
- **Author Correction: National identity predicts public health support during a global pandemic.** *Nature communications*  
Van Bavel, J. J., Cichocka, A., Capraro, V., Sjastad, H., Nezelek, J. B., Pavlovic, T., Alfano, M., Gelfand, M. J., Azevedo, F., Birtel, M. D., Cislak, A., Lockwood, P. L., Ross, et al  
2022; 13 (1): 1949
- **The Importance of Being Unearnest: Opportunists and the Making of Culture** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*  
Hernandez, I., Cohen, D., Gruschow, K., Nowak, A., Gelfand, M. J., Borkowski, W.  
2022
- **The influence of cultural tightness-looseness on cross-border acquisition performance** *JOURNAL OF ECONOMIC BEHAVIOR & ORGANIZATION*  
Li, C., Gelfand, M. J.  
2022; 195: 1-15
- **The spatial representation of leadership depends on ecological threat: A replication and extension of Menon et al. (2010).** *Journal of personality and social psychology*  
Stankou, E., Homan, A. C., van Kleef, G. A., Gelfand, M. J.  
2022
- **National identity predicts public health support during a global pandemic.** *Nature communications*  
Van Bavel, J. J., Cichocka, A., Capraro, V., Sjastad, H., Nezelek, J. B., Pavlovic, T., Alfano, M., Gelfand, M. J., Azevedo, F., Birtel, M. D., Cislak, A., Lockwood, P. L., Ross, et al  
1800; 13 (1): 517
- **Concern with COVID-19 pandemic threat and attitudes towards immigrants: The mediating effect of the desire for tightness.** *Current research in ecological and social psychology*  
Mula, S., Di Santo, D., Resta, E., Bakhtiari, F., Baldner, C., Molinaro, E., Pierro, A., Gelfand, M. J., Denison, E., Agostini, M., Belanger, J. J., Gutzkow, B., Kreienkamp, et al  
1800; 3: 100028
- **Predictors of adherence to public health behaviors for fighting COVID-19 derived from longitudinal data.** *Scientific reports*  
Schumpe, B. M., Van Lissa, C. J., Belanger, J. J., Ruggeri, K., Mierau, J., Nisa, C. F., Molinaro, E., Gelfand, M. J., Stroebe, W., Agostini, M., Gutzkow, B., Jeronimus, B. F., Kreienkamp, et al  
2022; 12 (1): 3824
- **The Moral Foundations of Desired Cultural Tightness.** *Frontiers in psychology*  
Di Santo, D., Gelfand, M. J., Baldner, C., Pierro, A.  
2022; 13: 739579
- **When danger strikes: A linguistic tool for tracking America's collective response to threats.** *Proceedings of the National Academy of Sciences of the United States of America*  
Choi, V. K., Shrestha, S., Pan, X., Gelfand, M. J.  
1800; 119 (4)
- **Cultural Evolutionary Mismatches in Response to Collective Threat** *CURRENT DIRECTIONS IN PSYCHOLOGICAL SCIENCE*  
Gelfand, M. J.  
2021
- **Integrating Evolutionary Game Theory and Cross-Cultural Psychology to Understand Cultural Dynamics** *AMERICAN PSYCHOLOGIST*  
Pan, X., Gelfand, M., Nau, D.  
2021; 76 (6): 1054-1066
- **COVID-19 and the workplace: Implications, issues, and insights for future research and action.** *The American psychologist*  
Kniffin, K. M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S. P., Bakker, A. B., Bamberger, P., Bapuji, H., Bhawe, D. P., Choi, V. K., Creary, S. J., Demerouti, E., Flynn, et al  
2020
- **Using social and behavioural science to support COVID-19 pandemic response.** *Nature human behaviour*

Bavel, J. J., Baicker, K., Boggio, P. S., Capraro, V., Cichocka, A., Cikara, M., Crockett, M. J., Crum, A. J., Douglas, K. M., Druckman, J. N., Drury, J., Dube, O., Ellemers, et al  
2020

- **Ambivalent stereotypes link to peace, conflict, and inequality across 38 nations** *PROCEEDINGS OF THE NATIONAL ACADEMY OF SCIENCES OF THE UNITED STATES OF AMERICA*

Durante, F., Fiske, S. T., Gelfand, M. J., Crippa, F., Suttora, C., Stillwell, A., Asbrock, F., Aycan, Z., Bye, H. H., Carlsson, R., Bjorklund, F., Dagher, M., Geller, et al  
2017; 114 (4): 669-674

- **The Emergence of Sex Differences in Personality Traits in Early Adolescence: A Cross-Sectional, Cross-Cultural Study** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*

De Bolle, M., De Fruyt, F., McCrae, R. R., Loeckenhoff, C. E., Costa, P. T., Aguilar-Vafaie, M. E., Ahn, C., Ahn, H., Alcalay, L., Allik, J., Avdeyeva, T. V., Bratko, D., Brunner-Sciarrà, et al  
2015; 108 (1): 171-185