

Curriculum Vita

WENDI L. ADAIR

Department of Psychology
University of Waterloo
Waterloo, ON
N2L 3G1 Canada
Tel 519-888-4567. ext. 38143
Fax 519-746-4147
wladair@uwaterloo.ca

PROFESSIONAL EXPERIENCE

Professor. Department of Psychology. University of Waterloo. May 2019 - present.

Associate Professor. Department of Psychology. University of Waterloo. May 2009 – April 2019.

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

Assistant Professor. 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

Books

Adair, W.L., Buchan, N.B, Chen, X.P., & Liu, L.A. (2024). *What isn't being said? Culture and communication at work*. Springer.

Olekalns, M., & **Adair, W.** (2013). *Handbook of research on negotiation*. Edward Elgar.

Published Articles in Referred Journals (Students and Post Docs underlined):

Okwu, E. & **Adair, W.L.** (2023). The impact of racial microaggressions on interpersonal trust in the workplace. Undergraduate Research Journal of Psychology at UCLA.

- Mao, Y., Adair, W., & Su, J. (2022). 'It's difficult but important': Toward a model of African students' Chinese language identity development in higher education. *Journal of Multilingual and Multicultural Development*, 1-21.
- Ramirez, J., Olekalns, M., & **Adair, W.L.** (2019). Normatively speaking: Do cultural norms influence negotiation, conflict management, and communication? *Negotiation and Conflict Management Research*, 12(2), 146-160.
- Rua, T., Aytug, Z.G., Kern, M.C., Lee, S., & **Adair, W.L.** (2018). Hidden influences in international negotiations: The interactive role of insecure cultural attachment, risk perception, and risk regulation for sellers vs. buyers. *Thunderbird International Business Review*, 1-14.
- Adair, W.L.**, & Xiong, T. (2018). How Chinese and Caucasian-Canadians conceptualize creativity: The mediating role of uncertainty avoidance. *Journal of Cross-Cultural Psychology*, 49(2), 223-238.
- Kung, F., Chao, M.M., Yao, D.J., **Adair, W.L.**, Fu, J.H., & Tasa, K. (2018). Bridging racial divides: Social constructionist (vs. essentialist) beliefs facilitate trust in intergroup contexts. *Journal of Experimental Social Psychology*, 74: 121-134.
- Chuapetcharasopon, P., Neville, L., **Adair, W.L.**, Brodt, S., Lituchy, T., & Racine, A. (2018). Cultural mosaic beliefs as a new measure of the psychological climate for diversity: Individual distinctiveness and synergy in culturally diverse teams. *International Journal of Cross-Cultural Management*, 18(1): 7-32.
- Liu, L.A., **Adair, W.L.**, Tjosvold, D., & Poliakova, E. (2018). Understanding intercultural dynamics: Insights from competition and cooperation in complex contexts. *Cross-cultural and Strategic Management*, 25(1): 2-31.
- Adair, W.L.**, Kwantes, C., Stonefish, T., Badea, R., & Weir, W. (2017). Conversations about Aboriginal work experiences: Reflections for community members, organizations, and the academy. *Journal of Aboriginal Economic Development*, 10(2), 53-72.
- Adair, W.L.**, Liang, L., & Hideg, I. (2017). Buffering against the detrimental effects of demographic faultlines: The curious case of intragroup conflict in small work groups. *Negotiation and Conflict Management Research*, 10(1), 28-45.
- Kwantes, C., Stonefish, T., & **Adair, W.L.**, & Weir, W. (2017). Sharing knowledge~building relationships: Lessons learned about employment realities of Aboriginal workers. *Journal of Aboriginal Economic Development*, 10(2), 33-40.
- Adair, W.L.**, Behfar, K. J., Olekalns, M., & Shapiro, D. L. (2016). Celebrating the work of Jeanne M. Brett: Building bridges and making connections. *Negotiation and Conflict Management Research*, 9(4), 292-308. (invited article sent out to three reviewers).
- Aslani, S., Ramirez, J., Brett, J.M., Yao, J., Semnani-Azad, Z., Zhang, Z.X., Tinsley, C., Weingart, L., & **Adair, W.L.** (2016). Dignity, face, and honor cultures: A study of negotiation strategy and outcomes in three cultures. *Journal of Organizational Behavior*, 37(8), 1178-1201.

- Adair, W.L.**, Buchan, N., Chen, X.P., & Liu, D. (2016). A model of communication context and measure of context dependence. *Academy of Management Discoveries*, 2(2), 198-217.
- 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*, 46(7), 830-849.
*Reprinted in M.Y. Brannen & T. Mughan (Eds.), *JIBS special collections book on language research: Past, present, and future*. Palgrave Macmillan.
- Liang, L., **Adair, W.L.**, & Hideg, I. (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(4), 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(4), 6-25.
- 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(4), 64-89.
- 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(6), 941-962.
- Lee, S., **Adair, W.L.**, & Seo, S.-J. (2013). Cultural perspective taking in cross-cultural negotiation. *Group Decision and Negotiation*, 22(3), 389-405.
- 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(5), 1132-1138.
*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.
- Semnani-Azad, Z., & **Adair, W.L.** (2011). The display of “dominant” behaviors in negotiation: The role of culture and gender. *International Negotiation Journal*, 16(3), 451-479.
- 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*, 21(12), 1910-1917.
- 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.
*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(4), 1056-1068.
- Adair, W.L.**, & Brett, J.M. (2005). The negotiation dance: Time, culture, and behavioral sequences in negotiations. *Organization Science*, 16(1), 33-51.
 *Outstanding Article Published in 2005 from International Association for Conflict Management.
 *Reprinted in T.G. Andrews & R. Mead (2008). *Cross-cultural management: Critical perspectives on business and management*. Routledge.
- Adair, W.L.**, Brett, J.M., Lempereur, A., Okumura, T., Shikhirev, P., Tinsley, C., & Lytle, A. (2004). Culture and negotiation strategy. *Negotiation Journal*, 20(1), 87-111.
- Adair, W.L.** (2003). Integrative sequences and negotiation outcome in same- and mixed-culture negotiation. *International Journal of Conflict Management*, 14(3), 273-296.
 *Best Dissertation Awards 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(3), 371-385.
 *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(1), 61-86.
- Chapters in Books, Invited Journal Articles, & Conference Proceedings (Students underlined):**
Adair, W.L. (invited). A communication perspective on negotiation strategies and tactics. In D. Cai, L. Putnam, & L.A. Liu (Eds.), *Handbook for research on communication and negotiation*. Edward Elgar.
- Kwantes, C.K., Smart, B., & **Adair, W.L.** (2023). The impact of colonialism on inclusion and belonging in organizations. In J. Barnes, M.J. Stevens, B.Z. Ekelund, & K. Perham-Lippman (Eds.) *Inclusive leadership: Equity and belonging in our communities; Building leadership bridges, Vol. 9*, (pp. 39-49). Emerald.
- Semnani-Azad, Z., Sycara, K., D. Rice, **Adair, W.L.**, & M. Lewis (2020). Influence of culture on reactions to negotiation deadline. In *Proceedings of the 52nd Hawaii International Conference on System Sciences (HICSS)*. IEEE Proceedings.
- Adair, W. L.** (2019). Introduction to the special issue on culture, communication, and conflict management. *Negotiation and Conflict Management Research*, 12(3), 189-191.
- Gross, M.A., Neuman, E.J., **Adair, W.L.**, & Wallace, M. (2019). NCMR's first decade: An empirical examination. *Negotiation and Conflict Management Research*, 12(1), 3-22.

- Semnani-Azad, Z., Sycara, K., D. Rice, **Adair, W.L.**, & M. Lewis (2019). Behavioral mimicry in Chinese and Canadian negotiations: Frequency, duration and impact. In *Proceedings of the 52nd Hawaii International Conference on System Sciences (HICSS)*. IEEE Proceedings.
- Bahmani, K., Semnani-Azad, Z., Sycara, K., & **Adair, W.L.** (2018). Computer mediated communication in negotiations: The effect of intra-team faultlines on intergroup communication and outcomes. In *Proceedings of the 51st Hawaii International Conference on System Sciences*. IEEE Proceedings.
- Liu, L.A., & **Adair, W.L.** (2017). Intercultural communication in international negotiation. In Y.Y. Kim & K. McKay-Semmler (eds.) *The international encyclopedia of intercultural communication*. Wiley-Blackwell.
- 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). 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). Edward Elgar.
- 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). Edward Elgar.
- Adair, W.L.**, & Ganai, O. (2013). Unpacking four forms of emergent third culture in multicultural teams. In M. Yuki & M. Brewer (Eds.), *Frontiers of culture and psychology: Culture and group process* (pp 195-213). Oxford University Press.
- Semnani-Azad, Z., Sycara, K., Lewis, M., & **Adair, W. L.** (2012). Stereotypes and perception change in intercultural negotiation. In *Proceedings of the 45th Hawaii International Conference on System Sciences*. IEEE.
- 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). 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, Vol. 14* (pp. 59-80). 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). 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). 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*, Vol. 9 (pp. 205-232). 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 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). Lawrence Erlbaum Associates.

MEDIA and POPULAR PRESS

Publications:

- Buchan, N.R., Adair, W.L., & Chen, X.P. (2021). Zoom work relationships are a lot harder to build – unless you can pick up on colleagues' nonverbal cues. *The Conversation*, Jan. 19, 2021.
<https://theconversation.com/zoom-work-relationships-are-a-lot-harder-to-build-unless-you-can-pick-up-on-colleagues-nonverbal-cues-151541>

Podcasts:

- Adair, W.A. (2024, forthcoming). Cross-cultural negotiation. On podcast series, *The Cultural Quotient*.
- Adair, W.A. (2022, October). Relational conversations and holistic conflict management for Indigenous employees, Parts 1 & 2. On podcast series, *I'm Glad I Know that Now*.

Interviews:

- Stacy Lee Kong, Globe and Mail, Women and Work (October, 2022)
<https://www.theglobeandmail.com/business/article-when-is-an-emoji-appropriate-for-business-communication/>
- Paige Magarrey, Nudge, The Psychology of Employee Communication (May, 2021)
<https://nudge.co/blog/psychology-employee-communication/>

- Michael McKiernan, Benefits Canada magazine (Feb 2021)
Manjula Selvarajah, CBC Radio Technology (Jan 2021)

EDITORIAL POSITIONS

- Associate Editor, *Negotiation and Conflict Management Review*, Sept. 2015-Sept. 2019.
Special Issue Editor, Culture and Communication in Negotiation and Conflict Management, *Negotiation and Conflict Management Review*, 2019.
Special Issue Co-Editor, Intercultural Cooperation and Competition, *Cross-Cultural and Strategic Management*, 2018.
Consulting Editor, *Negotiation and Conflict Management Review*, July 2007-August 2015, Oct. 2019-present.

Consulting Editor, *Negotiation Journal*, July 2012-present.

Consulting Editor, *Organizational Behavior and Human Decision Processes*, July 2010-May 2015.

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

GRANTS

Adair, W.L., Campbell, L., & Kwantes, C. *Reconciliation in the workplace: Creating cultures of trust via effective communication, building relationships, and a climate for cultural safety for Indigenous employees in Ontario and Canada*. Ontario Research Fund – Research Excellence Award (2018-2024). \$3,605,113 (including matching funds).

Kwantes, C., Adair, W.L., & Hewitt, Jeffrey G. *Indigenous workways: Cultural safety, cultures of trust and psychologically safe workplaces*. Social Sciences and Humanities Research Council of Canada Insight Grant (2018-2021). \$93,015.

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

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

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

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

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

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

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

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

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

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

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

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

Adair, W. *U.S. and Japanese mental models for negotiation*. Dispute Resolution Research Center, Northwestern University, Graduate Student Grant (1998). \$5,000.

Adair, W. *Russian values, norms, behavior, and performance in integrative negotiation*. Dispute Resolution Research Center, Northwestern University, Graduate Student Grant (1996). \$20,000.

Adair, W. *Cross-cultural human resource management: The case of American business in Russia*. United States Information Agency and The University of Pittsburgh, Research Grant (1995). \$10,000.

Adair, W. *Cross-cultural human resource management: The case of American business in Russia*. American Council for Teachers of Russian, Research Scholar Grant (1993). \$5,000.

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, Canadian Psychological Association 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*.
- 2002-2003, Clifford Whitcomb Faculty Research Fellowship, Cornell University.
- 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.
- 2001 Dissertation Research Award, American Psychological Association, Division 49 (Small Groups).
- 2001, 2003, 2004 Johnson Graduate School of Management “4.5 Club,” Recognition for Excellence in Teaching.
- 1999 Best Doctoral Student Paper Award. Conflict Management Division, Annual Meeting of Academy of Management.
- 1999 Doctoral Student Teaching Award, Kellogg Graduate School of Management, Northwestern University.

OTHER SCHOLARLY WORK

Invited Departmental Colloquia and Keynotes:

Exploring Workplace Conflict Through the Eyes of Indigenous Employees: Holistic Relational Conflict Management as a Pathway to Reconciliation Work in Organizations, Telfer School of Business Research Seminar Series, University of Ottawa (March, 2024)

Group Decision and Negotiation International Conference, Keynote Address, Stuttgart, Germany (August, 2017)

Clarkson University School of Business, Potsdam, NY (April, 2016)

Fudan University, School of Management, Shanghai, China (June, 2014)

Kellogg Graduate School of Management, Northwestern University, Chicago, IL (September, 2013)

Vanderbilt University, Owen Graduate School of Management, Nashville, TN (August, 2013)

University of Guelph, Department of Psychology, Guelph, ON (March, 2013)

University of Melbourne, Melbourne Business School, Melbourne, Australia (October, 2010)

Thunderbird School of Global Management, Glendale, AZ (July, 2010)

University of Twente (Netherlands), Psychology Department, Twente, Netherlands (October, 2009)

Queens University, School of Business, Kingston ON (November, 2008)
 University of Illinois, Chicago Business School, Chicago, IL (April 2008)
 University of Michigan, Ross School of Business, Ann Arbor, MI (November, 2006)
 University of Delaware, Alfred Lerner College of Business and Economics, Newark, NJ (February, 2006)
 Ohio State University, Fisher College of Business, Columbus, OH (March, 2006).
 Conference on Managing Groups and Teams, Palisades, NY (May, 2005).
 Duke University, Center for International Business Education and Research, Durham, North Carolina (October, 2005)
 Cornell University, Language Programs, Ithaca, New York (October, 2005)
 Cornell University, Clark Program in East Asian Law and Culture, Ithaca, New York (March, 2004)
 Japanese Association for the Study of Negotiation, Tokyo, Japan (November, 2003)
 University of Melbourne, Melbourne Business School, Melbourne, Australia (June, 2003)
 Conference on Understanding the Dynamic Organization. Cornell University, Ithaca, NY. (May, 2001)
 Kellogg Graduate School of Management, Northwestern University, Chicago, IL (October, 2001)

Invited Presentations and Workshops for Practitioners and General Audiences:

Equity, diversity, inclusion and belonging (Oct. 28, 2021). Plenary Panelist at the 2021 Experiential and Work-Integrated Learning Ontario Virtual Conference Series: The Road to Economic Recovery.

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

Cross-cultural communication at work. (October, 2015, 2016), 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 University's Center for Advanced Human Resource Studies International Sponsor Meeting, Budapest, Hungary.

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

Refereed Conference Paper Presentations and Symposia (Students Underlined):

Alexandra, V., Buchan, N., Chen, X-P., Adair, W., Zhao, R. & Zhang, Y. (2024, Aug.). Non-verbal communication and virtuality, relational processes, and team performance. In T. Rockstuhl, C. Lee, & E. Glickson (organizers), *Symposium: Zoom and beyond: New frontiers and evidence on virtual communication and multicultural teams*. Academy of Management Annual Meetings, Chicago, IL.

- Hancock, S. (organizer), **Adair, W.L.**, Bronzy, A., Carter, K., Grier, M., & Kwantes, C., (2024, Jun.). Navigating Pathways: Indigenous Scholarship and Employment Experiences. Symposium presented at the annual meetings of the Canadian Psychological Society, Ottawa, Ontario.
- Chen, X-P., Buchan, N., **Adair, W.L.**, Laird, A., & Kappan, J. (2023, Feb.) Integrating cross-cultural communication training for campus internationalization and programming. Panel presentation at the annual meetings of the Association of International Education Administrators, Washington, DC.
- Adair, W.L.**, Kwantes, C.K., & Gosse, L. (2023, Jan). Indigenous workways: Making space for Indigenous employees. Community consultation at CANNEXUS23, Canada's career development conference. Ottawa, ON.
- Buchan, N., Chen, X-P, Zhang, Y., & **Adair, W.L.** (2021, July). Teamwork during a global pandemic: Communication, relationship building and outcomes when working face-to-face vs videoconferencing in U.S. and China. Paper presented at the annual meetings of the Academy of International Business.
- Buchan, N., Chen, X-P, Zhang, Y., & **Adair, W.L.** (2021, June). Teamwork in a global pandemic: Communication, relationship building, and outcomes. Paper presented at the annual meetings of the Canadian Psychological Association (virtual).
- Hunt, J. & **Adair, W.L.** (2021, June). Indigenous employee experiences in the workplace: A wholistic worldview. Paper presented at the annual meetings of the Canadian Psychological Association (virtual).
- Gross, M., **Adair, W.L.**, & Rees, L. (2021, July). Restorative justice for workplace conflict management with Indigenous and other minority group members. Paper presented at the Wicked Problems Symposium, at the annual meetings of the International Association of Conflict Management (virtual).
- Kwantes, C. & **Adair, W.L.** (2020, June). Panel Discussion: Bringing Indigenous voices to industrial organizational psychology. Annual meetings of the Society for Industrial Organizational Psychology, Austin, TX.
- Adair, W.L.** & Kwantes, C. (2019, October). Student Panel: Building human resource capacity to support Indigenous economic development. 26th Annual Meeting of the Canadian Aboriginal Native Development Officers. Edmonton, Alberta, Canada.
- Addie, C., & **Adair, W.L.** (2019, June). Indigenous workers and conflict management. Paper presented at the annual meetings of the International Association for Conflict Management, Dublin, Ireland.
- Dewhirst, A., & **Adair, W.L.** (2019, June). An examination of cross-cultural preference for apology moderated by locus of control. Paper presented at the annual meetings of the International Association for Conflict Management, Dublin, Ireland.
- Sehgal, A., & **Adair, W.L.** (2019, June). Indigenous peoples in the workplace: A meta-analysis examining unemployment and workplace experiences among Indigenous populations. Paper

presented at the annual meetings of the Canadian Psychological Association, Halifax, Nova Scotia, Canada.

- Kung, F., Chao, M.M., **Adair, W.L.**, Fu, J., & Tasa, K. (2019, April). The role of malleable culture beliefs in improving intercultural negotiation outcomes. Paper presented at the annual meetings of the Society for Industrial Organizational Psychology.
- Adair, W.L.** & Kwantes, C. (2018, October). Symposium: Situating work, lived experiences, relational conversations, leadership style preferences, and alumni engagement. 25th Annual Meeting of the Canadian Aboriginal Native Development Officers. Edmonton, Alberta, Canada.
- Adair, W.L.**, & Campbell, L. (2018, July). Symposia: Creating space for an Indigenous work psychology: Situating work (Part 1) and Lived experiences of work (Part 2). 24th Congress of the International Association for Cross-Cultural Psychology, Guelph, Ontario, Canada.
- Sehgal, A. & **Adair, W.L.** (2018, October). Indigenous Workways: Developing a relational conversation protocol. 25th Annual Meeting of the Canadian Aboriginal Native Development Officers. Edmonton, Alberta, Canada.
- Sehgal, A. & **Adair, W.L.** (2018, July). Indigenous Workways: Developing a relational conversation protocol. Paper presented at the annual meetings of the International Association for Cross-Cultural Psychology, Guelph, Ontario, Canada.
- Wiseman, S. & **Adair, W.L.** (2018, July). The impact of context dependence on relationship repair in negotiations. Paper presented at the annual meetings of the International Association for Cross-Cultural Psychology, Guelph, Ontario, Canada.
- Adair, W.L.** (2017, October). Late again? Understanding and managing time in multicultural teams. Paper presented at the annual meetings of the Society for Intercultural Education, Training, and Research, San Diego, CA.
- Semnani-Azad, S., & **Adair, W.L.** (2017, July). Postural mimicry in cross-cultural negotiation: The case of Chinese and Caucasian Canadians. Paper presented at the annual meetings of the International Association for Conflict Management, Berlin, Germany.
- Bahmani, K., Semnani-Azad, Z., **Adair, W.L.**, & Sycara, K. (2017, July). Antecedent, persistence and impact of faultlines in negotiation teams: Role of surface and deep-level diversity over time. Paper presented at the annual meetings of INGroup, St. Louis, MO.
- Adair, W.L.**, Stonefish, T., Weir, W., & Kwantes, C. (2016, Oct.). Promoting Aboriginal youth employment, work engagement, and career advancement. Paper presented at the Council for the Advancement of Native Development Officers National Conference, Whitehorse, Yukon.
- Kung, F. & **Adair, W.L.** (2016, July). Symposium: Promoting trust and prosociality in intergroup conflicts. International Association for Conflict Management, New York, NY.

- Kung, F., Chao, M.M., **Adair, W.L.** (2016, July). To boost intercultural trust and negotiation gains, Change negotiators' beliefs of cultural malleability. Paper presented at the annual meetings of the International Association for Conflict Management, New York, NY.
- Semnani-Azad, Z., **Adair, W.L.**, Tasa, K., Aslani, S., & Ramirez, J. (2016, July). Communication sensitivity in honor culture negotiations. Paper presented at the annual meetings of the International Association of Conflict Management, New York, NY.
- Semnani-Azad, Z., Coman, A., **Adair, W.L.**, Sycara, K., & Lewis, M. (2016). Reasoning frame congruency and negotiator perception: Finding flexibility amidst sacred values through an observer methodology. Paper presented at the annual meetings of the International Association for Conflict Management, New York, NY.
- Adair, W.L.** & Semnani-Azad, Z. (2015, August). Reading your counterpart: Nonverbal communication meaning and mimicry in cross-cultural negotiation. Paper presented at the annual meetings of the Academy of Management, Vancouver, BC.
- Liu, L.A. & **Adair, W.L.** (2015, August). Beyond competition and cooperation: Relational conflict resolution as an ambicultural approach to conflict management under ambiguity. Paper presented at the annual meetings 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 meetings of the Canadian Psychological Association, Ottawa, ON.
- Adair, W.L.** & Semnani-Azad, Z. (2014, June). Negotiating with emotion: Display and impact of Chinese and Canadian nonverbal emotion expression. Paper presented at the annual meetings of the International Association for Chinese Management Research, Beijing, China.
- Chao, M. M., Kung, F., Yao, D., **Adair, W.L.**, 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 annual meetings of the of the Academy of Management, Philadelphia, PA.
- Kung, F. & **Adair, W.L.** (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. Paper presented at the annual meetings of the International Association for Cross-Cultural Psychology, Reims, France.
- Kung, F., **Adair, W.L.**, & Tasa, K. (2014, July). When cultures collide and synergize: The role of cultural essentialism in intercultural negotiations. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the Academy of Management, Philadelphia, PA.

- Semnani-Azad, Z. & **Adair, W.L.** (2014, March). Nonverbal embodiment of relational messages in cross-cultural negotiation. Paper presented at the International Biennale on Negotiation, Paris, France.
- Adair, W.L.** & Xiong, T. (2013, April). Symposium: Fostering creativity and innovation within teams: Challenges and opportunities. Paper presented at the annual meetings of the Society for Industrial-Organizational Psychology, Houston, TX.
- 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. Paper presented at the annual meetings 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. Paper presented at the 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 labor in service encounters: The moderating role of intra- vs intercultural service context. Paper presented at the annual meetings of the Canadian Psychological Association, Quebec City, QC.
*RHR Kendall Award for top paper in Human Resource Management.
- Kung, F. & **Adair, W.L.** (2013, July). When cultures collide and synergize: The role of creativity and positive mood in intercultural negotiations. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the Academy of Management, Lake Buena Vista, FL.
*Published in Academy of Management Proceedings 2013 (1), 11783
- Semnani-Azad, Z. & **Adair, W.L.** (2013, July). Negotiation in honor and dignity cultures: Implications of aspiration on negotiation process and outcome. Paper presented at the annual meetings of the International Association for Conflict Management, Tacoma, WA.
- Xiong, T. & **Adair, W.L.** (2013, April). The relationship between team member multicultural experience and team creativity across cultures. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the International Association for Conflict Management, Cape Town, South Africa.
- Adair, W.L.** (2012). New perspectives on culture in social interactions. Paper presented at the 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. Paper presented at the annual meetings of the Academy of Management, Boston, MA.
*Carolyn Dexter Award (Top Five Paper), Academy of Management.
- Chuapetcharasopon, P., & **Adair, W.L.** (2012, July). Culture-related antecedents of emotional labor in intercultural service encounters. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the International Association for Conflict Management, Cape Town, 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. Paper presented at the annual meetings of the International Association for Cross-Cultural Psychology, Cape Town, South Africa.
- Lituchy, T.R., Michaud, J., **Adair, W.L.**, Brodt, S., & Chuapetcharasopon, P. (2012, June). The cultural mosaic and acculturation. Paper presented at the annual meetings of the Canadian Psychological Association, Halifax, NS.
- Semnani-Azad, Z. & **Adair, W.L.** (2012). Being tough doesn't always pay-off: The culture of honour vs. dignity in negotiation. Paper presented at the annual meetings of the International Association for Conflict Management, Cape Town, South Africa.
- Semnani-Azad, Z. & **Adair, W.L.** (2012). Watch your tone! Paralanguage communicating negotiation approach across culture. Paper presented at the annual meetings of the International Association for Conflict Management, Cape Town, South Africa.
*Runner-up, Best Student Paper Award.
- Semnani-Azad, Z., Sycara, K., Lewis, M., Langstaff, J. & **Adair, W.L.** (2012). Dynamics of helping behavior and cooperation across culture. Paper presented at the annual meetings of the International Association for Conflict Management, Cape Town, South Africa.
- Semnani-Azad, Z. & **Adair, W.L.** (2012). In-group bias in North American-Middle Eastern negotiations: An observer perspective. Paper presented at the annual meetings of the Academy of Management, Boston, MA.
- Xiong, T. & **Adair, W.L.** (2012). Message order and culture: Unpacking effects of primacy and recency. Paper presented at the annual meetings of the International Association for Conflict Management, Cape Town, South Africa.
- Xiong, T. & **Adair, W.L.** (2012). The relationship between multicultural experience and team creativity. Paper presented at the annual meetings of the International Association for Conflict Management, Cape Town, South Africa.

- Chuapetcharasopon, P., Adair, W.L., Brodt, S. & Lituchy, T. (2011). The Cultural Mosaic Scale: Factor structure and construct validity. Paper presented at the annual meetings of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Ganai, O. & Adair, W.L., (2011). Consequences of intercultural ideology on team identification, information processing, and work-related outcomes in culturally diverse teams. Paper presented at the annual meetings of the International Association for Cross-cultural Psychology, Istanbul, Turkey.
- Liang, L., & Adair, W.L. (2011). Timing, communication, and conflict: A cross-cultural comparison of levels of conflict in culturally homogeneous Chinese and Canadian groups over time. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the Academy of Management, San Antonio, TX.
- Semnani-Azad, Z. & Adair, W.L. (2011). Non-verbal cues communicating involvement and engagement in cross-cultural negotiation. Paper presented at the annual meetings of the International Association for Cross-cultural Psychology, Istanbul, Turkey.
- Adair, W.L.** (2008, August). Symposium: Third culture in the workplace: Refining, testing, and challenging theory. Annual meetings of the Academy of Management, Montreal, Quebec.
- Adair, W.L., Hideg, I., Wang, Z. & Spence, J.** (2010). Antecedents to third culture in culturally homogeneous and heterogeneous teams. Paper presented at the annual meetings of the Academy of Management, 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. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the Academy of Management, Montreal, Quebec.
- Hideg, I. & Adair, W.L. (2010). Is conflict always detrimental for group performance: The case of faultline groups. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the International Association for Conflict Management, Boston, MA.
- Semnani-Azad, Z. & Adair, W.L. (2010). Examining reactions to negotiation deadline across three cultures. Paper presented at the annual meetings of the Canadian Psychological Association, Calgary, AB.

- Semnani-Azad, Z. & **Adair, W.L.**** (2010). What is really being said? A theoretical framework of nonverbal communication in cross-cultural negotiation. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the Academy of Management, 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. Paper presented at the annual meetings of the International Association for Conflict Management, Kyoto, Japan.
- Adair, W.L.** (2009). The generalizability of negotiation research to organization studies. Paper presented at the annual meetings 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. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the Academy of International Business, San Diego, CA.
- Adair, W.L. & Lewin, A.** (2009). Intercultural edge. Paper presented at the annual meetings of the Association of International Education Administrators, Durham, NC.
- Adair, W.L., Wang, Z. Soraggi, M., & Hideg, I.** (2008). Third culture in multicultural teams. Paper presented at the annual meetings of the Academy of Management, 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. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the Academy of Management, Honolulu, Hawaii.
- Adair, W.L., Taylor, M.S., & Tinsley, C.** (2005). U.S. and Japanese schemas for intercultural negotiation: A tale of overadjustment? Paper presented at the annual meetings of the Academy of Management, Honolulu, Hawaii.
- Adair, W.L., Taylor, M.S., & Tinsley, C.** (2004). U.S. and Japanese schemas for intra- and inter-cultural negotiation. Paper presented at the annual meetings of the International Association for Conflict Management, Pittsburgh, PA.

- Adair, W.L.**, Weingart, L.R., & Brett, J.M. (2004). The search is on: The role of offers in discovering high joint gain solutions in integrative negotiation Paper presented at the annual meetings 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. Paper presented at the annual meetings 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. Paper presented at the annual meetings 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. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the International Association for Conflict Management, Melbourne, Australia.
- Adair, W.L.**, & Lee, S. (2003). Adaptation in cross-cultural negotiation. Paper presented at the annual meetings of the Academy of Management, Seattle, WA.
- Adair, W.L.**, & Olekalns, M. (2002). Social motives, cognitive maps and trust in a three-party negotiation. Paper presented at the annual meetings of the International Association for Conflict Management, Park City, Utah.
- Adair, W.L.** (2002). New directions in cross-cultural OB/HRM research. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the International Association for Conflict Management, Paris, France.
- Adair, W.L.**, (2001). Reciprocal information sharing in East-West negotiations. Paper presented at the annual meetings of the Academy of Management, Washington, DC.
- 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. Paper presented at the annual meetings of the Academy of Management, Toronto, ON.
- Adair, W.L.** (1999). Exploring the norm of reciprocity in the global market: U.S. and Japanese intra- and intercultural negotiations. Paper presented at the annual meetings of the Academy of Management, Chicago, IL.
- Adair, W.L.** (1999). U.S. and Japanese mental models for negotiation. Paper presented at the annual meetings 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. Paper presented at the annual meetings 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. Paper presented at the annual meetings 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. Paper presented at the annual meetings 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. Paper presented at the annual meetings of the Academy of Management, 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. Paper presented at the annual meetings of the International Association for Conflict Management, Bonn, Germany.
- Refereed Conference Poster Presentations & Novel Sessions (Students Underlined):**
- Adair, W.L.**, Kwantes, C.T., Gosse, L., Balmer, S., Azizi, N., Soleimani, M., Heritage-Green, Z., & Nadhee, R. (2024, Jun.). Professional Development Workshop: Increasing trust in the workplace via Indigenous Workways: Part 2: Holistic conflict resolution, relational communication, and mitigating microaggressions. Annual meetings of the Canadian Psychological Association, Ottawa, Ontario.
- Kwantes, C.T., **Adair, W.L.**, Gosse, L., Heritage-Green, Z., Ghadiri, S., Amini, R.T., Nadhee, R., & Dewar, D. (2024, Jun.). Professional Development Workshop: Increasing trust in the workplace via Indigenous Workways: Part 1: Indigenous worldviews, psychological and cultural safety, and mitigating stereotype threat. Annual meetings of the Canadian Psychological Association, Ottawa, Ontario.
- Dewar, D. & **Adair, W.L.** (2024, Jun.). Knowledge and Awareness of Indigenous Issues in the Workplace: Results of the 2023 Waterloo Region Matters Survey. Annual meetings of the Canadian Psychological Association, Ottawa, Ontario.
- Grapes, A., & **Adair, W.L.** (2024, Jun.). When Employees Represent their Company: Co-worker Diversity Ideology Expressions as Indicators of an Organization's Diversity Climate Among Cultural Minorities. Annual meetings of the Canadian Psychological Society, Ottawa, Ontario.
- Semnani-Azad, Z., **Adair, W.L.**, Sycara, K., & Mor, S. (2022). The impact of face threat in cross-cultural collaboration. Poster presented at the annual meetings of the Society for Judgment and Decision Making. San Diego, CA.
- Tang, M., Bobocel, R., & **Adair, W.L.** (2022, June). "I" or "We" when delivering bad news? The effects of self-construal on managerial enactment of interactional justice. Poster presented at the annual meetings of the Canadian Psychological Association. Calgary, AB.

- Adair, W.L.** & Gross, M. (2021, July). Making space for Indigenous voices in conflict management science and practice. Roundtable discussion at the annual meetings of the International Association of Conflict Management (virtual).
- Gross, M., **Adair, W.L.**, Anger Elfenbein, H., Barry, B., & Moran, S. (2017, July). NCMR experts provide mentoring on the nuances of successfully publishing research. Student workshop at the annual meetings of the International Association of Conflict Management. Berlin, Germany.
- Gross, M., **Adair, W.L.**, & Neuman, E. J. (2016, July). Celebrating (almost) a decade of NCMR: Historical trends, recent developments, & future opportunities. Symposium at the annual meetings of the International Association of Conflict Management. New York, NY.
- Kazakevic, E., Kung, F. Y. H., Li, M. W. & **Adair, W. L.** (2015, March). Negotiator mental models across cultures. Poster presented at the 9th Annual Southwestern Ontario I-O & OB Graduate Student Conference. Guelph, ON.
- Abdel Malek, S., Semnani-Azad, Z., & **Adair, W.L.** (2014, May). Reading your counterpart: Interpreting nonverbal messages in cross-cultural negotiation. Poster presented at the Southern Ontario Behavioral Decision Research. Guelph, ON.
- Adair, W.L.** & Racine, A. (2014, July). Cultural mosaic beliefs and third culture in multicultural teams. Poster presented at the annual meetings of the International Congress of Cross-Cultural Psychology. Reims, France.
- Chuapetcharasopon, P. Beck, J. & **Adair, W.L.** (2014, May). When does deep acting lead to emotional exhaustion? Poster presented at the annual meetings 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. Poster presented at the Southern Ontario Behavioral Decision Research. Guelph, ON.
- Racine, A. & **Adair, W.L.** (2014, July). Bicultural identity integration (BII) in an Aboriginal population: The effects of intergroup contact on workplace outcomes. Poster presented at the annual meetings of the International Congress of Cross-Cultural Psychology. Reims, France.
- Xiong, T. & **Adair, W.L.** (2013). The effects of message order and culture on influence strategies. Poster presented at the annual meetings of the Society for Industrial-Organizational Psychology. Houston, TX.
* Won Best International Poster
- Chuapetcharasopon, P. & **Adair, W.L.** (2013). Antecedents of emotional labor in intercultural service encounters. Poster presented at the annual meetings 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. Poster presented at the annual meetings of the Society for Industrial-Organizational Psychology. Houston, TX.

- Ganai, O. & Adair, W.L. (2012). Unpacking four forms of third culture in multicultural teams. Poster presented at the annual meetings 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. Poster presented at the Society for Personality and Social Psychology Group Processes and Intergroup Relations (GPIR) Preconference. San Diego, CA.
- 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 annual meetings of the Canadian Psychological Association. Halifax, NS.
*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 annual meetings of the Society for Personality and Social Psychology. San Diego, CA.
- Rice, D., Semnani-Azad, Z. & Adair., W.L. (2012). Postural mimicry in cross-cultural negotiation. Poster presented at the annual meetings of the Society for Industrial-Organizational Psychology. San Diego, CA.
- Semnani-Azad, Z., & Adair, W.L. (2012). In-group bias in North American-Middle Eastern Negotiations. Poster presented at the Society for Personality and Social Psychology Group Processes and Intergroup Relations (GPIR) Preconference. San Diego, CA.
- 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. Poster presented at the Society for Personality and Social Psychology Nonverbal Behavior (NVB) Preconference. San Diego, CA.
- Semnani-Azad, Z., & Adair, W.L. (2012). Mimicry in cross-cultural negotiation: A comparison of Chinese and Canadian negotiators. Poster presented at the Society for Personality and Social Psychology Nonverbal Behavior (NVB) Preconference. San Diego, CA.
- 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' behaviors. Poster presented at the annual meetings of the Society for Personality and Social Psychology. San Diego, CA.
- Xiong, T., Liang, L. H., & Adair, W. L. (2012, April). A longitudinal examination on the consequences of team conflict. Poster presented at the annual meetings of the Society for Industrial-Organizational Psychology. San Diego, CA.
- Xiong, T., & Adair, W. (2012). Culture and the primacy/recency effect. Poster presented at the annual meetings 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. Poster presented at the annual meetings of the Society for Industrial-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. Poster presented at the annual meetings 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. Poster presented at the annual meetings of the Canadian Psychological Association. Toronto, ON.

Adair, W.L., Lee, S., Squires, J., & Castaldi, M. (2008). Cultural perspective taking in negotiations. Poster presented at the annual meetings 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. Poster presented at the annual meetings of the International Association for Conflict Management. Chicago, IL.

TEACHING

Graduate Student Supervision

Primary Supervisor:

Charlotte Young, MAsc (current)

Alexis Collins, MAsc (current, co-supervised with Dr. Doug Brown)

Sarah S. Towers, PhD (current)

Allister Grapes, MAsc (current)

Amrit Kaler, MAsc (2024): Codeswitching in the Job Interview: How Candidate Race and Nonverbal Communication Affect Perceived Trust and Hiring Intentions

Muriel Tang, MAsc (2022, co-supervised with Dr. Ramona Bobocel): “I” or “We” when delivering bad news? The effects of self-construal on interpersonal and informational justice

Jaydum Hunt, MA (2022, co-supervised with Dr. Kathy Absolon): Bringing Indigenous voices to the workplace

Alexa Dewhirst, MA (2020): Features of conflict situations that inform culturally appropriate apology

Chloe Addie, MAsc (2020): Conflict management preferences among Indigenous employees in Southwestern Ontario

Anika Sehgal, MAsc (2019): Indigenous Peoples in the workplace: A qualitative meta-analysis examining unemployment and workplace experiences among Indigenous populations in English speaking countries

Sylvie Wiseman, MAsc (2018): The impact of culture on relationship repair in negotiation

Thiam Phouthonephackdy, MA (2016): Diversity climate perceptions and employee turnover intentions: The importance of racial group identification.

Aimy Racine, MA (2016): Cultural identity integration at work: Effects of identity conflict on role conflict perceptions and exhaustion

Zhaleh Semnani-Azad, PhD (2015): Reading your counterpart: culture, meaning, and function of nonverbal behavior in negotiation; MA (2010): When you’re happy and you know it: Canadian and Chinese negotiators’ nonverbal expression of engagement, status, and partner evaluation

- Tracy Xiong, PhD (2015): Culture and creativity: Understanding the role of uncertainty avoidance and multicultural experience; MA (2012): Message order and culture: The relationship between cognitive thinking styles, response mode, and order effects
- Pylin Chuapetcharasopon, PhD (2015): A longitudinal field study of emotional labor in service encounters: The moderating role of intra- vs intercultural service context; MASc (2012): Cultural mosaic beliefs: A new measure of team climate
- Franki Kung, MA (2014): When cultures collide and synergize: the role of cultural essentialism in intercultural negotiations
- Omar Ganai, MA (2013): Unpacking four forms of third culture in multicultural teams
- Lindie Liang, MA (2012): When should we disagree? The effect of conflict on team identity in North American and East Asian teams
- Zhenhua Wang, MASc (2010): The interplay of culture, self-construal, and decision context in escalation of commitment
- Michelle Castaldi, MASc (2009): Mapping Chinese and Canadian reactions to similarity and consistency in cross-cultural negotiation
- Mariana Soraggi, MASc (2008): Emotions on the cross-cultural table: The impact of anxiety on negotiation relationships and outcomes
- Jenesis Squires, MASc (2008): A test of cultural priming methods in cognitive decision making tasks
- Masako Taylor, PhD (2006), Cornell University.
- Sujin Lee, PhD (2005), Cornell University.

Dissertation Committee Member:

- Rochelle Evans, University of Waterloo (2022)
- Bader Sabtan, University of Waterloo (2022)
- Sam Hanig, University of Waterloo (2021)
- Natasha Ouslis, Western University (2021)
- 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)
- Karlijn Buene, University of Twente (2009)
- Katrina Goreham, University of Waterloo (2009)
- Lance Ferris, University of Waterloo (2008)
- Heather MacDonald, University of Waterloo (2007)

Master's Thesis Committee Member:

- Kennedy Westlake, University of Waterloo (2022)
- Sean Chilsholm, University of Waterloo (2021)
- Igor Mitrovic, University of Waterloo (2021)
- Maria Nazeer, University of Waterloo (2021)
- Grant Stebner, University of Waterloo (2019)
- Rochelle Evans, University of Waterloo (2017)
- Frank Mu, University of Waterloo, (2016)
- 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 (*indicates second reader):

Dayna van der Zande (2023)
Emmanuella Okwu (2022)
Olha Mendelenko* (2021)
Peyton Alexandra Mikrogianakis (2021)
Sally Xie* (2021)
Adam Adivi (2019, supervised 1 term and then transferred to Ramona Bobocel)
Le Wang (2019, supervised 2 terms and then transferred to Richard Eibach)
Keerthana Cathiresan (2018)
Emily Bissada (2018)
Gin Zhang (2017)
Ruxandra Badea (2017)
Elena Kazakevic (2016)
Grace Hu (2016)
Shane Morganstein (2016)
Georgia LaMarre* (2016)
Jordan Kemp* (2015)
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)

TEACHING

Graduate

Negotiation, Conflict Management, and Teamwork (University of Waterloo) winter 2022.
Negotiation: Theory and Practice (University of Waterloo) winter 2007, 2009, 2010, spring 2012, winter 2016, 2018, 2020.
Culture and Organizational Psychology (University of Waterloo) winter 2008, winter 2012.
Groups and Teams (University of Waterloo, winter 2014).
Working in Teams (University of Waterloo, Stratford Campus) fall & winter 2011, fall 2012, fall 2103.
Managing Global Communication (Fuqua School of Business, Duke University) fall 2015.
Negotiations (WLU), spring 2010
Negotiations (JGSM) 2001, 2003, 2004, 2005
Negotiations (Kellogg) 1998, 1999
Negotiations: The Global Perspective (JGSM) 2003, 2004, 2005

Negotiations (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.

Undergraduate

The Art and Science of Communication (University of Waterloo) fall 2021, 2022.

Negotiation in the Workplace (University of Waterloo) 2009, 2010, 2011, 2012, 2013, 2014, 2016, 2017, 2020, 2022 (all winter term).

Basic Research Methods (University of Waterloo) winter 2021.

The Psychology of Groups and Teams (University of Waterloo) fall, 2015, 2016, winter 2023.

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.

Community/Employee Programs

Multicultural Leadership Development Program, Kitchener-Waterloo Counselling, Kitchener, ON
Cross-cultural Communication in the Workplace (Oct, 2015; Nov 2016)

University of Waterloo, Inclusivity Certificate Program
Understanding Diversity and Inclusivity (2010-2014)
Inclusive Communication modules (2010-2014)

Instructional Materials: 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.

White Papers

Adair, W.L., Buchan, N., Chen, X-P., & Zhao, R. (2022). Communication context: Measuring behaviors and attitudes. White Paper, Intrivity, LLC.

Adair, W.L. & Chuapetcharasopon, P. (2013). Emotional labour in intercultural service encounters: Reducing emotional exhaustion & improving satisfaction among nurses at Bumrungrad International. White Paper, University of Waterloo, Culture at Work Lab

Culture At Work Lab (2011). Povernoodle as a tool for creative virtual teamwork, a University-Local Business collaborative research project & White Paper, University of Waterloo,

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

International Tech Women Leaders, Institute for International Education, U.S. Dept. of State

Administrative Management Institute
 B2R Finance
 Institute for International Education (U.S. Department of State), International TechWomen Leadership Program
 OSRAM Global Management Program
 Medsite
 Specialty Coffee Association
 TELUS International
 Leadership Development Program, Cornell University
 Executive Development Program, Melbourne Business School

PROFESSIONAL ACTIVITIES

Ad Hoc Journal Reviews (average total 5 papers per year):

International Journal of Conflict Management
Journal of Applied Psychology
Journal of Experimental Social Psychology
Journal of International Business Studies
Management Science

Departmental Service:

University of Waterloo

<u>Year</u>	<u>Activity</u>
2023/24	Sabbatical
2022/23	I/O Brown Bag Coordinator (Area)
2022/23	I/O Faculty Recruitment Coordinator (Area)
2021-23	Equity, Diversity, and Inclusion Working Group (Department)
2021/22	I/O Brown Bag Coordinator (Area)
2020-22	Psychology Annual Performance Review Committee (Department)
2021/22	Psychology Department Tenure and Promotion Committee (Department)
	FAUW Indigenous Action Priorities Committee (University)
2020/21	Psychology Graduate Advisory Committee (Department)
	Psychology Annual Performance Review Committee (Department)
	MA & PhD Scholarship rankings (Department)
	Human Resource Management Program Advisory Committee (University)
2019/20	Psychology Graduate Advisory Committee (Department)
	MA & PhD Scholarship rankings (Department)
	½ year Leave
2018/19	Psychology Graduate Advisory Committee (Department)
	MA Scholarship rankings (Department)
2017/18	Psychology Graduate Advisory Committee (Department)
	Psychology Annual Performance Review Committee (Department)
	Presidential Advisory Council on Student Mental Health – Academic Subcommittee (University)
2016/17	Psychology Graduate Advisory Committee (Department)
	Psychology International OGS ranking committee (Department)
2015/16	Co-Organizer, I/O Brown Bag Seminar (Area)

	Organizer, I/O Connections Alumni networking event. Full day event with talks, poster session, & networking opportunities. 50 attendees. April 29, 2016. (Area & University)
2014/15	½ year 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 (Area)
2012/13	Division Representative, Executive Committee (Department) I/O Division graduate admissions (Area) HRM Program Management Committee Member (University)
2011/12	Division Representative, Executive Committee (Department) Division Chair, Industrial/Organizational Psychology (Area) 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

Canadian Psychological Association

Student Mentor, Industrial-Organizational Psychology Division, 2015, 2017

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.

Conference Service and Workshops

Kwantes, C., **Adair, W.L.**, Gosse, L., Amini, R., Ghadiri, S., Heritage-Green, Z., & Nadhee, R.

(submitted). Increasing Trust in the Workplace via Indigenous Workways: Part 1: Indigenous Worldviews, Psychological and Cultural Safety, and Mitigating Stereotype Threat. Professional Development Workshop presented at the annual meetings of the Canadian Psychological Association, Ottawa, Ontario.

Adair, W.L., Kwantes, C., Gosse, L., Balmer, S., Azizi, N., Soleimani, M., & Nadhee, R. (submitted).

Increasing Trust in the Workplace via Indigenous Workways: Part 2: Holistic Conflict Resolution, Relational Communication, and Mitigating Microaggressions. Professional Development Workshop presented at the annual meetings of the Canadian Psychological Association, Ottawa, Ontario.

Adair, W.L. (2021, 2022, May). Negotiating a job offer. Workshop offered for students at the annual meetings of the Canadian Psychological Association.

Adair, W.L. (1999-2018). Conference Program Board, International Association for Conflict Management.

Brett, J.M., Eisenkraft, N., Schroth, H., & **Adair, W.L.** (2017, July). New negotiation teaching and research resources. Workshop offered at the annual meetings of the International Association of Conflict Management. Berlin, Germany.

Kwantes, C. & **Adair, W.L.** (2016, June). Co-organizer, Conference: Sharing knowledge and building relationships. 2-day conference on issues facing Aboriginal Peoples in the Canadian workplace. Vancouver Island University, June 7-8, 2016. 100 attendees.

Adair, W.L. (2013, June). Organizer, Conference: Annual Meeting of the International Association for Conflict Management. Tacoma, Washington. 350 attendees.

Olekalns, M. & **Adair, W.L.** (2012, Sept.). Co-Organizer, Conference: Research on negotiation. Northwestern University, (2-day conference including 15 speakers and 3 organized discussion break-outs).

Adair, W.L. (2012, Aug.). Panel Member, Measuring culture as consensus. Professional Development Workshop, Academy of Management. Boston, MA.

Adair, W.L. (2011-12). Organizer and Facilitator, Multicultural teams: Where do we go from here? A Virtual Webinar (series included 9 speakers and one moderated wrap-up discussion).

Adair, W.L. (2010, June). Panel Member: Teaching negotiation to undergraduates. Annual Meetings of the International Association for Conflict Management.

Adair, W.L. (2007, Aug.). Panel Member, Leadership in academic careers. Professional Development Workshop, Academy of Management.

Adair, W.L. & Gross, M. (2005, August). Professional Development Workshop: Negotiating your first academic job. Annual Meetings of the Academy of Management, Conflict Management Division.

Adair, W.L. (1998-2015). Conference Program Board, Academy of Management, Conflict Management Division.

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:

First Nations Information Governance Centre on-line course on Ownership, Control, Access, & Possession (OCAP) (winter 2021)

IndEdu200x: Reconciliation through Indigenous Education, on-line course, University of British Columbia (fall 2016)

Storytelling for Intercultural Reflection, Summer Institute for Intercultural Communication, Portland, OR (July, 2016).

LEARN Integrated Retreat (December, 2015).

Intercultural Competence Assessments, Summer Institute for Intercultural Communication, Portland, OR (July, 2015).