

Zachary H. Garfield

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Research Interests

Human social behavior and organization. Leadership and hierarchy; conflict management and resolution; norm enforcement and compliance; social learning and teaching; decision-making and cognition; social networks and cooperation; cultural and economic transitions; health and well-being; field methods; comparative methods; quantitative analyses and Bayesian inference; Southwest Ethiopia. Interdisciplinarity.

Professional Positions

2026–Present	Assistant Professor of Anthropology Department of Anthropology; Grinnell College; Grinnell, Iowa, USA.
2019–Present	Co-Director The Omo Valley Research Project.
2023–2026	Assistant Professor of Behavioral Science Faculty of Governance, Economics and Social Sciences; University Mohammed VI Polytechnic; Rabat, Morocco.
2019–2023	Research Fellow Institute for Advanced Study in Toulouse, Toulouse School of Economics; Université de Toulouse 1 Capitole; Toulouse, France.

Education

2019	Ph.D. in Anthropology – Evolutionary Stream with graduate minor in Statistics , Washington State University. Dissertation: <i>Leadership, Prestige, and Social Learning Across Traditional Societies</i> .
2015	M.A. in Anthropology – Evolutionary Stream , Washington State University. Master's Thesis: <i>Leadership in the eHRAF Probability Sample: Testing Three Evolutionary Models Against the Ethnographic Record</i> .
2012	B.A. with Highest Distinction in Anthropology & Psychology , University of Nebraska–Lincoln. Senior Honors Thesis: <i>Status and Prosociality in Egalitarian Societies</i> . Minors: International Studies & Asian Studies. GPA: 4.0.
Summer 2012	Certificate of Achievement , Universidad de Castilla–La Mancha, Toledo, Spain. Course in Spanish Language and Culture.

Grants

Awarded over \$568,000 USD extramural research funding.

Advancing Cultural Evolution (ACE) Outreach Award *Foundations in Cultural Evolution: A Training Workshop for Ethiopian Scholars and Students*, Luke Glowacki, Zachary H. Garfield, and Maud Mouginit. **\$2,500 USD**, October 28th, 2025.

UM6P–FGSES Program of Grants for Research in Economics and Social Sciences (PROGRESS) *Exploring Market-Based Realities Across Communities in Ethiopia*, Co-Principal Investigators: Zachary H. Garfield, Luke Glowacki, Tamarat Abebe, Mathieu Charbonneau. Internal research grant, externally reviewed. **1,360,000 DH (approx. \$148,000 USD)**, January 20th, 2024.

NSF BCS Standard Grant (#2214088) *Network Formation and Function Within and Between Cultural Groups*, Co-Principal Investigators: Luke Glowacki, Zachary H. Garfield, Cohen Simpson. Cross-funded by NSF Sociology, Cultural Anthropology, and Human Networks & Data Science programs. **\$447,116 USD**, January 1st, 2023.

NSF BCS Cultural Anthropology DDIG (#1823324) *Testing Evolutionary Theories of Leadership in a Population of Transitional Foragers*, PI: Edward Hagen. **\$23,220 USD**, May 7th, 2018.

NSF BCS Standard Grant (#1628509) *Testing Multidisciplinary Theories of Leadership Using a Cross-cultural Database*, PI: Edward Hagen. Co-authored grant with equal contribution. Cross-funded by NSF Political Science and Cultural Anthropology programs. **\$91,619 USD**, September 1st, 2016.

The IAST Multidisciplinary Prize *Testing Evolutionary Alternative Models of Third-party Punishment: A Multidisciplinary Approach*, Co-applicants: Francesca De Petrillo, Zachary Garfield, Alberto Micheletti, Catherine Molho, **27,160€**, May 29th, 2020.

UCARE Research Grant *The Ecology of Prosocial Status Attainment in Egalitarian Societies*, with Dr. Raymond Hames. **\$2,400 USD**, University of Nebraska–Lincoln, 2010–2011.

McNair Summer Research Experience Grant *Status and Prosociality in Egalitarian Societies*, with Dr. Raymond Hames. **\$2,800 USD**, University of Nebraska–Lincoln, Summer 2010.

UCARE Research Grant *The Prosocial Dimension of Status in Egalitarian Societies*, with Dr. Raymond Hames. **\$1,000 USD**, University of Nebraska–Lincoln, 2009–2010.

Awards

Rising Star Award Human Behavior and Evolution Society, May 25th, 2024.

New Investigator Award Human Behavior and Evolution Society, July 2nd, 2021.

Ronald E. McNair Scholar University of Nebraska–Lincoln, 2009–2012.

Sallie W. Nixon Educational Scholarship **\$7,000 USD**, University of Nebraska–Lincoln, 2011–2012.

Field Experience

19+ months of ethnographic fieldwork in southwest Ethiopia among 12 ethnolinguistic communities (i.e., Ari, Bench, Chabu*, Dassanetch, Hamar*, Kara, Kwegu*, Majang, Nyangatom*, Sheko, Shekkacho, Sidama).
*Areas of primary ethnographic expertise.

May 2025	Project management and establishing field sites for <i>Exploring Market-Based Realities Among Communities in Ethiopia</i> projects among Hamar in S.N.N.P.R. region, Ethiopia.
June–July 2024	Data collection for <i>Network Formation and Function Within and Between Cultural Groups</i> and <i>Exploring Market-Based Realities Among Communities in Ethiopia</i> projects among Nyangatom, Kwegu, and Kara in S.N.N.P.R. region, Ethiopia.
Dec. 2023	Established new field sites among Nyangatom and Kwegu for <i>Network Formation and Function Within and Between Cultural Groups</i> in S.N.N.P.R. region, Ethiopia.
Aug.–Oct. 2022	Data collection for <i>Ecology, Interdependence, and Cooperation Across 22 Societies</i> with Vrije University Amsterdam and for <i>Strategies of Women’s Leadership in a Subsistence-based Patriarchy</i> among Hamar communities in S.N.N.P.R. region, Ethiopia.
Jan.–Mar. 2022	Data collection for <i>Changing culture and livelihoods in southwest Ethiopia</i> among Hamar communities, and field site initiation among Daasanach communities in S.N.N.P.R. region, Ethiopia.
Oct.–Nov. 2019	Data collection for <i>Gender Inequality and Market Integration among the Hamar</i> , S.N.N.P.R. region, Ethiopia.

June–July 2019	Preliminary fieldwork with Hamar in the Omo Valley, S.N.N.P.R. region, Ethiopia.
Nov.–Dec. 2018	Preliminary fieldwork with Chabu in Gambella region, Ethiopia. Intensive Chabu language immersion.
June–July 2016	Leadership and social roles among the Chabu of Southwest Ethiopia.
July 2015	Preliminary and exploratory field work with Chabu in S.N.N.P.R. region, Ethiopia.

Publications (*Corresponding author, †Senior author, §Student/trainee author)

Google Scholar Metrics: 1,400+ total citations; h-index = 19; i10-index = 22.

Preprints and Manuscripts Under Review

2025	4. Zachary H. Garfield*, Maud Mouginit§, and Luke Glowacki*. Measuring gender inequality and market integration among rural communities: Introducing the GIMI survey. <i>OSF Preprints</i> , 2025
2024	3. Zachary H. Garfield* and Edward H. Hagen. Decision-making expertise, intelligence, and social alliances are associated with conflict resolution skills among recently settled Ethiopian hunter-gatherers. <i>OSF Preprints</i> , 2024. Revise and resubmit at <i>Hunter Gatherer Research</i> . doi: 10.31234/osf.io/gxh92
	2. Grégory Fiorio§ and Zachary H. Garfield* . Social substitutability across features of human socioecology. <i>OSF Preprints</i> , 2024. doi: 10.31219/osf.io/kt5ws
2019	1. Edward H. Hagen and Zachary H. Garfield . Leadership and prestige, mothering, sexual selection, and encephalization: The computational services model. <i>OSF Preprints</i> , 2019. doi: 10.31219/osf.io/9bcdk

Refereed Journal Articles

2026	21. H. Sun, G. Spadaro, S. Pelica, . . . , Zachary H. Garfield , et al. Interpersonal value regulates infection-risky social contact across 61 societies. <i>Proceedings of the National Academy of Sciences</i> , 123, 2026. doi: 10.1073/pnas.2615739123
	20. Maud Mouginit*, Zachary H. Garfield*† , and Luke Glowacki*†. Coalitions matter for both men and women: Insights from three subsistence communities in southwest Ethiopia. <i>Evolution and Human Behavior</i> , 47(4):106882, 2026. doi: 10.1016/j.evolhumbehav.2026.106882
	19. Vivek V. Venkataraman, Edward H. Hagen, Duncan Stibbard-Hawkes, Raymond Hames, Sheina Lew-Levy, Haneul Jang, Luke Glowacki, Jordie Hoffman, Karen Kramer, Helen Elizabeth Davis, Kathrine Starkweather, Barry Hewlett, Zachary H. Garfield , and Robert L. Kelly. The meanings and dividends of Man the Hunter. <i>Evolution and Human Behavior</i> , 47(3):106840, 2026. doi: 10.1016/j.evolhumbehav.2026.106840
	18. Bhavya Deepti Vadavalli, Zachary H. Garfield , and Luke Glowacki. Social structure shapes consensus decision-making norms in small-scale societies. <i>Philosophical Transactions of the Royal Society B: Biological Sciences</i> , 381(1948):20240449, 2026. doi: 10.1098/rstb.2024.0449
2025	17. Zachary H. Garfield*, Christopher R. von Rueden, and Edward H. Hagen. The Multi-Capital Leadership Theory: An integrative framework for human leadership diversity. <i>Human Nature</i> , 2025. doi: 10.1007/s12110-025-09503-y

16. Lasse Laustsen, Xiaotian Sheng, M. Ghufuran Ahmad, Laith Al-Shawaf, Benjamin Banai, Irena Pavela Banai, Michael Barlev, Nicolas Bastardo, Alexander Bor, Joey T. Cheng, Anna Chmieleńska, Alexandra Cook, Kyriaki Fousiani, **Zachary H. Garfield**, Maliki Ghossainy, Shang E. Ha, Tingting Ji, Benedict C. Jones, Michal Kandrik, Catherine Chiugo Kanu, Douglas T. Kenrick, Tobias L. Kordsmeyer, Cristhian A. Martínez, Honorata Mazepus, Jiaqing O, Ike Ernest Onyishi, Boguslaw Pawlowski, Lars Penke, Michael Bang Petersen, Richard Ronay, Daniel Sznycer, Gonzalo Palomo-Vélez, Christopher R. von Rueden, Israel Waismel-Manor, Adi Wiesel, and Mark van Vugt. Cross-cultural evidence that intergroup conflict heightens preferences for dominant leaders: A 25-country study. *Evolution and Human Behavior*, 46(3):106674, 2025. doi: [10.1016/j.evolhumbehav.2025.106674](https://doi.org/10.1016/j.evolhumbehav.2025.106674)
15. Zachary H. Garfield* and Sheina Lew-Levy. Teaching is associated with the transmission of opaque culture and leadership across 23 egalitarian hunter-gatherer societies. *Nature Communications*, 16(1):3387, 2025. doi: [10.1038/s41467-025-58764-9](https://doi.org/10.1038/s41467-025-58764-9)
14. Edward H. Hagen, **Zachary H. Garfield**, and Aaron D. Lightner. Headmen, shamans, and mothers: Natural and sexual selection for computational services. *Evolution and Human Behavior*, 46(1):106651, 2025. doi: [10.1016/j.evolhumbehav.2024.106651](https://doi.org/10.1016/j.evolhumbehav.2024.106651)
- 2024 13. Catherine Molho, Francesca De Petrillo, **Zachary H. Garfield**, and Sam Slewe. Cross-societal variation in norm enforcement systems. *Philosophical Transactions of the Royal Society B: Biological Sciences*, 379(1897):20230034, 2024. doi: [10.1098/rstb.2023.0034](https://doi.org/10.1098/rstb.2023.0034)
- 2023 12. Zachary H. Garfield* and Luke Glowacki*. Interpersonal conflicts and third-party mediation in a pastoralist society. *Evolution and Human Behavior*, 2023. doi: [10.1016/j.evolhumbehav.2023.10.003](https://doi.org/10.1016/j.evolhumbehav.2023.10.003)
11. Zachary H. Garfield*, Erik J. Ringen, William Buckner\$, Dithapelo Medupe\$, Richard W. Wrangham, and Luke Glowacki*. Norm violations and punishments across human societies. *Evolutionary Human Sciences*, 5:e11, 2023. doi: [10.1017/ehs.2023.7](https://doi.org/10.1017/ehs.2023.7)
- 2022 10. Manvir Singh and **Zachary H. Garfield**. Evidence for third-party mediation but not punishment in Mentawai justice. *Nature Human Behaviour*, 6(7), 2022. doi: [10.1038/s41562-022-01341-7](https://doi.org/10.1038/s41562-022-01341-7)
9. Shyamalika Gopalan, Richard E. W. Berl, Justin W. Myrick, **Zachary H. Garfield**, Austin W. Reynolds, Barnabas K. Bafens, Gillian Belbin, Mira Mastoras, Cole Williams, Michelle Daya, Akmel N. Negash, Marcus W. Feldman, Barry S. Hewlett, and Brenna M. Henn. Hunter-gatherer genomes reveal diverse demographic trajectories during the rise of farming in Eastern Africa. *Current Biology*, 2022. doi: [10.1016/j.cub.2022.02.050](https://doi.org/10.1016/j.cub.2022.02.050)
- 2021 8. Zachary H. Garfield*, Ryan Schacht, Emily R. Post, Dominique Ingram\$, Andrea Uehling\$, and Shane J. Macfarlan*. The content and structure of reputation domains across human societies: A view from the evolutionary social sciences. *Philosophical Transactions of the Royal Society B: Biological Sciences*, 376(1838):20200296, 2021. doi: [10.1098/rstb.2020.0296](https://doi.org/10.1098/rstb.2020.0296)
7. Zachary H. Garfield*. Correlates of conflict resolution across cultures. *Evolutionary Human Sciences*, 3, 2021. doi: [10.1017/ehs.2021.41](https://doi.org/10.1017/ehs.2021.41)
- 2020 6. Zachary H. Garfield*, Kristen L. Syme, and Edward H. Hagen. Universal and variable leadership dimensions across human societies. *Evolution and Human Behavior*, 41(5):397–414, 2020. doi: [10.1016/j.evolhumbehav.2020.07.012](https://doi.org/10.1016/j.evolhumbehav.2020.07.012)
5. Zachary H. Garfield* and Edward H. Hagen. Investigating evolutionary models of leadership among recently settled Ethiopian hunter-gatherers. *The Leadership Quarterly*, 31(2), 2020. doi: [10.1016/j.leaqua.2019.03.005](https://doi.org/10.1016/j.leaqua.2019.03.005)
- 2019 4. Zachary H. Garfield, Robert L. Hubbard\$, and Edward H. Hagen. Evolutionary models of leadership: Tests and synthesis. *Human Nature*, 30(1):23–58, 2019. doi: [10.1007/s12110-019-09338-4](https://doi.org/10.1007/s12110-019-09338-4)
3. Zachary H. Garfield*, Christopher R. von Rueden, and Edward H. Hagen. The evolutionary anthropology of political leadership. *The Leadership Quarterly*, 30(1):59–80, 2019. doi: [10.1016/j.leaqua.2018.09.001](https://doi.org/10.1016/j.leaqua.2018.09.001)

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| 2017 | 2. Raymond B. Hames, Zachary H. Garfield , and Melissa J. Garfield. Is male androphilia a context-dependent cross-cultural universal? <i>Archives of Sexual Behavior</i> , 46(1):63–71, 2017. doi: 10.1007/s10508-016-0855-7 |
| 2016 | 1. Kristen L. Syme, Zachary H. Garfield , and Edward H. Hagen. Testing the bargaining vs. inclusive fitness models of suicidal behavior against the ethnographic record. <i>Evolution and Human Behavior</i> , 37(3):179–192, 2016. doi: 10.1016/j.evolhumbehav.2015.10.005 |

Edited Volume Entries

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| In press | 7. Christopher R. von Rueden*, Patrick Durkee, and Zachary H. Garfield* . The psychological foundations and socioecological variability of human social status. In Glenn Geher, Andrew Gallup, and Sethu Karthikeyan, editors, <i>The Oxford Handbook of Evolutionary Psychology</i> . Oxford University Press, In press. Preprint: https://osf.io/t8dx6_v1 |
| | 6. Zachary H. Garfield* and Daniel Redhead. Leadership and followership. In <i>Evolution, Culture and Human Behaviour</i> . In press. Preprint doi: 10.31219/osf.io/r7ekn_v1 |
| 2024 | 5. Sirio Lonati, Zachary H. Garfield , Nicolas Bastardoz, and Christopher R. von Rueden. Leadership as an emotional process: An evolutionarily informed perspective. In Laith Al-Shawaf and Todd K. Shackelford, editors, <i>The Oxford Handbook of Evolution and the Emotions</i> . Oxford University Press, 2024. doi: 10.1093/oxfordhb/9780197544754.013.33 |
| 2017 | 4. Zachary H. Garfield*. Dominant acts expressed (Buss 1981). In Todd K. Shackelford and Viviana A. Weekes-Shackelford, editors, <i>Encyclopedia of Evolutionary Psychological Science</i> , pages 1–6. Springer International Publishing, Cham, 2017. doi: 10.1007/978-3-319-16999-6_2612-2 |
| | 3. Zachary H. Garfield* and Melissa J. Garfield. Women’s prosocial dominant acts. In Todd K. Shackelford and Viviana A. Weekes-Shackelford, editors, <i>Encyclopedia of Evolutionary Psychological Science</i> , pages 1–4. Springer International Publishing, Cham, 2017. doi: 10.1007/978-3-319-16999-6_2613-1 |
| | 2. Zachary H. Garfield*. Men’s egoistic dominant acts. In Todd K. Shackelford and Viviana A. Weekes-Shackelford, editors, <i>Encyclopedia of Evolutionary Psychological Science</i> , pages 1–3. Springer International Publishing, Cham, 2017. doi: 10.1007/978-3-319-16999-6_2614-1 |
| 2016 | 1. Zachary H. Garfield*, Melissa J. Garfield, and Barry S. Hewlett. A cross-cultural analysis of hunter-gatherer social learning. In Hideaki Terashima and Barry S. Hewlett, editors, <i>Social Learning and Innovation in Contemporary Hunter-Gatherers: Evolutionary and Ethnographic Perspectives</i> , pages 19–34. Springer, Tokyo, 2016. doi: 10.1007/978-4-431-55997-9_2 |

Commentary Articles

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| 2026 | 6. Zachary H. Garfield*. Egalitarian mechanisms without egalitarian societies. <i>Behavioral and Brain Sciences</i> , 2026. Commentary on Stibbard-Hawkes and von Rueden. doi: 10.1017/s0140525x26105858 |
| | 5. Zachary H. Garfield*. Whose subjectivity? Power and inequality in cultural selection. <i>Behavioral and Brain Sciences</i> , 2026. Commentary on Singh, “Subjective selection, super-attractors, and the origins of the cultural manifold.” doi: 10.1017/s0140525x25104512 |
| 2025 | 4. Zachary H. Garfield*. Legacy and constraint in the evolution of human culture. <i>Evolution and Human Behavior</i> , 46(5):106714, 2025. doi: 10.1016/j.evolhumbehav.2025.106714 |
| | 3. Zachary H. Garfield*. Limited cross-cultural methods undermine claims of universal ‘dual foundations’ in political ideology. <i>Current Anthropology</i> , 66(3), 2025. Commentary on Atkinson et al. doi: 10.1086/735619 |
| 2022 | 2. Aaron D. Lightner, Zachary H. Garfield , and Edward H. Hagen. Religion: The WEIRDest concept in the world? <i>Religion, Brain & Behavior</i> , 2022. doi: 10.1080/2153599x.2021.1991460 |

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| 2014 | 1. Doug P. VanderLaan, Zachary H. Garfield , Melissa J. Garfield, Jean-Baptiste Leca, Paul L. Vasey, and Raymond B. Hames. The ‘female fertility–social stratification–hypergyny’ hypothesis of male homosexual preference: Factual, conceptual and methodological errors in Barthes et al. <i>Evolution and Human Behavior</i> , 35(5):445–447, 2014. doi: 10.1016/j.evolhumbehav.2014.06.002 |
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Presentations

Invited Presentations

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| 2026 | 25. Zachary H. Garfield, Grégory Fiorio, Anna Kaneko Ebert, Sophia Iben El Rhazi, Catherine Molho, and Francesca De Petrillo. Intensive kinship and societal ‘complexity’ predict distinct punishment types across 60 societies. African Institute for Research in Economics and Social Sciences (AIRES) Research Seminar, University Mohammed VI Polytechnic, Rabat, Morocco, February 11th, 2026. Invited seminar |
| 2025 | 24. Zachary H. Garfield. Towards an ethnographically informed ontology of human leadership and followership. Seminar on Cognitive Science and the Naturalisation of Anthropological Categories, Fyssen Foundation, Paris, France, October 2nd, 2025. Invited presentation |
| | 23. Zachary H. Garfield. Conflict and cooperation among rural pastoralists in Ethiopia’s Omo Valley. African Institute for Research in Economics and Social Sciences (AIRES) Research Seminar, University Mohammed VI Polytechnic, Rabat, Morocco, January 22nd, 2025. Invited seminar |
| 2024 | 22. Zachary H. Garfield. The socio-ecology of human leadership and conflict mediation. Cooperation Colloquia (online), March 22nd, 2024. Invited presentation |
| | 21. Zachary H. Garfield. Teaching is associated with the transmission of opaque culture and leadership across 23 egalitarian hunter-gatherer societies: Introducing the leader-biased teaching hypothesis. School of Collective Intelligence, University Mohammed VI Polytechnic, Rabat, Morocco, March 8th, 2024. Invited presentation |
| | 20. Zachary H. Garfield. Survival and transformation: The crisis of East African pastoralism. UM6P Science Week, session on <i>Collective Challenges Faced by Populations Undergoing Socioeconomic Transitions</i> , University Mohammed VI Polytechnic, Ben Guerir, Morocco, February 14th, 2024. Invited presentation |
| 2023 | 19. Zachary H. Garfield. Leadership and conflict across human societies: Integrating comparative and ethnographic methods. Adaptive Cognition and Economics in Society Lab, Central European University, Vienna, Austria (online), November 7th, 2023. Invited seminar |
| | 18. Zachary H. Garfield. Teaching by leaders drives the evolution of symbolic culture and cooperation in egalitarian societies. Learning, Evolution and Games Seminar (online), October 8th, 2023. Invited seminar. Recording: https://youtu.be/MsZKQNYUZSg |
| | 17. Zachary H. Garfield. Teaching by leaders drives the evolution of opaque culture and cooperation in egalitarian societies. Amsterdam Leadership Lab Seminar, Department of Experimental and Applied Psychology, Vrije Universiteit Amsterdam, The Netherlands, May 21st, 2023. Invited seminar |
| | 16. Zachary H. Garfield. Universal and variable leadership dimensions across human societies. Applied Microeconomics and Organization Seminar, Goethe University Frankfurt, Frankfurt, Germany, May 17th, 2023. Invited seminar |
| | 15. Zachary H. Garfield. The evolutionary ecology of leadership and conflict mediation: Integrating comparative and ethnographic methods. Behavior, Economics, and Evolution Lecture Series, University of Lausanne, Lausanne, Switzerland, March 30th, 2023. Invited seminar |
| 2022 | 14. Zachary H. Garfield. Leadership, neural capital, and computational services: A view from evolutionary anthropology. Saxe Lab, Massachusetts Institute of Technology, Cambridge, Massachusetts, December 12th, 2022. Invited seminar |
| | 13. Zachary H. Garfield and Sheina Lew-Levy. Teaching by leaders drives the evolution of opaque culture and egalitarian cooperation. Evolution, Cognition, and Culture Workshop, Institut Jean Nicod, Saint-Jacut-de-la-Mer, France, November 29th, 2022. Invited presentation |

	12. Zachary H. Garfield and Luke Glowacki. Assessing the impact of market integration on behavior, culture, and health across the Omo Valley. Jinka University, Jinka, Ethiopia, March 3rd, 2022. Invited seminar
2021	11. Zachary H. Garfield. The cultural and evolutionary ecology of human leadership. Amsterdam Leadership Lab, Vrije Universiteit Amsterdam, The Netherlands, June 28th, 2021. Invited presentation
	10. Zachary H. Garfield. The cultural and evolutionary ecology of human leadership. Oklahoma Center for Evolutionary Analysis (OCEAN) Lab Meeting, Oklahoma State University, Stillwater, Oklahoma, March 17th, 2021. Invited presentation
2019	9. Zachary H. Garfield and Luke Glowacki. Gender inequality and market integration among the Hamar in Southwest Ethiopia: Introducing the Omo Valley Research Project. Work in Progress Speaker Series, Max Planck Institute for Evolutionary Anthropology, Leipzig, Germany, December 10th, 2019. Invited presentation
2018	8. Zachary H. Garfield. Leadership in a small-scale society: Ontogeny, cooperation, dominance, and decision-making. Department of Anthropology Speaker Series, Washington State University Vancouver, Vancouver, Washington, October 29th, 2018. Invited presentation
	7. Zachary H. Garfield. The nature of leadership across diverse societies: Evolutionary approaches. WSU Vancouver Leadership Club, Washington State University Vancouver, Vancouver, Washington, October 25th, 2018. Invited presentation
2017	6. Zachary H. Garfield. Using the HRAF to test models of leadership. Jepson Colloquium: Evolutionary Models of Leadership Across Human Society, Jepson School of Leadership Studies, University of Richmond, Richmond, Virginia, December 9th, 2017. Invited presentation
2016	5. Zachary H. Garfield. An ethnographic introduction to the Chabu forager-horticulturalists of Southwest Ethiopia. Pacific Northwest Chapter Annual Meeting, The Explorers Club, Seattle, Washington, October 30th, 2016. Invited plenary
	4. Zachary H. Garfield, Robert L. Hubbard, and Edward H. Hagen. Dominance or prestige? Leadership across human societies. Anthropology Lecture Series, Washington State University Vancouver, Vancouver, Washington, October 19th, 2016. Invited lecture
2015	3. Raymond B. Hames, Zachary H. Garfield , and Melissa J. Garfield. Absence of evidence is not evidence of absence: Is homosexuality universal? The Puzzle of Sexual Orientation: What Is It and How Does It Work?, University of Lethbridge, Lethbridge, Alberta, Canada, July 21st, 2015. Invited presentation
	2. Zachary H. Garfield and Edward H. Hagen. Prestige, dominance, and intelligence: Testing three models of leadership against the ethnographic record. AnthroGroup Lecture Series, Department of Anthropology, University of Nebraska–Lincoln, Lincoln, Nebraska, April 2nd, 2015. Invited lecture
	1. Zachary H. Garfield and Edward H. Hagen. Leadership and collective action in the HRAF probability sample. 84th Annual Meeting of the American Association of Physical Anthropologists, St. Louis, Missouri, March 26th, 2015. Invited poster

Podium Presentations

2026	35. Zachary H. Garfield, Grégory Fiorio, Anna Kaneko Ebert, Sophia Iben El Rhazi, Francesca De Petrillo, and Catherine Molho. Third-party punishment is common across human societies but varies with socioecology. Flyover State Scientists Integrating evoLution (FOSSIL) Conference, Oklahoma State University, Stillwater, Oklahoma, August 8th, 2026
2025	34. Zachary H. Garfield, Maud Mouginot, and Luke Glowacki. Predictors of ‘bond friendship’ among women in a rural agro-pastoralist community: A cross-sectional analysis. 6th Conference of the French Network for the Evolutionary Study of Humans (FRESH), Montpellier, France, November 4th, 2025

33. Zachary H. Garfield, Maud Mouginit, and Luke Glowacki. Predictors of ‘bond friendship’ among women in a rural agro-pastoralist community: A cross-sectional analysis. 36th Annual Meeting of the Human Behavior and Evolution Society, Atlantic City, New Jersey, June 5th, 2025
 32. Maud Mouginit, **Zachary H. Garfield**, and Luke Glowacki. Coalitions matter for both men and women: Insights from three subsistence communities in southwest Ethiopia. 36th Annual Meeting of the Human Behavior and Evolution Society, Atlantic City, New Jersey, June 5th, 2025
 31. F. De Petrillo, E. L. Dickinson, A. Parkin, K. Horsey, A. Willis, A. Pooley, R. Mishra, C. Zhang, H. Roome, **Zachary H. Garfield**, and C. Molho. Impartiality in norm enforcement: Children’s responses to social norm violations across relationship contexts. Annual Conference of the European Human Behaviour and Evolution Association, Newcastle, United Kingdom, April 15th, 2025
 30. Zachary H. Garfield, Grégory Fiorio, Anna Kaneko Ebert, Sophia Iben El Rhazi, Catherine Molho, and Francesca De Petrillo. Intensive kinship and societal ‘complexity’ predict distinct punishment types across 60 societies. Annual Conference of the European Human Behaviour and Evolution Association, Newcastle, United Kingdom, April 17th, 2025
- 2024
29. Zachary H. Garfield and Edward H. Hagen. Decision-making expertise and intelligence are associated with conflict resolution skills among recently settled Ethiopian hunter-gatherers. 35th Annual Meeting of the Human Behavior and Evolution Society, Aarhus, Denmark, May 22nd, 2024
 28. Zachary H. Garfield and Edward H. Hagen. Decision-making expertise and intelligence are associated with conflict resolution skills among recently settled Ethiopian hunter-gatherers. Annual Conference of the European Human Behaviour and Evolution Association, Montpellier, France, April 16th, 2024
- 2023
27. Zachary H. Garfield, Grégory Fiorio, Catherine Molho, and Francesca De Petrillo. Third-party punishment is more common than second-party punishment across 60 diverse societies. 4th Annual Conference of the French Network for the Evolutionary Study of Humans (FRESH), Paris, France, November 21st, 2023
 26. Catherine Molho, Francesca De Petrillo, and **Zachary H. Garfield**. Impartiality in third-party punishment across relationship categories. 4th Annual Conference of the French Network for the Evolutionary Study of Humans (FRESH), Paris, France, November 21st, 2023
 25. Vivek V. Venkataraman, Jordan Hoffman, Kyle Farquharson, **Zachary H. Garfield**, and Thomas S. Kraft. Social norms promote adaptive collective decision-making in hunter-gatherers. 92nd Annual Meeting of the American Association of Biological Anthropologists, Reno, Nevada, April 20th, 2023
 24. Zachary H. Garfield, Jorge Peña, and Sheina Lew-Levy. Teaching by leaders drives the evolution of opaque culture and egalitarian cooperation. Annual Conference of the European Human Behaviour and Evolution Association, University College London, London, United Kingdom, April 19th, 2023. doi: [10.17605/osf.io/smyke](https://doi.org/10.17605/osf.io/smyke)
- 2022
23. Zachary H. Garfield and Sheina Lew-Levy. Teaching is a distinct form of social learning among hunter-gatherers. 13th International Conference on Hunting and Gathering Societies (CHAGS XIII), University College Dublin, Dublin, Ireland, June 29th, 2022
 22. Zachary H. Garfield, Erik J. Ringen, William Buckner, Dithapelo Medupe, Richard W. Wrangham, and Luke Glowacki. Norm violations and punishment across human societies. 16th Conference of the European Human Behaviour and Evolution Association (online), April 20th, 2022. doi: [10.17605/osf.io/4vsnw](https://doi.org/10.17605/osf.io/4vsnw)
- 2021
21. Edward H. Hagen, **Zachary H. Garfield**, and Aaron D. Lightner. Computational services and encephalization in *Homo*. 32nd Annual Meeting of the Human Behavior and Evolution Society (online), June 26th, 2021. <https://osf.io/efp7m/>
 20. Zachary H. Garfield, Kristen L. Syme, and Edward H. Hagen. Universal and variable leadership dimensions across human societies. 32nd Annual Meeting of the Human Behavior and Evolution Society (online), June 24th, 2021. New Investigator Award talk. doi: [10.17605/osf.io/yfud8](https://doi.org/10.17605/osf.io/yfud8)
 19. Manvir Singh and **Zachary H. Garfield**. Third parties serve as arbitrators but not punishers in Mentawai justice. Cultural Evolution Society Conference (online), June 10th, 2021

	18. Zachary H. Garfield and Luke Glowacki. Gender inequality and market integration among the Hamar in Southwest Ethiopia. 15th Conference of the European Human Behaviour and Evolution Association (online), March 24th, 2021. doi: 10.17605/osf.io/b756g
2020	17. Zachary H. Garfield and Edward H. Hagen. Towards resolving the conundrum of prestige and the evolution of human leadership: The computational services model. HumanEvoWeek, Réseau Transdisciplinaire Prioritaire – Evolutionary Human Sciences (online), November 5th, 2020. doi: 10.17605/osf.io/3uwte
	16. Zachary H. Garfield and Luke Glowacki. Gender inequality and market integration among the Hamar in Southwest Ethiopia. 5th Pyrenean Interdisciplinary Research Event (PIREN), Institute for Advanced Study in Toulouse, Ax-les-Thermes, France, January 31st, 2020. doi: 10.17605/osf.io/abjh5
2018	15. Zachary H. Garfield and Edward H. Hagen. Testing models of leadership among the Chabu of Southwest Ethiopia. 12th International Conference on Hunting and Gathering Societies (CHAGS XII), Universiti Sains Malaysia, Penang, Malaysia, July 25th, 2018
	14. Zachary H. Garfield and Edward H. Hagen. Prestige, dominance, and social learning among leaders in an egalitarian society. 30th Annual Meeting of the Human Behavior and Evolution Society, University of Amsterdam, Amsterdam, The Netherlands, July 7th, 2018. doi: 10.17605/osf.io/jef2r
2017	13. Zachary H. Garfield and Edward H. Hagen. Leadership among transitional hunter-gatherers in Southwest Ethiopia. 29th Annual Meeting of the Human Behavior and Evolution Society, Boise, Idaho, June 1st, 2017
	12. Zachary H. Garfield and Edward H. Hagen. Hierarchical leadership in an egalitarian society: The Chabu of Southwest Ethiopia and the Kebele system. 14th Annual WSU Vancouver Research Showcase, Washington State University Vancouver, Vancouver, Washington, April 13th, 2017
2016	11. Kristen L. Syme, Zachary H. Garfield , and Edward H. Hagen. Suicidal behavior as a costly apology: Results from a test of multiple models of suicidal behavior against the ethnographic record. 28th Annual Meeting of the Human Behavior and Evolution Society, Vancouver, British Columbia, Canada, July 2nd, 2016
	10. Zachary H. Garfield and Edward H. Hagen. Prestige, dominance, or intelligence? A cross-cultural analysis of leadership in the ethnographic record. 28th Annual Meeting of the Human Behavior and Evolution Society, Vancouver, British Columbia, Canada, July 1st, 2016. Presented by second author
	9. Zachary H. Garfield and Edward H. Hagen. Dominance and intelligence: Testing two sexual-selection theories of leadership against the ethnographic record. 85th Annual Meeting of the American Association of Physical Anthropologists, Atlanta, Georgia, April 16th, 2016
	8. Kristen L. Syme, Zachary H. Garfield , and Edward H. Hagen. Suicide as a costly apology: Results from a test of evolutionary models of suicidal behavior against the ethnographic record. 45th Annual Meeting of the Society for Cross-Cultural Research, Portland, Oregon, February 19th, 2016
	7. Zachary H. Garfield and Edward H. Hagen. Prestige, dominance, and intelligence: Testing two theories of leadership against the ethnographic record. 45th Annual Meeting of the Society for Cross-Cultural Research, Portland, Oregon, February 18th, 2016
	6. Zachary H. Garfield, Melissa J. Garfield, and Barry S. Hewlett. A cross-cultural analysis of hunter-gatherer social learning. 45th Annual Meeting of the Society for Cross-Cultural Research, Portland, Oregon, February 18th, 2016
2015	5. Zachary H. Garfield and Edward H. Hagen. Leadership in traditional societies: Testing three evolutionary models against the ethnographic record. College of Arts and Sciences Graduate Student Symposium, Washington State University Vancouver, Vancouver, Washington, March 2nd, 2015
2012	4. Zachary H. Garfield. Status attainment and prosociality in egalitarian societies. 41st Annual Meeting of the Society for Cross-Cultural Research, Las Vegas, Nevada, February 25th, 2012
2010	3. Zachary H. Garfield. Status attainment and prosociality in egalitarian societies. California McNair Scholars Research Symposium, University of California, Berkeley, Berkeley, California, August 8th, 2010

2. Zachary H. Garfield. Status attainment and prosociality in egalitarian societies. McNair Summer Research Colloquium, University of Nebraska–Lincoln, Lincoln, Nebraska, July 29th, 2010
1. Zachary H. Garfield. The prosocial dimension of status in egalitarian societies. 120th Annual Meeting of the Nebraska Academy of Sciences, Lincoln, Nebraska, April 23rd, 2010

Poster Presentations

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| 2026 | 11. Zachary H. Garfield, Christopher R. von Rueden, and Edward H. Hagen. The Multi-Capital Leadership Theory: An integrative framework for human leadership diversity. 37th Annual Meeting of the Human Behavior and Evolution Society, University Mohammed VI Polytechnic, Rabat, Morocco, May 13th–16th, 2026 |
| | 10. Ouissal Akioui and Zachary H. Garfield . Cooperation without enforcement: Social networks and collective action in urban residential syndics. 37th Annual Meeting of the Human Behavior and Evolution Society, University Mohammed VI Polytechnic, Rabat, Morocco, May 13th–16th, 2026 |
| 2022 | 9. Zachary H. Garfield and Luke Glowacki. Inter-personal conflicts and third-party mediation in a pastoralist society. 3rd Annual Meeting of the French Society for Evolutionary Human Sciences, Institute for Advanced Study in Toulouse, Toulouse, France, November 7th, 2022 |
| 2021 | 8. Zachary H. Garfield, Ryan Schacht, Emily R. Post, and Shane J. Macfarlan. The content and structure of reputation domains across human societies: A view from the evolutionary social sciences. 2nd Annual Meeting of the French Society for Evolutionary Human Sciences, Montpellier, France, November 8th, 2021 |
| 2019 | 7. Zachary H. Garfield and Edward H. Hagen. Female leadership in an egalitarian society. 31st Annual Meeting of the Human Behavior and Evolution Society, Boston, Massachusetts, May 30th, 2019. doi: 10.17605/osf.io/zq3t2 |
| 2016 | 6. Roxanna J. King, Joel Samaduroff, and Zachary H. Garfield . Witchcraft and sorcery: A cross-cultural comparison. 45th Annual Meeting of the Society for Cross-Cultural Research, Portland, Oregon, February 19th, 2016 |
| 2015 | 5. Zachary H. Garfield and Edward H. Hagen. Leadership and collective action in the HRAF probability sample. 12th Annual WSU Vancouver Research Showcase, Washington State University Vancouver, Vancouver, Washington, April 16th, 2015 |
| | 4. Kristen L. Syme, Zachary H. Garfield , and Edward H. Hagen. Testing two strategic models of suicide against the ethnographic record. Inaugural Meeting of the International Society for Evolution, Medicine, & Public Health, Tempe, Arizona, March 19th, 2015 |
| 2011 | 3. Zachary H. Garfield. The prosocial dimension of status in egalitarian societies. Seventeenth Annual Undergraduate Research Conference, University of Nebraska–Lincoln, Lincoln, Nebraska, April 14th, 2011 |
| 2010 | 2. Zachary H. Garfield. Status and prosociality in egalitarian societies. Nebraska Summer Research Program Symposium, University of Nebraska–Lincoln, Lincoln, Nebraska, August 11th, 2010 |
| | 1. Zachary H. Garfield. The prosocial dimension of status in egalitarian societies. Sixteenth Annual Undergraduate Research Conference, University of Nebraska–Lincoln, Lincoln, Nebraska, April 8th, 2010 |

Chaired Symposia

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| 2025 | 5. Zachary H. Garfield and Jaimie A. Krems. Strategic sociality: Friendships, alliances, and the evolution of human social networks. 36th Annual Meeting of the Human Behavior and Evolution Society, Atlantic City, New Jersey, June 5th, 2025. Symposium co-chair |
| 2022 | 4. Zachary H. Garfield and Sheina Lew-Levy. Plenary: Biological and cultural adaptation to changing climates. 13th International Conference on Hunting and Gathering Societies (CHAGS XIII), University College Dublin, Dublin, Ireland, June 28th, 2022. Plenary co-chair |

2018	3. Zachary H. Garfield. Biocultural session. 12th International Conference on Hunting and Gathering Societies (CHAGS XII), Universiti Sains Malaysia, Penang, Malaysia, July 25th, 2018. Session chair. Barry Hewlett, convenor <i>in absentia</i>
2016	2. Zachary H. Garfield and Edward H. Hagen. Cross-cultural variation in leadership and sociopolitical organization. 45th Annual Meeting of the Society for Cross-Cultural Research, Portland, Oregon, February 18th, 2016. Symposium co-chair
2012	1. Wayne A. Babchuk and Zachary H. Garfield . Anthropology section. 122nd Annual Meeting of the Nebraska Academy of Sciences, Lincoln, Nebraska, April 20th, 2012. Session co-chair

Guest Lectures

2025	13. Zachary H. Garfield. The evolutionary ecology of human leadership: Integrating evolutionary theory and cross-cultural evidence. Dr. Jeffrey Stevens' PSYC 370 <i>Evolution, Behavior, and Society</i> , University of Nebraska–Lincoln, Lincoln, Nebraska, November 11th, 2025
2023	12. Zachary H. Garfield. The evolutionary ecology of human leadership and conflict: Integrating comparative and ethnographic methods. <i>Expert Workshop on Interdependence</i> , Vrije Universiteit Amsterdam, Amsterdam, The Netherlands, May 22nd, 2023
2022	11. Zachary H. Garfield. Leadership and conflict resolution across human societies: Evolutionary insights and cross-cultural findings. PSY3052 <i>The Science Behind Our Choices: Decision-Making Across Species and Societies</i> , Newcastle University, Newcastle, United Kingdom, November 21st, 2022 10. Zachary H. Garfield. The evolutionary ecology of human leadership and conflict resolution. Master's Program in <i>Evolutionary Biology and Ecology</i> , Institut des Sciences de l'Évolution de Montpellier, Université de Montpellier, Montpellier, France, October 13th, 2022
2021	9. Zachary H. Garfield. Leadership and hierarchy among 'small-scale' societies: Ethnographic and evolutionary insights. Dr. Luke Glowacki's ANTH 321 <i>Culture and Cognition</i> , Boston University, Boston, Massachusetts, October 4th, 2021
2020	8. Zachary H. Garfield. Leadership and political influence among small-scale, transitioning societies. Dr. Luke Glowacki's <i>Cultural Diversity</i> , Pennsylvania State University, State College, Pennsylvania, April 14th, 2020
2017	7. Zachary H. Garfield. Human coalitional aggression in evolutionary perspective. Dr. Casey Roulette's <i>Evolution of Human Nature</i> , San Diego State University, San Diego, California, November 7th, 2017
2015	6. Zachary H. Garfield. Sexual selection at work: Reproductive skew, leadership, and encephalization among <i>Homo</i> . Dr. Ed Hagen's ANTH 469 <i>Genes, Culture, and Human Diversity</i> , Washington State University Vancouver, Vancouver, Washington, October 22nd, 2015
2014	5. Zachary H. Garfield. The evolution of political leadership. Dr. Anthony Lopez's POLS 400 <i>The Psychology of War</i> , Washington State University Vancouver, Vancouver, Washington, October 23rd, 2014 4. Zachary H. Garfield. Ancient DNA: Tools, threats, and the key to some big questions about humanity. Dr. Ed Hagen's ANTH 260 <i>Introduction to Physical Anthropology</i> , Washington State University Vancouver, Vancouver, Washington, April 9th, 2014
2013	3. Zachary H. Garfield. The anthropology of war: An introduction. Dr. Casey Roulette's ANTH 203 <i>Peoples of the World</i> , Washington State University Vancouver, Vancouver, Washington, October 8th, 2013 2. Zachary H. Garfield. Intrasexual social dynamics: Agonism, alliances, and violence among primates. Dr. Nicole Hess' ANTH 381 <i>Primate Behavioral Ecology</i> , Washington State University Vancouver, Vancouver, Washington, June 17th, 2013
2010	1. Zachary H. Garfield. Status and prosociality in egalitarian societies. Dr. Wayne Babchuk's ANTH 412/812 <i>Social Structure</i> , University of Nebraska–Lincoln, Lincoln, Nebraska, September 27th, 2010

Executive Training

2025	3. Zachary H. Garfield. Leadership and human cultural diversity: Implications for research, practice, and policy. <i>LEAD CAMPUS 6: Sustainable Leadership in Africa</i> , co-developed by AFD, University Mohammed VI Polytechnic, University of Cape Town Graduate School of Business, and HEC Paris, Rabat, Morocco, November 28th, 2025. Invited training module
2024	2. Zachary H. Garfield. Leadership and human cultural diversity: Implications for research, practice, and policy. <i>LEAD CAMPUS 5: Sustainable Leadership in Africa</i> , co-developed by AFD, University Mohammed VI Polytechnic, University of Cape Town Graduate School of Business, and HEC Paris, Rabat, Morocco, October 24th, 2024. Invited training module
2023	1. Zachary H. Garfield. Leadership and human cultural diversity: Implications for research, practice, and policy. <i>LEAD CAMPUS 4: Sustainable Leadership in Africa</i> , co-developed by AFD, University Mohammed VI Polytechnic, University of Cape Town Graduate School of Business, and HEC Paris, Rabat, Morocco, October 27th, 2023. Invited training module

Colloquium and Workshop Participation

2025	Invited participant for <i>Seminar on Cognitive Science and the Naturalisation of Anthropological Categories</i> , Fyssen Foundation, October 2–3, 2025. Paris, France.
2024	Discussant for <i>Game Theory session</i> , UM6P Science Week, February 14th, 2024. Ben Guerir, Morocco.
2022	Invited participant and speaker for <i>Evolution, Cognition, and Culture Workshop</i> organized by <i>Institut Jean Nicod</i> and Nicolas Baumard, Coralie Chevallier, and Dan Sperber, at Saint-Jacut-de-la-Mer, November 27th – December 1st, 2022.
2020	Discussant for <i>Knowledge, Power, and the Quest for Political Equality</i> , Institute for Advanced Study in Toulouse, December 10th–12th, 2020. Toulouse, France (online).
2019	<i>Longitudinal Research Workshop</i> , Max Planck Institute for Evolutionary Anthropology, December 4th–6th, 2019. Leipzig, Germany.
2018	<i>Research and Advocacy Group on Hunter Gatherer Education founding workshop</i> , International Society for Hunter-Gatherer Research, July 22nd, 2018. Universiti Sains Malaysia, CHAGS 12 Special Workshop, Penang, Malaysia.
2017	Invited speaker for <i>Jepson Colloquium: Evolutionary Models of Leadership Across Human Society</i> , University of Richmond, Jepson School of Leadership Studies, December 7th–9th, 2017, Richmond, Virginia.

Teaching Experience

^UUndergraduate course, ^GGraduate course

Grinnell College; Department of Anthropology

Professor	• ANT 104 <i>Anthropological Inquiries: Kinship and Human Nature</i>^U • ANT 295 <i>Evolution and Human Behavior</i>^U • ANT 395 <i>Social Inequality and Human Nature</i>^U
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University Mohammed VI Polytechnic; Faculty of Governance, Economics, and Social Sciences

Professor	• BEH 603 <i>Human Behavior and Ecology</i>^G • BEH 802 <i>Behavioral Insight for Public Policy in Africa</i> 2^G • RES 501 <i>Quantitative Research Methods for Social Sciences</i> 1^G • ANT 501 <i>Leadership, Power and Inequality</i>^{U,G} • DAT 205 <i>L'Enquête: Conception et Collecte des Données</i>^U • DAT 804 <i>Advanced Data Analysis in Behavioral and Social Science</i> 2^G
Lab Instructor	• DAT 205 <i>L'Enquête: Conception et Collecte des Données</i>^U • DAT 505 <i>Experimental Psychology: Advanced Data Analysis</i> 1^G
Instructor	• <i>From Raw to Refined: Tidy Data in R</i>, for Skills Cluster for Agile Learning in Economics & Social Sciences (SCALES)^{U,G}

Soochow University

Summer 2022 | **Instructor** ANTH 201 *Introduction to Anthropology*^U

Washington State University Vancouver

Fall 2016 | **Instructor** ANTH 130 *Great Discoveries in Archaeology*^U
 2013–2017 | **Laboratory Instructor** for ANTH 260 *Introduction to Physical Anthropology*^U
 2012–2015 | **Teaching Assistant** for ANTH 316 *Gender in Cross Cultural Perspective*^U, ANTH 405 *Medical Anthropology*^U, ANTH 203 *Peoples of the World*^U, ANTH 309 *Cultural Ecology*^U

Mentorship & Advising Service

Graduate Degrees

2026 | **Master's Thesis Chair** Ghita Er-Rdag. *Language, culture, and moral judgment: The foreign language effect in African societies across tightness and kinship intensity*. MA in Behavioral and Social Science for Public Policy, FGSES, UM6P
 2025 | **Master's Thesis Chair** Imane El Hanine. *Behavioral Patterns in Cross-Border Workers' Transition to Formal Employment: Evidence from Morocco's Fnideq Region*. MA in Behavioral and Social Science for Public Policy, FGSES, UM6P
 2025 | **Master's Thesis Chair** Oumaima Eda-Ait. *What's on Her Plate?: A Multilevel Study of Dietary Diversity Among Rural African Women in Six Sub-Saharan Countries*. MA in Behavioral and Social Science for Public Policy, FGSES, UM6P
 2024 | **Master's Thesis Chair** Rimane Jidani. *Exploring the Dynamics of Reading Time: An Analysis of Socio-Demographics Among Moroccan Schoolchildren Aged 7 to 14*. MA in Behavioral and Social Science for Public Policy, FGSES, UM6P

Undergraduate Degrees

Fall 2025 | **Undergraduate Thesis Chair** Hajar Elabid. *Shaped by Uncertainty: How Early-Life Unpredictability Influences Job-Search Behavior in Moroccan Youth*. BA in Behavioral and Social Science, FGSES, UM6P
 Winter 2025 | **Undergraduate Thesis Chair** Ouissal Akioui. *Cosmetic Urbanism in Rabat: Analyzing Social Capital Amid Development Induced Displacement and Resettlement*. BA in Behavioral and Social Science, FGSES, UM6P

Internships and Advising

	Postdoctoral Advisor Dr. Eshetu Ewentu, Omo Valley Research Project. Project: <i>Exploring Market-Based Realities Among Communities in Ethiopia</i> (EMBRACE)
	Postdoctoral Co-Advisor Dr. Maud Mouginit, Boston University. Project: <i>Network Formation and Function Within and Between Cultural Groups</i>
2024–2025	Undergraduate Research Experience Mentor Ghita Er-Rdag, FGSES, UM6P. Project: <i>Data Management in Behavioral Science</i>
2024–2025	Undergraduate Research Experience Mentor Sophia Iben El Rhazi, FGSES, UM6P. Project: <i>Methods in Comparative Ethnographic Analyses</i>
2024–2025	Project Mentor Lesly Onanga, <i>Lead Campus: Sustainable Leadership in Africa</i> Executive Training Program, HEC Paris and UM6P
2023–2024	Project Mentor Mehdi El Maniari, <i>Lead Campus: Sustainable Leadership in Africa</i> Executive Training Program, HEC Paris and UM6P. Project: <i>Can we make basic food products (meat, milk) more accessible?</i>
2022–2023	Internship Mentor Grégory Fiorio, Master's student, École Normale Supérieure – Institut Jean-Nicod. Project: <i>Evolution of Third-Party Punishment</i>
Fall 2021	Internship Mentor Hui Xin She, Master's student, Toulouse School of Economics. Project: <i>Evolution of Third-Party Punishment</i>
2020–2021	Internship Mentor Yuan Liu, Master's student, Toulouse School of Economics. Project: <i>Evolution of Third-Party Punishment</i>
2014–2015, 2018–2019	Undergraduate Research Assistant Mentor Department of Anthropology, Washington State University Vancouver

External Graduate Degrees Evaluated

June 2020	External Examiner Bashiru Salifu. <i>Climate Change Impact and Traditional Coping Mechanisms of Borana Pastoralists in Southern Ethiopia: Building Adaptive Capacity and Resilience from an Indigenous People's Perspective</i> . Master of Philosophy in Indigenous Studies, The Arctic University of Norway
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Editorial Service & Peer Review

Journals

Associate Editor: *Journal of Cognition and Culture*

Consulting Editor: *Human Nature, Hunter Gatherer Research*

Review Board: *Evolution and Human Behavior*

Ad Hoc Reviewer: *Acta Psychologica, Adaptive Human Behavior and Physiology, American Anthropologist, American Journal of Human Biology, Biology Letters, BioSystems, Cross Cultural Research, Culture and Evolution, Current Anthropology, Evolutionary Behavioral Sciences, Evolution and Human Behavior, Evolutionary Human Sciences, Frontiers in Psychology, Heliyon, Human Nature, Journal of African Cultural Studies, Journal of Archaeological Method and Theory, The Leadership Quarterly, Nature Human Behavior, Personality and Individual Differences, Philosophical Transactions B, Plos ONE, PNAS Nexus, Psychological Review, Social Science & Medicine, Scientific Reports*

Funding Agencies

Cultural Evolution Society Transformation Fund, The Leakey Foundation, National Science Foundation: Cultural Anthropology, National Science Foundation: Archaeology, Swiss National Science Foundation

Edited Volumes

Social Learning and Innovation in Contemporary Hunter-Gatherers

Organizational & Departmental Service

2025–present	Member-at-Large <i>Human Behavior and Evolution Society</i>
2022–2027	Steering Committee Member <i>French Society for Evolutionary Human Sciences</i>
2026	Conference Co-Chair, Local Co-Organizer, and Scientific Committee Member <i>Human Behavior and Evolution Society</i> 37th Annual Meeting, University Mohammed VI Polytechnic, Rabat, Morocco, May 13–16
2026	Co-Organizer <i>Cultural Evolution Society</i> Conference, University Mohammed VI Polytechnic, Rabat, Morocco, May 11–13
2025, 2026	Co-Organizer <i>Digital Skills Workshop</i> , Omo Valley Research Project and South Omo Research Center, Jinka University, Jinka, Ethiopia, May 2025 and May 2026
2024–2026	Faculty Advisor <i>Questioning Behavior</i> student club, Faculty of Governance, Economics and Social Sciences, University Mohammed VI Polytechnic
2022–2023	Team Leader <i>Leadership, Power, and Inequality Research Team</i> , Institute for Advanced Study in Toulouse (IAST)
2022	Co-Organizer 3rd Annual Meeting of the French Society for Evolutionary Human Sciences, Institute for Advanced Study in Toulouse, Toulouse, France, November 7–8
2022	Scientific Organizing Committee Member 13th Conference on Hunting and Gathering Societies (CHAGS 13), Dublin, Ireland, June 28–July 2
2022	Co-Organizer 1st IAST Leadership, Power, and Inequality Research Team workshop, <i>Leadership: Does it matter?</i> (online), Institute for Advanced Study in Toulouse, France, May 19–20
2021	Co-Organizer 6th Pyrenean Interdisciplinary Research Event (PIREN), Institute for Advanced Study in Toulouse, Béziers, France, November 24–26
2021	Co-Organizer 8th Toulouse Economics and Biology Conference, <i>Fertility: Causes and Consequences</i> , Institute for Advanced Study in Toulouse, Toulouse, France, May 11–12
2020–2021	Co-Organizer Tuesday Lunch Interdisciplinary Seminar Series, Institute for Advanced Study in Toulouse, Toulouse, France
2016	Graduate Student Coordinator 45th Annual Meeting of the Society for Cross-Cultural Research, Portland, Oregon, February 17–20
2015–2018	Treasurer's Assistant <i>Human Behavior and Evolution Society</i> , with Dr. Catherine Salmon
2012–2013	Liaison to the Student Anthropology Club Department of Anthropology, Washington State University Vancouver
2012	Student Volunteer 81st Annual Meeting of the American Association of Physical Anthropologists, Portland, Oregon, April 11–14
2010–2012	AnthroGroup Co-President / Secretary Department of Anthropology, University of Nebraska–Lincoln

Professional and Scientific Memberships (All may not be current)

2022–present	French Society for Evolutionary Human Sciences
2021–present	Forager Child Studies (research affiliate)
2020–present	European Human Behaviour and Evolution Association
2018–present	International Society for Hunter Gatherer Research
2016–present	American Anthropological Association, Evolutionary Anthropology Society
2016–present	The Explorers Club
2015–present	Society for Cross-Cultural Research
2015–present	American Association of Biological Anthropologists
2009–present	Human Behavior and Evolution Society

Technical Skills

Laboratory Biomarker analysis using enzyme-linked immunosorbent assays.

Programming and Data Management R, Stan, $\LaTeX$, Markdown, SPSS, Filemaker Pro, Open Data Kit.

Languages English: Native speaker, French: B2, Hamar: Intermediate, Chabu: Intermediate, Spanish: Beginner, Japanese: Beginner.

References

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