

Curriculum Vita

WENDI L. ADAIR

Associate Professor of Psychology
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PROFESSIONAL EXPERIENCE

Associate Professor of Organizational Psychology. Department of Psychology. University of Waterloo.
May 2009 - present.

Assistant Professor of Organizational Psychology. Department of Psychology. University of Waterloo.
August 2006-April 2009.

Assistant Professor of Management and Organizations, S.C. Johnson Graduate School of Management,
Cornell University, July 2000–July 2006.

Instructor, Kellogg Graduate School of Management, Northwestern University, September 1998-May
2000.

EDUCATION

Ph.D., Organization Behavior, Kellogg Graduate School of Management, Northwestern University,
June 2000.

M.S., Organization Behavior, Kellogg Graduate School of Management, Northwestern University,
June 1997.

B.S. Russian Language and Business, Georgetown University, May 1991.

PUBLICATIONS AND WORKING PAPERS

Books

M. Olekalns & **W. Adair** (Eds.) *Handbook of Research on Negotiation* (2013). Cheltenham, UK:
Edward Elgar.

Published Articles in Referred Journals (Students underlined):

Aslani, S., Zhaleh Semnani-Azad, Jimena Ramirez, Brett, J.M., Tinsley, C., Weingart, L. & **Adair, W.L.** (accepted). Dignity, face, and honor cultures: A study of negotiation strategy and outcomes in three cultures. *Journal of Organizational Behavior*, doi:10.5465/amd.2014.0018.

Adair, W.L., Buchan, N., Chen, X.P., & Liu, D. (2015). A model of communication context and measure of context dependence. *Academy of Management Discoveries*.

- Liu, L.A., **Adair, W.L.** & Bello, D. (2015). Relational metaphors, equity structure, and socioeconomic outcomes of international strategic alliances. *Journal of International Business Studies*.
*To appear as reprint in Brannen, M.Y. & Mughan, T. (eds.) *JIBS Special Collections Book on Language Research: Past, Present, and Future*. Palgrave Macmillan, UK.
- Liang, L., Hideg, I., & **Adair, W.L.** (2014) When should we disagree? The effect of relationship conflict on team identity in East Asian and North American teams. *Negotiation and Conflict Management Research*, 7, 281-288.
- Adair, W.L.**, Taylor, M., Chu, J., Ethier, N., Xiong, T. Okumura, T. & Brett, J. (Winter 2013-14). Effective influence in negotiation: The role of culture and framing. *International Studies of Management and Organization*, 43, 6-25. DOI: 10.2753/IMO0020-8825430401
- Semnani-Azad, Z. & **Adair, W.L.** (Winter 2013-14). Watch your tone... Relational paralinguistic messages in negotiation: The case of the East and West. *International Studies of Management and Organization*, 43, 64-xx. DOI: 10.2753/IMO0020-8825430404
- Adair, W.L.**, Hideg, I., Wang, Z., & Spence, J. (2013). The culturally intelligent team: The impact of team cultural intelligence and cultural heterogeneity on team shared values. *Journal of Cross-cultural Psychology*, 44, 941-962.
- Lee, S., **Adair, W.L.**, & Seo, S.-J. (2013). Cultural perspective taking in cross-cultural negotiation. *Group Decision and Negotiation*, 22: 389-405. doi: 10.1007/s10726-011-9272-4
- Lee, S., **Adair, W.L.**, & Mannix, E.A. & Kim, J. (2012). The relational versus collective “We” and intergroup allocation: The role of nested group categorization. *Journal of Experimental Social Psychology*, 48, 1132-1138. doi: [10.1016/j.jesp.2012.04.008](https://doi.org/10.1016/j.jesp.2012.04.008)
*Won Best Paper Award, Conflict Management Division, Academy of Management 2009 Annual Conference
- Beune, K., Giebels, E., **Adair, W.L.**, Fennis, B.M., & Van der Zee, K.I. (2011). Strategic sequences in police interviews and the importance of order and cultural fit. *Criminal Justice and Behavior*, 38 (9), 934-954. DOI: 10.1177/0093854811412170.
- Semnani-Azad, Z. & **Adair, W.L.** (2011). The display of “dominant” behaviours in negotiation: The role of culture and gender. *International Negotiation Journal*, 16 (3), 451-479. DOI: 10.1163/157180611X592950
- Maddux, W., Yang, H., Adam, H., **Adair, W.L.**, Endo, Y., Carmon, Z., & Heine, S.J. (2010). For whom is parting with possessions most painful? Cultural differences in the endowment effect. *Psychological Science*, Dec. 2010 issue.
- Adair, W.L.**, Taylor, M.S., & Tinsley, C. (2009). Starting out on the right foot: Negotiation schemas when cultures collide. *Negotiation and Conflict Management Research*, 2(2): 138-163.
*Won Outstanding Article Published in 2009 in *Negotiation and Conflict Management Research*.

- Adair, W.L.** (2008). Go-go Global: Teaching what we know of culture and the negotiation dance. *Negotiation and Conflict Management Research*, 1(4): 353-370.
- Adair, W.L.**, Weingart, L.R., & Brett, J.M. (2007). The timing and function of offers in U.S. and Japanese negotiation. *Journal of Applied Psychology*, 92, 1056-1068.
- Adair, W.L.**, & Brett, J.M. (2005). The negotiation dance: Time, culture, and behavioral sequences in negotiations. *Organization Science*, 16, 33-51.
*Won Outstanding Article Published in 2005 from International Association for Conflict Management.
*Republished in T.G. Andrews & R. Mead (2008). *Cross-cultural management: Critical perspectives on business and management*.
- Adair, W.L.**, Brett, J.M., Lempereur, A., Okumura, T., Shikhirev, P., Tinsley, C., & Lytle, A. (2004). Culture and negotiation strategy. *Negotiation Journal*, 20, 87-111.
- Adair, W.L.** (2003). Integrative sequences and negotiation outcome in same- and mixed-culture negotiation. *International Journal of Conflict Management*, 14, 273-296.
*Paper based on dissertation that won Best Dissertation Award from The American Psychological Association, Division 49 (Small Groups) and International Association for Conflict Management.
- Adair, W.L.**, Okumura, T., & Brett, J.M. (2001). Negotiation behaviors when cultures collide: The U.S. and Japan. *Journal of Applied Psychology*, 86, 371-385.
*Won Honorable Mention, Otto Klineberg Award for best paper in international relations, 2002. Society for the Psychological Study of Social Issues.
- Brett, J.M., **Adair, W.L.**, Lempereur, A., Okumura, T., Shikhirev, P., Tinsley, C., & Lytle, A. (1998). Culture and joint gains in negotiation. *Negotiation Journal*, 14, 61-86.

Chapters in Books (Students underlined):

- Adair, W.L.** & Loewenstein, J. (2013). Talking it through: Communication sequences in negotiation. In M. Olekalns & W. Adair (Eds.) *Handbook of Research in Negotiation* (pp. 311-331). Cheltenham, UK: Edward Elgar.
- Adair, W.L.** & Olekalns, M. (2013). Guiding new directions in negotiation research: A negotiation context level framework. In M. Olekalns & W. Adair (Eds.) *Handbook of Research in Negotiation*, (pp. 499-518). Cheltenham, UK: Edward Elgar.
- Adair, W.L.** & Ganai, Q. (2013). Unpacking four forms of emergent third culture in multicultural teams. In Yuki, M. & Brewer, M. (Eds.), *Frontiers of Culture and Psychology: Culture and Group Process* (pp 195-213). New York: Oxford University Press.
- Olekalns, M. & **Adair, W.L.** (2013). The complexity of negotiating: From the individual to the context, and what lies between. In M. Olekalns & W. Adair (Eds.) *Handbook of Research in Negotiation* (pp. 3-24). Cheltenham, UK: Edward Elgar.

- Tinsley, C., Taylor, M.S., & **Adair, W.L.** (2012). Culture and international negotiation failure. In F. Cede & G.O. Faure (Eds.) *Unfinished Business: Why International Negotiations Fail*, (pp. 185-202). Athens, GA: University of Georgia Press.
- Adair, W.L.** & Liu, L.A. (2011). Building multiculturally shared mental models (MSMM) in multiparty negotiations: A Three-stage Process Model. In E. Mannix & M. Neale (Eds.) *Research on Managing Groups and Teams, Volume 14*, (pp. 59-80). San Diego, CA: Elsevier.
- Buchan, N., **Adair, W.L.**, & Chen, X.P. (2011). Navigating cross-cultural negotiation through effective communication. In M. Benoliel (Ed.) *Negotiation Excellence: Successful Deal Making* (pp. 277-297). London: World Scientific Publishing Co.
- Adair, W.L.**, Buchan, N., & Chen, X.P. (2009). Conceptualizing culture as communication in management and marketing research. In C. Nakata (Ed.) *Beyond Hofstede: Culture frameworks for global marketing and management*, (pp. 146-180). New York, NY: Macmillan Palgrave.
- Adair, W.L.**, Tinsley, C., & Taylor, M.S. (2006). Managing the intercultural interface: Third cultures, antecedents, and consequences. In Y. Chen (Ed.) *Research on managing groups and teams, Volume 9* (pp. 205-232). San Diego, CA: Elsevier.
- Adair, W.L.**, & Brett, J.M., (2004). Culture and negotiation processes. In M. Gelfand & J.M. Brett (Eds.) *Culture and negotiation: Integrative approaches to theory and research* (pp. 158-176). Stanford, CA: Stanford University Press.
- O'Connor, K., & **Adair, W.L.** (2003). Integrative interests? The link between negotiation research and the dynamic organization. In E.A. Mannix & R. Peterson (Eds.) *Understanding the dynamic organization* (pp. 163-182). Mahwah, NJ: Lawrence Erlbaum Associates Publishers.

Articles under Review and Working Papers

- Chao, M., Kung, F., Yao, D., **Adair, W.L.**, Tasa, K., & Ying, F.H. When cultures meet: Implicit culture beliefs and intercultural negotiation gains.
- Chuapetcharasopon, P., Neville, L., **Adair, W.L.**, Brodt, S., Lituchy, T., & Racine, A. Cultural mosaic beliefs as a new measure of the psychological climate for diversity: Individual distinctiveness and synergy in culturally diverse teams.
- Lee, S., Kern, M., **Adair, W.L.**, Aytug, Z., & Rua, T. Predicting success in global negotiations through individuals' attachment to same-nationality groups and negotiation role.
- Liang, L., Hideg, I., & **Adair, W.L.** When disadvantage becomes advantageous: The case of conflict in faultline groups.
- Liu, L.A. & **Adair, W.L.** Beyond competition and cooperation: Relational conflict resolution as an ambicultural approach to conflict management under ambiguity.

Semnani-Azad, Z. & **Adair, W.L.** In-group bias in North American-Middle Eastern negotiations: An observer perspective.

Semnani-Azad, Z. & **Adair, W.L.** Reading your counterpart: Culture, meaning, and function of nonverbal behavior in negotiation.

Semnani-Azad, Z., Coman, A., **Adair, W.L.**, Sycara, K. & Lewis, M. Sacred values and observer perceptions in negotiation: The role of deontological versus instrumental reasoning frames.

Xiong, T. & **Adair, W.L.** Examining the impact of culture on creativity: The mediating role of uncertainty avoidance.

Additional Work in Progress (Students underlined):

Bicultural identity integration and work experiences among Native Canadian populations. With Aimy Racine.

Culture and time deadlines in negotiation. With Zhaleh Semnani-Azad.

Multicultural ideologies in the workplace. With Thiam Phouthonephackdy.

Negotiation Cases

Adair, W., Proffitt, T., & Paulson, G. (1999). *Remote control: Home sale transaction by email*. Four-party email negotiation simulation. Dispute Resolution Research Center, Northwestern University.

Thompson, L., Medvec, V., Adair, W., Kim, P., O'Connor, K., & Nadler, J. (1999). *Computron Pharmaceuticals*. Two-party integrative negotiation simulation. Dispute Resolution Research Center, Northwestern University.

AWARDS AND HONORS

- 2013 Best International Poster, SIOP 2013 conference.
- 2013 Presidential Service Award, International Association for Conflict Management
- 2012 Most Influential Paper Award, Conflict Management Division, Academy of Management. For Adair & Brett (2005), *Organization Science*.
- 2012 Best Poster, I/O Division, CPA 2012 conference.
- 2011 Best Published Article in 2009, *Negotiation and Conflict Management Research*.
- 2009 Best Paper Award. Conflict Management Division, Annual Meeting of The Academy of Management.
- 2007 Outstanding Article Award Published in the Year 2005. International Association for Conflict Management. For Adair & Brett (2005), *Organization Science*.
- Clifford Whitcomb Faculty Research Fellowship, Cornell University, 2002-2003.
- 2002 Honorable Mention, Otto Klineberg Award for best paper in international relations. Society for the Psychological Study of Social Issues. For Adair et al. (2001), *Journal of Applied Psychology*.
- 2002 Outstanding Dissertation Award, International Association for Conflict Management.

- Dissertation Research Award, The American Psychological Association, Division 49 (Small Groups), 2001.
- Johnson Graduate School of Management “4.5 Club,” Recognition for Excellence in Teaching, 2001, 2003, 2004.
- Best Doctoral Student Paper Award. Conflict Management Division, Annual Meeting of The Academy of Management, 1999.
- Doctoral Student Teaching Award, Kellogg Graduate School of Management, Northwestern University, 1999.

Editorial Positions:

Negotiation and Conflict Management Review, Associate Editor, Sept. 2015-Dec. 2018.

Negotiation Journal, Consulting Editor, July 2012-present.

Organizational Behavior and Human Decision Processes, Consulting Editor, July 2010-present.

Negotiation and Conflict Management Review, Consulting Editor, 2007-August 2015.

International Journal of Conflict Management, Consulting Editor, 2003-2005.

Grants:

Kwantes, C., Adair, W.L., & Weir, W. Social Sciences and Humanities Research Council of Canada Connections Grant (2015-2016). *Sharing knowledge and building relationships: aboriginal experience in the cross-cultural workplace*. \$50,000 (including matching funds).

Adair, W. Social Sciences and Humanities Research Council of Canada (2013-2019). *Cross-cultural negotiation challenges: The role of nonverbal expression, multicultural experience, and implicit beliefs on miscommunication and information exchange*. \$182,386.

Adair, W. SSHRC Internal Seed Grant, University of Waterloo (2013). *Multicultural workplace communication*. \$5,500.

Adair, W. Robert Harding Humanities and Social Sciences Award, UW/SSHRC (2011-2012). \$8,751.

Adair, W. Social Sciences and Humanities Research Council of Canada (2010-2013). *See what I mean? Understanding the generation, interpretation, and impact of nonverbal communication in cross-cultural negotiation*. \$77,208.

Brodt, S., Adair, W.L., & Lituchy, T. Social Sciences and Humanities Research Council of Canada (2009-2012). *Promoting a cultural mosaic in a multicultural workplace: Balancing cultural identities to build productive, trusting and satisfying work relationships*. \$82,700.

Adair, W. Social Sciences and Humanities Research Council of Canada (2007-2010). *The role of existing and emergent cultural composition in negotiation and conflict management in multi-cultural groups*. \$80,857.

Lee, S., Kern, M. & Adair, W.L. (2008). Dispute Resolution Research Centre, Northwestern University. *Anxiously attached negotiators and individual gain in intra- and inter cultural negotiation*. \$3,000.

Adair, W. SSHRC Internal Seed Grant, University of Waterloo (2007). *Multicultural teams*. \$5,500.

Adair, W. Suter-Staley Global Research Fellowship, Johnson Graduate School of Management, Cornell University, (2003-2005). *Adaptation and influence in U.S. and Japanese negotiation*. \$25,000.

Adair, W. Citicorp Faculty Research Grant, Johnson Graduate School of Management, Cornell University, (2001). *U.S. and Japanese negotiation schemas*. \$5,000.

Adair, W. Dispute Resolution Research Center, Northwestern University, Graduate Student Grant (1999). *Dissertation research grant*. \$10,000.

- Adair, W. Dispute Resolution Research Center, Northwestern University, Graduate Student Grant (1998). *U.S. and Japanese mental models for negotiation*. \$5,000.
- Adair, W. Dispute Resolution Research Center, Northwestern University, Graduate Student Grant (1996). *Russian values, norms, behavior, and performance in integrative negotiation*. \$20,000.
- Adair, W. United States Information Agency and The University of Pittsburgh, Research Grant (1995). *Cross-cultural human resource management: The case of American business in Russia*. \$10,000.
- Adair, W. American Council for Teachers of Russian, Research Scholar Grant (1993). *Cross-cultural human resource management: The case of American business in Russia*. \$5,000.

OTHER SCHOLARLY WORK

Invited Departmental Colloquia:

- Clarkson University School of Business, Unpacking and Managing the Culture-Creativity Gap (April 2016).
- Fudan University, School of Management (June, 2014)
- Vanderbilt University, Owen Graduate School of Management (August, 2013)
- University of Guelph, Department of Psychology (March, 2013)
- University of Melbourne, Melbourne Business School (October, 2010)
- Thunderbird School of Global Management (July, 2010)
- University of Twente (Netherlands), Psychology Department (October, 2009)
- Queens University, School of Business (November, 2008)
- University of Michigan, Ross School of Business (November, 2006)
- University of Delaware, Alfred Lerner College of Business and Economics (February, 2006)
- Ohio State University, Fisher College of Business (March, 2006)
- Duke University, Center for International Business Education and Research (October, 2005)
- Cornell University, Language Programs (October, 2005)
- Cornell University, Clark Program in East Asian Law and Culture (March, 2004)
- Japanese Association for the Study of Negotiation (November, 2003)
- University of Melbourne, Melbourne Business School (June, 2003)

Invited Presentations and Workshops for Practitioners and General Audiences:

Conflict in Groups (January, 2016), UW Collaborates Conference. Waterloo, ON.

Cross-cultural communication at work. (October, 2015), Multicultural Leadership Development Program, Kitchener-Waterloo Counselling Centre, Kitchener, Ontario.

The critical nature of non-verbal signals in negotiation (May, 2013), in Craver, C.B. (ed.), *Negotiations and Bargaining: How to get what you want when you interact with others*, The Marketing & Management Collection, Henry Stewart Talks Ltd, London (online at <http://hstalks.com/?t=MM1353407-Adair>)

International negotiation (Fall 2012). 5th Congress of International Business, “Multicultural Negotiation and Management.” Peruvian University of Applied Sciences (UPC), Lima, Peru.

Building a new cultural metaphor. (Fall 2011). TEDxUW. Waterloo, ON.
<http://www.tedxuw.com/speakers/>

Managing in the multicultural workplace: From negotiation to team building (Fall 2007). 2017: The Workplace Conference. University of Waterloo, Waterloo, ON.

Negotiation essentials (Spring 2007). Waterloo Conference on Social Entrepreneurship, Waterloo, ON.

Pitfalls and promises of transition: Understanding managerial social capital in emerging economies (Spring 2005). Cornell's Center for Advanced Human Resource Studies International Sponsor Meeting, Budapest, Hungary.

Reciprocity in U.S.-Japanese intra- and intercultural negotiations (Spring 1999). Hewlett Foundation Conference: Building a Research Agenda for the Millennium, Chicago, IL.

Invited Presentations at Book Conferences

Talking it through: Communication sequences in negotiation (September, 2012). Northwestern University, Chicago.

Beyond Hofstede: Extending Hall's theory to the contemporary workplace (Spring 2008). University of Illinois, Chicago.

Culture and negotiation processes (Fall 2001). Conference on Culture and Negotiation: Integrative Approaches to Theory and Research. Kellogg Graduate School of Management, Northwestern University, Evanston, IL.

Refereed Conference Paper Presentations (Students Underlined):

Kung, F.Y.H., Chao, M.M., **Adair, W.L.** (2016). To boost intercultural trust and negotiation gains, Change negotiators' beliefs of cultural malleability. International Association of Conflict Management, New York, USA.

Semnani-Azad, Z., **Adair, W.L.**, Tasa, K., Aslani, S., & Ramirez, J. (2016) *Communication sensitivity in honor culture negotiations*. International Association of Conflict Management, New York, USA.

Adair, W. & Semnani-Azad, Z. (2015, August). *Reading your counterpart: Nonverbal communication meaning and mimicry in cross-cultural negotiation*. Annual Meeting of the Academy of Management, Vancouver, BC.

Kazakevic, E., Kung, F. Y. H., Li, M. W. & **Adair, W. L.** (2015, March). *Negotiator mental models across cultures*. Poster presentation at the 9th Annual Southwestern Ontario I-O & OB Graduate Student Conference, Guelph, Canada.

Liu, L.A. & **Adair, W.L.** (2015, August). *Beyond competition and cooperation: Relational conflict resolution as an ambicultural approach to conflict management under ambiguity*. Annual Meeting of the Academy of Management, Vancouver, BC.

- Stonefish, T., Racine, A., Kwantes, C., Adair, W.L., & Weir, W. (2015, June). *Issues facing First Nations peoples in the workplace*. Roundtable at Annual Meeting of the Canadian Psychological Association, Ottawa, Ontario.
- Adair, W. & Semnani-Azad, Z.** (2014, June). *Negotiating with emotion: Display and impact of Chinese and Canadian nonverbal emotion expression*. Annual Meeting of the International Association for Chinese Management Research, Beijing, China.
- Chao, M. M.*, Kung, F. Y. H.*, Yao, D.*, **Adair, W.**, Tasa, K., & Fu, J. H. (2014, August). *Understanding cultural differences in intercultural negotiation: The role of essentialism*. In J. O. Siy & K. W. Phillips (Chairs), *Construals of "diversity": Examining frameworks for justifying, defining, and perceiving diversity*. Symposium conducted at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Kung, F. & Adair, W. (2014, July). *Negotiator mental models of relational and emotional concerns across East and West: A moderated mediation model of relationship orientation and need for closure*. 22nd International Congress of Cross-Cultural Psychology, Reims, France.
- Kung, F., Adair, W., & Tasa, K. (2014, July). When cultures collide and synergize: The role of cultural essentialism in intercultural negotiations. Annual Meeting of the International Association for Conflict Management, Leiden, Amsterdam.
- Lee, S., Kern, M., **Adair, W.L.**, Aytug, Z., & Rua, T. (2014, August). *Negotiating globally with fearful attachment: An individual and contextual approach to risk*. Annual Meeting of the Academy of Management, Philadelphia, PA.
- Semnani-Azad, Z. & Adair, W. (2014, March). *Nonverbal embodiment of relational messages in cross-cultural negotiation*. International Biennale on Negotiation, Paris, France.
- Chuapetcharasopon, P., Beck, J., & Adair, W.L. (2014, April). *When does deep acting lead to emotional exhaustion?* Annual Meeting of the Society for Industrial-Organizational Psychology, Honolulu, HI.
- Aslani, S., Ramirez, J., Semnani-Azad, Z., Brett, J.M., Tinsley, C., Adair, W.L., & Weingart, L. (2013, July). *Honor, face, and dignity cultures: A tri-cultural study of negotiations*. Annual Meeting of the International Association for Conflict Management, Tacoma, WA.
- Buchan, N., Adair, W.L., Chen, X.P., & Liu, D. (2013, July). *The challenge of nonverbal context in international business: A model of communication and social interaction style*. Annual Meetings of the Academy of International Business, Istanbul, Turkey.
- Chuapetcharasopon, P., & Adair, W. L., & Beck, J. (2013, June). *A longitudinal field study of emotional labour in service encounters: The moderating role of intra- vs intercultural service context*. Annual Convention of the Canadian Psychological Association, Quebec City, QC.
* Won RHR Kendall Award for top paper in Human Resource Management.

- Kung, F. & **Adair, W.** (2013, July). *When cultures collide and synergize: The role of creativity and positive mood in intercultural negotiations*. Annual Meeting of the International Association for Conflict Management, Tacoma, WA.
- Liang, L. H., Hideg, I., & Adair, W. L. (2013, August). *When disadvantage becomes advantageous: A conflict expectation model of demographic faultlines*. Academy of Management Meeting, Lake Buena Vista, FL, USA.
*Published in Academy of Management Proceedings 2013 (1), 11783
- Semnani-Azad, Z. & **Adair, W.** (2013, July) *Negotiation in honor and dignity cultures: Implications of aspiration on negotiation process and outcome*. Annual Meeting of the International Association for Conflict Management, Tacoma, WA.
- Xiong, T. & **Adair, W.** (2013, April). *The relationship between team member multicultural experience and team creativity across cultures*. Annual Meeting of the Society for Industrial-Organizational Psychology. Houston, TX.
- Adair, W.L.,** Yang, H., Phouthonephackdy, T., & Klamert, C. (2012) *An actor-target model of social influence in negotiation: Testing the role of power and culture*. Annual Meeting of the International Association for Conflict Management, Capetown, South Africa.
- Adair, W.L. (2012).** *New perspectives on culture in social interactions*. Bi-Annual Meeting of the International Association for Chinese Management Research, Hong Kong.
- Aslani, S., Ramirez, J., Semnani-Azad, Z., Brett, J.M., Tinsley, C., Adair, W.L., & Weingart, L. (2012) *Implications of honor & dignity culture for negotiations: A study of Middle Easterners & Americans*. Annual Meeting of the Academy of Management, Boston, MA.
*won 2012 Carolyn Dexter Award (Top Five Paper), Academy of Management.
- Chuapetcharasopon, P., & Adair, W. L., (2012, July). *Culture-related antecedents of emotional labour in intercultural service encounters*. 21st International Congress of the International Association for Cross-Cultural Psychology, Stellenbosch, South Africa.
- Liang, L.H., Adair, W.L., Hideg, I. & Xiong, T. (2012). *When should we disagree? The effect of conflict on team identity in North American and East Asian teams*. Annual Meeting of the International Association for Conflict Management, Capetown, South Africa.
- Liang, L. H., Adair, W. L., Hideg, I. (2012, July). *How gender and relational closeness influence information sharing in culturally homogeneous and culture faultline teams?* 21st Congress of International Association for Cross-Cultural Psychology, Cape Town, South Africa.
- Lituchy, T.R., Michaud, J., Adair, W., Brodt, S., & Chuapetcharasopon, P. (2012, June). *Cultural mosaic and acculturation*. Symposium conducted at the 73rd annual convention of the Canadian Psychological Association, Halifax, NS.
- Semnani-Azad, Z. & Adair, W. (2012). *Being tough doesn't always pay-off: The culture of honour vs. dignity in negotiation*. Annual Meeting of the International Association for Conflict Management, Capetown, South Africa.

- Semnani-Azad, Z. & **Adair, W.** (2012). *Watch your tone! Paralanguage communicating negotiation approach across culture*. Annual Meeting of the International Association for Conflict Management, Capetown, South Africa.
*Runner-up, Best Student Paper Award.
- Semnani-Azad, Z., Sycara, K., Lewis, M., Langstaff, J. & **Adair, W.** (2012). *Dynamics of helping behavior and cooperation across culture*. Annual Meeting of the International Association for Conflict Management, Capetown, South Africa.
- Semnani-Azad, Z. & **Adair, W.** (2012). *In-group bias in North American-Middle Eastern negotiations: An observer perspective*. Annual Meeting of the Academy of Management, Organizational Behavior Division. Boston, MA.
- Xiong, T. & **Adair, W.L.** (2012). *Message order and culture: Unpacking effects of primacy and recency*. Annual Meeting of the International Association for Conflict Management, Capetown, South Africa.
- Xiong, T. & **Adair, W.L.** (2012). *The relationship between multicultural experience and team creativity*. Annual Meeting of the International Association for Conflict Management, Capetown, South Africa.
- Chuapetcharasopon, P., **Adair, W.L.**, Brodt, S. & Lituchy, T. (2011). *The Cultural Mosaic Scale: Factor structure and construct validity*. Annual Meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Ganai, O. & **Adair, W.**, (2011). *Consequences of intercultural ideology on team identification, information processing, and work-related outcomes in culturally diverse teams*. Regional Conference of the International Association for Cross-cultural Psychology, Istanbul, Turkey.
- Liang, L., & **Adair, W.** (2011). *Timing, communication, and conflict: A cross-cultural comparison of levels of conflict in culturally homogeneous Chinese and Canadian groups over time*. Regional Conference of the International Association for Cross-cultural Psychology, Istanbul, Turkey.
- Liu, L.A., **Adair, W.L.**, Bello, D. (2011). *A metaphorical analysis of relationship dynamics in international strategic alliances*. Annual Meeting of the Academy of Management, Organizational Behavior Division. San Antonia, Texas.
- Semnani-Azad, Z. & **Adair, W.** (2011). *Non-verbal cues communicating involvement and engagement in cross-cultural negotiation*. Regional Conference of the International Association for Cross-cultural Psychology, Istanbul, Turkey.
- Adair, W.L.**, Hideg, I., Wang, Z. & Spence, J. (2010). *Antecedents to third culture in culturally homogeneous and heterogeneous teams*. Annual Meeting of the Academy of Management, Organizational Behavior Division. Montreal, Quebec.
- Brodt, S., E., **Adair, W.L.**, Chuapetcharasopon, P., & Lituchy, T.R. (2010). *As Canadian as hockey: Examining the cultural mosaic approach to multicultural work groups*. Annual Meeting of the International Association for Conflict Management, Boston, MA.

- Chuapetcharasopon, P., Brodt, S., E., **Adair, W.L.**, Lituchy, T.R., & Lowe, M. (2010). *Cultural mosaic in the workplace: Conceptualization and measurement*. Annual Meeting of the Academy of Management, Organizational Behavior Division. Montreal, Quebec.
- Hideg, I. & **Adair, W.L.** (2010). *Is conflict always detrimental for group performance: The case of faultline groups*. Annual Meeting of the International Association for Conflict Management, Boston, MA.
- Semnani-Azad, Z. & **Adair, W.L.** (2010). *Culture and gender variation in the display of nonverbal cues during negotiation: A comparison of Canadian and Chinese negotiators*. Annual Meeting of the International Association for Conflict Management, Boston, MA.
- Semnani-Azad, Z. & **Adair, W.L.** (2010). *Examining reactions to negotiation deadline across three cultures*. Annual Conference of the Canadian Psychological Society, Calgary, AB.
- Semnani-Azad, Z. & **Adair, W.L.** (2010). *What is really being said? A theoretical framework of nonverbal communication in cross-cultural negotiation*. Annual Conference of the Canadian Psychological Association, Calgary, AB.
- Wang, Z. & **Adair, W.L.** (2010). *The interplay of culture, self-construal, and decision context in escalation of commitment*. Annual Meeting of the Academy of Management, Organizational Behavior Division. Montreal, Quebec.
- Adair, W.L.**, Ethier, N., Okumura, T., & Taylor, M.S. (2009). *Getting what you want: The role of culture and partner's needs in predicting the effectiveness of influence in negotiation*. Annual Meeting of the International Association for Conflict Management, Kyoto, Japan.
- Adair, W.L.** (2009). *The generalizability of negotiation research to organization studies*. Annual Meeting of the International Association for Conflict Management, Kyoto, Japan.
- Adair, W.L.**, Buchan, N., & Chen, X.P. (2009). *Communication and social interaction style across cultures: Conceptualization, antecedents, and organizational consequences*. Annual Meeting of the Academy of International Business, San Diego, CA.
- Adair, W.L.**, Buchan, N., & Chen, X.P. (2009). *The meaning of context in communication: Reconceptualization and scale development*. Annual Meeting of the Academy of International Business, San Diego, CA.
- Adair, W.L.** & Lewin, A. (2009). *Intercultural Edge*. Association of International Education Administrators Conference.
- Adair, W.L.**, Wang, Z. Soraggi, M., & Hideg, I. (2008). *Third culture in multicultural teams*. Annual Meeting of the Academy of Management, Organizational Behavior Division. Anaheim, CA.
- Adair, W.L.**, Brett, J.M., Okumura, T., & Taylor, M.S. (2007). *Getting what you want: The role of culture in predicting the effectiveness of informational and normative influence in conflict*

resolution. Annual Meeting of the International Association for Conflict Management, Budapest, Hungary.

- Adair, W.L.**, & Anderson, C. (2005). *Pitfalls and promises of transition: Understanding managerial social capital in emerging economies*. Annual Meeting of the Academy of Management, International Business Division. Honolulu, Hawaii.
- Adair, W.L.**, Taylor, M.S., & Tinsley, C. (2005). *U.S. and Japanese schemas for intercultural negotiation: A tale of overadjustment?* Annual Meeting of the Academy of Management, Conflict Management Division. Honolulu, Hawaii.
- Adair, W.L.**, Tinsley, C., & Taylor, M.S. (2005). *Managing the intercultural interface: Third cultures, antecedents, and consequences*. 2005 conference on Managing Groups and Teams, Palisades, NY.
- Adair, W.A.**, Taylor, M.S., & Tinsley, C. (2004). *U.S. and Japanese schemas for intra- and intercultural negotiation*. Annual Meeting of the International Association for Conflict Management, Pittsburgh, PA.
- Adair, W.A.**, Weingart, L.R., & Brett, J.M. (2004). *The search is on: The role of offers in discovering high joint gain solutions in integrative negotiation*. Annual Meeting of the International Association for Conflict Management. Pittsburgh, PA.
- Lee, S., **Adair, W.L.**, & Mannix, E.A. (2004). *Contextual and temporal dynamics of social categorization*. Annual Meeting of the Academy of Management. New Orleans, LA.
- Lee, S., **Adair, W.L.**, & Mannix, E.A. (2004). *Negotiator self-identity and justice judgment in intergroup negotiation*. Annual Meeting of the International Association for Conflict Management. Pittsburgh, PA.
- Adair, W.L.**, Tinsley, C., & Taylor, M.S. (2003). *Third culture in international negotiations: A dynamic theory*. Annual Meeting of the International Association for Conflict Management, Melbourne, Australia.
- Lee, S., **Adair, W.L.**, & Mannix, E.A. (2003). *Relational and collective interdependence and social categorization when negotiating with outgroups*. Annual Meeting of the International Association for Conflict Management. Melbourne, Australia.
- Adair, W.L.**, & Lee, S. (2003). *Adaptation in cross-cultural negotiation*. Annual Meeting of the Academy of Management. Seattle, WA.
- Adair, W.L.**, & Olekalns, M. (2002). *Social motives, cognitive maps and trust in a three-party negotiation*. Annual Meeting of the International Association for Conflict Management, Park City, Utah.
- Adair, W.L.** (2002). *New directions in cross-cultural OB/HRM research*. Annual Meeting of the Academy for International Business, San Juan, Puerto Rico.

- Adair, W.L., & Brett, J.M.** (2001). *The effects of culture and time on behavioral patterns in deal-making negotiations*. Annual Meeting of the International Association for Conflict Management. Paris, France.
- Adair, W.L.**, (2001). *Reciprocal information sharing in East-West negotiations*. Annual Meeting of the Academy of Management. Washington, DC.
- Adair, W.L., & O'Connor, K.** (2001). *Forging new alliances: The interplay between negotiation and dynamic organizations*. Conference on Understanding the Dynamic Organization. Cornell University, Ithaca, NY.
- Adair, W.L.** (2000). *Reciprocity of information sharing and persuasive behaviors in same-culture negotiations: Germany, Hong Kong, Israel, Japan, Russia, Sweden, Thailand, and the U.S.* Annual Meeting of the Academy of Management, Conflict Management Division. Toronto, Canada.
- Adair, W.L.** (1999). *Exploring the norm of reciprocity in the global market: U.S. and Japanese intra- and intercultural negotiations*. Annual Meeting of the Academy of Management, Chicago, IL.
- Adair, W.L.** (1999). *U.S. and Japanese mental models for negotiation*. Annual Meeting of the International Association for Conflict Management. San Sebastian, Spain.
- Dialdin, D., Kopelman, S., **Adair, W.L.**, Brett, J.M., Okumura, T., & Lytle, A. (1999). *Distributive outcomes of cross-cultural negotiations*. Annual Meeting of the International Association for Conflict Management. San Sebastian, Spain.
- Adair, W.L.**, Kopelman, S., Gillespie, J.G., Brett, J.M., & Okumura, T. (1998). *Compatible cultural values and schemas in U.S. - Israeli negotiations: Implications for joint gains*. Annual Meeting of the Academy of Management. San Diego, CA.
- Adair, W.L.**, Brett, J.M., Lempereur, A., Okumura, T., Shikhirev, P., Tinsley, C., & Lytle, A. (1998). *Culture and negotiation scripts*. Annual Meeting of the International Association for Conflict Management. College Park, Maryland.
- Adair, W.L.**, Okumura, T., & Brett, J.M. (1997). *Negotiation behaviors when cultures collide: The U.S. and Japan*. Annual Meeting of the Academy of Management, Conflict Management Division. Boston, MA.
- Brett, J.M., **Adair, W.L.**, Lempereur, A., Okumura, T., Shikhirev, P., Tinsley, C., & Lytle, A. (1997). *Culture and joint gains in negotiation*. Annual Meeting of the International Association for Conflict Management. Bonn, Germany.
- Refereed Conference Poster Presentations & Novel Sessions (Students Underlined):**
Gross, M., Adair, W.L., & Neuman, E. J. (2016). *Celebrating (Almost) a decade of NCMR: Historical trends, recent developments, & future opportunities*. International Association of Conflict Management, New York, USA.

- Kazakevic, E., Kung, F. Y. H., Li, M. W. & Adair, W. L. (2015, March). *Negotiator mental models across cultures*. Poster presentation at the 9th Annual Southwestern Ontario I-O & OB Graduate Student Conference, Guelph, Canada.
- Abdel Malek, S., Semnani-Azad, Z., & Adair, W.L. (2014, May). *Reading your counterpart: Interpreting nonverbal messages in cross-cultural negotiation*. Southern Ontario Behavioral Decision Research , Guelph, ON, Canada.
- Adair, W. & Racine, A.** (2014, July). *Cultural mosaic beliefs and third culture in multicultural teams*. 22nd International Congress of Cross-Cultural Psychology, Reims, France.
- Chuapetcharasopon, P. Beck, J. & Adair, W. (2014, May). *When does deep acting lead to emotional exhaustion?* Annual Meeting of the Society for Industrial-Organizational Psychology. Honolulu, HI.
- Srikantharajah, J., Semnani-Azad, Z., & Adair, W.L. (2014, May). *Display and impact of postural mimicry in negotiation: Canada and China*. Southern Ontario Behavioral Decision Research , Guelph, ON, Canada.
- Racine, A. & Adair, W. (2014, July). *Bicultural identity integration (BII) in an Aboriginal population: The effects of intergroup contact on workplace outcomes*. 22nd International Congress of Cross-Cultural Psychology, Reims, France.
- Xiong, T. & Adair, W. (2013). *The effects of message order and culture on influence strategies*. Annual Meeting of the Society for Industrial-Organizational Psychology. Houston, TX.
* Won Best International Poster
- Chuapetcharasopon, P. & Adair, W. (2013). *Antecedents of emotional labour in intercultural service encounters*. Annual Meeting of the Society for Industrial-Organizational Psychology. Houston, TX.
- Liang, L. H., Adair, W. L., Hideg, I, Chen, K., Mu, F., Armstrong, R. (2013, January). *Overcoming the performance liabilities in work teams: The buffering effect of group faultlines*. 14th annual meeting of the Society for Personality and Social Psychology, Houston, TX, USA.
- Ganai, O. & Adair, W.L. (2012). *Unpacking four forms of third culture in multicultural teams*. Annual Meeting of the Society for Industrial-Organizational Psychology. San Diego, CA.
- Ganai, O. & Adair, W.L. (2012). *Individual differences in preference for third culture in multicultural teams*. Society for Personality and Social Psychology Group Processes and Intergroup Relations (GPIR) Preconference, San Diego, California, USA.
- Liang, L. H., Au-Yeung, A., Armstrong, R., Mu, F., Hideg, I., & Adair, W. L. (2012). *Is conflict beneficial or detrimental for team functioning? It depends on team composition*. Poster presented at the 73rd Annual Convention of the Canadian Psychological Association, Halifax, NS, Canada.
*Won Canadian Society for Industrial Organizational Psychology Top Student Poster Award.

- Liang, L., Semnani-Azad, Z., Ganai, O., & Adair, W.L. (2012). *Do you like what you hear? The role of culture in preference for leader communication style*. Poster presented at the Society for Personality and Social Psychology, San Diego, California, U.S.A.
- Rice, D., Semnani-Azad, Z. & Adair., W.L. (2012). *Postural mimicry in cross-cultural negotiation*. Society for Industrial/Organizational Psychology Annual Conference, San Diego, CA.
- Semnani-Azad, Z., & Adair, W.L. (2012). *In-group bias in North American-Middle Eastern Negotiations*. Society for Personality and Social Psychology Group Processes and Intergroup Relations (GPIR) Preconference, San Diego, California, USA.
- Semnani-Azad, Z., & Adair, W.L. (2012). *When you're happy and you know it: Canadian and Chinese negotiators' nonverbal expression of engagement, status, and partner evaluation*. Society for Personality and Social Psychology Nonverbal Behaviour (NVB) Preconference, San Diego, California, USA.
- Semnani-Azad, Z., & Adair, W.L. (2012). *Mimicry in cross-cultural negotiation: A comparison of Chinese and Canadian negotiators*. Society for Personality and Social Psychology Nonverbal Behaviour (NVB) Preconference, San Diego, California, USA.
- Semnani-Azad, Z., Lian, H., Brown, D., & Adair, W.L. (2012). *Follow the powerful one: The moderating role of power distance orientation in mimicking power holders' behaviours*. Society for Personality and Social Psychology, San Diego, California, USA.
- Xiong, T., Liang, L. H., & Adair, W. L. (2012, April). *A longitudinal examination on the consequences of team conflict*. 27th Annual Conference of Society for Industrial and Organizational Psychology, San Diego, CA, USA.
- Xiong, T., & Adair, W. (2012). *Culture and the primacy/recency effect*. Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Chuapetcharasopon, P., Adair, W.L., Lituchy, T.R., & Brodt, S.E. (2011, April). *The Cultural Mosaic Scale: Factor structure and construct validity*. 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Liang, L. H., Hideg, I., & Adair, W. L. (2011). *The benefit of conflict and communication on performance in culture faultline groups*. 24th Annual Conference of the International Association for Conflict Management, Istanbul, Turkey.
- Semnani-Azad, Z. & Adair, W. (2011). *The influence of relational construal on negotiation: Comparison of Canadian and Iranian dyads*. Annual Meeting of the Canadian Psychological Association, Toronto, ON.
- Adair, W.L., Lee, S., Squires, J., & Castaldi, M. (2008). *Cultural perspective taking in negotiations*. Annual Meeting of the Canadian Psychological Association.

Soraggi, M., Wang, Z., Hideg, I., & Adair, W.L. (2008). *Multicultural team composition, dynamics, and performance on a coordination task*. Annual Meeting of the International Association for Conflict Management. Chicago, IL.

Media Mentions

Reading the Body Language in International Negotiations, Strategy-Business.com, September 16, 2011.

TEACHING

Doctoral Seminar

Culture and Organizational Psychology (University of Waterloo) winter 2008, winter 2012.

Groups and Teams (University of Waterloo, winter 2014).

Masters

Working in Teams (University of Waterloo, Stratford Campus) fall & Winter 2011, fall 2012, fall 2103.

Negotiation: Theory and Practice (University of Waterloo) winter 2007, winter 2009, winter 2010, spring 2012, winter 2016.

Undergraduate

Negotiation in the Workplace (University of Waterloo) 2009, 2010, 2011, 2012, 2013, 2014, 2016 (all winter term).

Psychology of Groups and Teams (University of Waterloo) fall, 2015.

Honours Seminar: Culture and Organizational Psychology (University of Waterloo) winter, 2008.

Honours Seminar: Psychology of Groups and Teams (University of Waterloo) fall, 2014.

Organizational Psychology (University of Waterloo) spring 2007, fall 2008, spring 2010, fall 2012, spring 2013

Negotiations: The Global Perspective, (Cornell Summer International Business Program), 2004.

MBA

Negotiations (WLU), spring 2010

Negotiations (JGSM) 2001, 2003, 2004, 2005

Negotiations (Kellogg) 1998, 1999

Negotiations: The Global Perspective (JGSM) 2003, 2004, 2005

Negotiations Short-course

American Institute of Business and Economics, Moscow, Fall 2000.

Graduate School of International Business, Moscow, Spring 1996.

Moscow International Higher Business School, Moscow, Spring 1996.

Executive MBA

Managing Through Influence (JGSM), 2003

Advanced Negotiations (JGSM), 2004, 2005, 2006

International Negotiations (JGSM) 2004, 2005, 2006

Negotiations (Kellogg), 2000

Managing and Leading Teams (Stockholm School of Economics in St. Petersburg, Russia), 2002.

Executive Education Clients

Administrative Management Institute
B2R Finance
OSRAM Global Management Program
Medsite
TELUS International
Leadership Development Program, Cornell University
Executive Development Program, Melbourne Business School

Community/Employee Programs

Multicultural Leadership Development Program, Kitchener-Waterloo Counselling, Kitchener, ON
Cross-cultural Communication in the Workplace (Oct, 2015)
University of Waterloo, Inclusivity Certificate Program
Understanding Diversity and Inclusivity (2010-2014)
Inclusive Communication modules (2010-2014)

Graduate Students

Primary Supervisor:
Thiam Phouthonephackdy, University of Waterloo, MA/PhD current
Franki Kung, University of Waterloo, MA/PhD, current
Aimy Racine, University of Waterloo, MA/PhD, current
Tracy Xiong, University of Waterloo, PhD, (2015)
Zhaleh Semnani-Azad, University of Waterloo, PhD, (2015)
Pylin Chuapetcharasopon, University of Waterloo, PhD (2014)
Omar Ganai, University of Waterloo, MA (2013)
Lindie Liang, University of Waterloo, MA (2012)
Pylin Chuapetcharasopon, University of Waterloo, MA (2012)
Tracy Xiong, University of Waterloo, MA (2012)
Zhaleh Semnani-Azad, University of Waterloo, MA (2011)
Zhenhua Wang, University of Waterloo, MAsc, (2011)
Michelle Castaldi, University of Waterloo, MAsc (2009)
Mariana Soraggi, University of Waterloo, MAsc (2008)
Jenesis Squires, University of Waterloo, MAsc (2008)

Dissertation Committee Member:

Sana Rizvi, University of Waterloo (2015)
Shawn Komar, University of Waterloo, (2012)
Andrew Maxwell, University of Waterloo, (2012)
Beatrice Moss, University of Waterloo, (2010)
Jeff Spence, University of Waterloo, (2010)
Ritu Kaushal, University of Windsor, (2010)
Karljin Buene, University of Twente, (2009)
Katrina Goreham, University of Waterloo, (2009)
Lance Ferris, University of Waterloo (2008)
Sujin Lee, JGSM, Cornell University (2005)
Heather MacDonald, University of Waterloo, (2007)
Masako Taylor, Hotel School, Cornell University (2006)

Master's Thesis Committee Member:

Navio Kwok, University of Waterloo, 2016
Rachel Morrison Kenney, University of Waterloo, 2013
Kevin Leung, University of Waterloo, 2012
Corey Bainerman, University of Waterloo, 2010.
Cathy Tsang, University of Waterloo, 2009

Undergraduate Honours Thesis Students, University of Waterloo:

Ruxandra Badea (2016)
Elena Kazakevic (2016)
Grace Hu (2016)
Shane Morganstein (2016)
Samm Daskaluk (2014)
Kirsty Chen (2013)
Arthur Au-Yeung (2012)
Theresa Chu (2012)
Julie Kim (2012)
Stacy Chan (2011)
Thiam Phouthonephackdy (2011)
Doan Tam Le (2011)
Dan van der Werf (2010)
Vicki Ho (2010)
Daniel Iwasama (2009)
Ana Arriaza (2009)
Meghan Gallaway (2008)
Stephanie Mills (2007)

PROFESSIONAL ACTIVITIES

Ad Hoc Journal Reviews (average total 10 papers per year):

Academy of Management Journal
Administrative Science Quarterly
International Journal of Conflict Management
Journal of Applied Psychology
Journal of Experimental Social Psychology
Journal of International Business Studies
Management Science
Organizational Behavior and Human Decision Processes
Personnel Psychology
Thunderbird International Business Review

Departmental Service:

University of Waterloo

<u>Year</u>	<u>Activity</u>
2015/16	Co-Organizer, I/O Brown Bag Seminar (Division) Organizer, I/O Connections Alumni networking event. Full day event with talks, poster session, & networking opportunities. 50 attendees. April 29, 2016. (Division & University)
2014/15	Sabbatical

2013/14	PhD Thesis Examination Chair (University) Undergraduate Thesis Program Coordinator (Department) Departmental Promotion and Tenure Committee (Department) Organizer, I/O Brown Bag Seminar (Division)
2012/13	Division Representative, Executive Committee (Department) I/O Division graduate admissions (Division) HRM Program Management Committee Member (University)
2011/12	Division Representative, Executive Committee (Department) Division Chair, Industrial/Organizational Psychology (Division) HRM Program Management Committee Member (University) MDEI Program Admissions Committee (University)
2010/11	Sabbatical
2009/10	Department Representative, DERC Ethics Review Committee (Department) Division Representative, Executive Committee (Department)
2008/09	Department Representative, DERC Ethics Review Committee Division Representative, Executive Committee Division Representative, SSHRC Ranking Committee
2007/08	Division Representative, Executive Committee Lead Writer, IO Division Expansion Proposal Organizer, IO Brown Bag Lectures
2006/07	Division Representative, SSHRC Ranking Committee University Representative, OGS Ranking Committee Organizer, IO Brown Bag Lectures

Cornell University

<u>Year</u>	<u>Activity</u>
2005/06	Organizer, Management & Organizations Workshop
2005/06	Committee Member, Global Business Task Force and Advisory Committee
2004/05	Organizer, Management & Organizations Workshop
2004/05	Committee Member, Global Business Task Force and Advisory Committee
2003/04	Co-organizer, Management and Organizations Formal Speaker Series
2003/04	Organizer, Management & Organizations Workshop
2003/04	Committee Member, Global Business Task Force and Advisory Committee
2003/04	Chair, Management & Organizations Faculty Search Committee
2003/04	Invited Speaker, Cornell Alumni Club of Tokyo
2003/04	Invited Speaker, Cornell Alumni Club of New York
2002/03	Organizer, Management & Organizations Workshop
2001/02	Organizer, Management & Organizations Workshop
2001/02	Invited Speaker, LEAD Program
2000/01	Organizer, Management & Organizations Workshop

Professional Service:

Professional Leadership

Academy of Management

Representative-at-Large, Conflict Management Division, 2004-2006

Co-Organizer, CM Professional Development Workshops, 2005

International Association of Conflict Management

President, 2011-2013

Annual Conference Program Chair, 2009
Representative-at-Large, 2003-2005
Chair, Best Book Award Committee, 2003-2004
IACM Journal Committee, 2004-2006

International Association for Cross-Cultural Psychology

Member of 10-person Scientific Committee for 2018 Annual Conference in Guelph, ON.

Conferences and Workshops

Co-Organizer (with Kwantes, C.) Sharing Knowledge and Building Relationships 2-day conference on Issues Facing Aboriginal Peoples in the Workplace. Vancouver Island University, June 7-8, 2016. 100 attendees.

Symposium Co-Organizer (with Kung, F.), Promoting trust and prosociality in intergroup conflicts. (2016). International Association of Conflict Management, New York, USA.

Symposium Organizer and Panel Member, Roundtable on issues facing First Nations peoples in the workplace. (2015) Annual Meeting of the Canadian Psychological Association, Ottawa, Ontario.

Organizer, Annual Meeting of the International Association for Conflict Management, June 2013, Tacoma, Washington.

Symposium Organizer and Panel Member, Fostering Creativity and Innovation within Teams: Challenges and Opportunities (2013). Annual Meeting of the Society for Industrial-Organizational Psychology. Houston, TX.

Co-Organizer, Negotiation Conference, Northwestern University, September 2012 (2-day conference including 15 speakers and 3 organized discussion break-outs).

Panel Member, Measuring Culture as Consensus (2012). Professional Development Workshop, Academy of Management, Boston, MA.

Organizer and Facilitator, Multicultural teams: Where do we go from here? A Virtual Webinar, 2011-2012 (series included 9 speakers and one moderated wrap-up discussion).

Panel Member, Teaching Negotiation to Undergraduates. International Association for Conflict Management, 2010.

Symposium Organizer, Third culture in the workplace: Refining, testing, and challenging theory. Academy of Management, 2008.

Panel Member, Leadership in academic careers. Professional Development Workshop, Academy of Management, 2007.

Program Coordinator and Panel Member, Negotiating your first academic job. Professional Development Workshop, Academy of Management Conflict Management Division, 2005.

Program Board, IACM 1999-present.

Program Board, Academy of Management, Conflict Management Division, 1998-present.

W.O.R.C. (Waterloo Organizational Research and Consulting) Projects with M.A. Students

Project Co-Supervisor, *University of Waterloo Staff Association Engagement Survey*, 2013. Team included 2 faculty and 2 graduate students.

Emotional Labour in Intercultural Service Encounters: Reducing Emotional Exhaustion & Improving Satisfaction among Nurses at Bumrungrad International. White Paper, 2013. Dr. Wendi Adair & Pylin Chuapetcharasopon, University of Waterloo, Culture At Work Lab

Powernoodle as a tool for Creative Virtual Teamwork, a University-Local Business collaborative research project & White Paper, 2011. University of Waterloo, Culture At Work Lab.

Project Leader, Training program on *Understanding Diversity* for University of Waterloo Organizational and Human Development, 2010.

Project Leader, Training program on *Inclusive Communication* for University of Waterloo
Organizational and Human Development, 2010.

Professional Development:

Summer Institute on Content Analysis (August 2016).

LEARN Integrated Retreat (December, 2015).

Summer Institute for Intercultural Communication, Intercultural Competence Session (July, 2015).