

# Zachary H. Garfield

Evolutionary Anthropologist | Grinnell College | Grinnell, Iowa, USA

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

## Education

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

## Grants

Awarded over \$568,000USD 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 Mougnot. **\$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**, University of Nebraska–Lincoln, 2010–2011.

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

**UCARE Research Grant** *The Prosocial Dimension of Status in Egalitarian Societies*, with Dr. Raymond Hames. **\$1,000**, 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**, 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: 1,290+ total citations; h-index = 17; i10-index = 20.

### Preprints and manuscripts under review

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

### Refereed Journal Articles

#### 2026

20. Maud Mouginot\*, Zachary H. Garfield\*†, and Luke Glowacki\*†. Coalitions matter for both men and women: Insights from three subsistence communities in southwest Ethiopia. *Evolution and Human Behavior*, 47(4):106882, July 2026
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. *Evolution and Human Behavior*, 47(3):106840, May 2026
18. Bhavya Deepti Vadavalli, Zachary H. Garfield, and Luke Glowacki. Social structure shapes consensus decision-making norms in small-scale societies. *Philosophical Transactions of the Royal Society B: Biological Sciences*, 381(1948):20240449, April 2026

#### 2025

17. Zachary H. Garfield\*, Christopher R. von Rueden, and Edward H. Hagen. The Multi-Capital Leadership Theory. *Human Nature*, 2025. doi: [10.1007/s12110-025-09503-y](https://doi.org/10.1007/s12110-025-09503-y)
16. Lasse Laustsen, Xiaotian Sheng, M. Ghufan Ahmad, Laith Al-Shawaf, Benjamin Banai, Irena Pavela Banai, Michael Barlev, Nicolas Bastardoz, Alexander Bor, Joey T. Cheng, Anna Chmielińska, Alexandra Cook, Kyriaki Fousiani, **Zachary H. Garfield**, Maliki Ghossainy, Shang E. Ha, Tingting Ji, Benedict C. Jones, Michal Kandrík, 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 Szyner, 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
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 Ringen, William Buckner§, Dithapelo Medupe§, Richard 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
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

## 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
7. Zachary H. Garfield\*. Correlates of conflict resolution across cultures. *Evolutionary Human Sciences*, 3, 2021. doi: 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
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

## 2019

4. Zachary H. Garfield, Robert H. 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
3. Zachary H. Garfield\*, Christopher 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

## 2017

2. Raymond B. Hames, **Zachary H. Garfield**, and Melissa J. Garfield. Is male androphilia a context-dependent cross-cultural universal? *Archives of sexual behavior*, 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. *Evolution and Human Behavior*, 37(3):179–192, 2016. doi: 10.1016/j.evolhumbehav.2015.10.005

## Edited Volume Entries

### 2025

7. Chris 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, *Oxford Handbook of Evolutionary Psychology*. Oxford University Press, In press
6. Zachary H. Garfield\* and Daniel Redhead. Leadership and followership. In *Evolution, Culture and Human Behaviour*. In press. Preprint doi: 10.31219/osf.io/r7ekn\_v1

### 2024

5. Sirio Lonati, **Zachary H. Garfield**, Nicolas Bastardoz, and Christopher Von Rueden. Leadership as an emotional process: An evolutionarily informed perspective. In Laith Al-Shawaf and Todd K. Shackelford, editors, *The Oxford Handbook of Evolution and the Emotions*. 2024

### 2017

4. Zachary H. Garfield\*. Dominant Acts Expressed (Buss 1981). In Todd K. Shackelford and Viviana A. Weekes-Shackelford, editors, *Encyclopedia of Evolutionary Psychological Science*, 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, *Encyclopedia of Evolutionary Psychological Science*, 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, *Encyclopedia of Evolutionary Psychological Science*, 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 Terashima Hideaki and Barry S. Hewlett, editors, *Social Learning and Innovation in Contemporary Hunter-Gatherers: Evolutionary and ethnographic perspectives*, pages 19–34. Springer, 2016

## Commentary Articles

### 2025

5. Zachary H. Garfield\*. Whose subjectivity? power and inequality in cultural selection. *Behavioral and Brain Sciences*, 2025. Commentary on Singh, “Subjective selection, super-attractors, and the origins of the cultural manifold”, 10.1017/S0140525X25104512, In press
4. Zachary H. Garfield\*. Legacy and constraint in the evolution of human culture. *Evolution and Human Behavior*, 46(5), 2025. 10.1016/j.evo1humbehav.2025.106714
3. Zachary H. Garfield\*. Limited Cross-Cultural Methods Undermine Claims of Universal ‘Dual Foundations’ in Political Ideology: Commentary on Atkinson et al. *Current Anthropology*, 66(3), 2025

### 2022

2. Aaron D. Lightner, **Zachary H. Garfield**, and Edward H. Hagen. Religion: The WEIRDest concept in the world? *Religion, Brain & Behavior*, 0(0):1–8, January 2022. doi: 10.1080/2153599X.2021.1991460

### 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. [Commentary]. *Evolution and Human Behavior*, 35(5):445–447, 2014. doi: 10.1016/j.evo1humbehav.2014.06.002

## Presentations

### Invited Presentations

24. Zachary H. Garfield. Towards an Ethnographically Informed Ontology of Human Leadership and Followership. For 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. For the African Institute for Research In Economics and Social Sciences Research Seminar, University of Mohammed VI Polytechnic, Rabat, Morocco, January 22nd, 2025. Invited presentation.
22. Zachary H. Garfield. The socio-ecology of human leadership and conflict mediation. For the Cooperation Colloquia., March 22nd, 2024. Invited presentation (online).
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. For the The School of Collective Intelligence, UM6P, Rabat, Morocco., March 8th, 2024. Invited presentation.
20. Zachary H. Garfield. Survival and Transformation: The Crisis of East African Pastoralism. For the UM6P Science Week *Collective Challenges Faced By Populations Undergoing Socioeconomic Transitions* session., February 14th, 2024. Invited presentation.
19. Zachary H. Garfield. Leadership and conflict across human societies: Integrating comparative and ethnographic methods. For the *The Adaptive Cognition and Economics in Society Lab*, Central European University, Vienna, Austria., November 7th, 2023. Invited seminar (online).
18. Zachary H. Garfield. Teaching by leaders drives the evolution of symbolic culture and cooperation in egalitarian societies. For the *Learning, Evolution and Games Seminar*, October 8th, 2023. thelegproject.wordpress.com/leg-seminar. <https://youtu.be/MsZKQNYUZSg>. Invited seminar.
17. Zachary H. Garfield. Teaching by leaders drives the evolution of opaque culture and cooperation in egalitarian societies. For the *Amsterdam Leadership Lab Seminar*, organized by the Department of Experimental and Applied Psychology, Vrije University, Amsterdam, The Netherlands., May 21st, 2023. Invited seminar.
16. Zachary H. Garfield. Universal and variable leadership dimensions across human societies. For the *Applied Microeconomics and Organization Seminar*, organized by the Microeconomic and Management department, Goethe-University, Frankfurt, Germany., May 17th, 2023. Invited seminar.
15. Zachary H. Garfield. The evolutionary ecology of leadership and conflict mediation: Integrating comparative and ethnographic methods. For the *Behavior, Economics, and Evolution* lecture series, co-organized by the Departments of Economics, Organizational Behaviour, and Ecology and Evolution, University Lausanne, Switzerland., March 30th, 2023. Invited seminar.
14. Zachary H. Garfield. Leadership, neural capital, and computational services: A view from evolutionary anthropology. For Saxelab, MIT, 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, St. Jacut-de-la-Mer, hosted by Institut Jean Nicod, November 29th, 2022. Invited speaker.
12. Zachary H. Garfield and Luke Glowacki. Assessing the impact of market integration on behavior, culture, and health across the Omo Valley. For Jinka University, March 3rd, 2022. Invited seminar.
11. Zachary H. Garfield. The cultural and evolutionary ecology of human leadership. For The Amsterdam Leadership Lab, June 28th, 2021. Invited speaker.
10. Zachary H. Garfield. The cultural and evolutionary ecology of human leadership. For Lab meetings of The Oklahoma Center for Evolutionary Analysis, March 17th, 2021. Invited speaker.
9. Zachary H. Garfield and Luke Glowacki. Gender inequality and market integration among the Hamar in Southwest Ethiopia: Introducing the Omo Valley Research Project. In *Work in Progress Speaker Series*, Leipzig, Germany, December 10th, 2019. Max Plank Institute for Evolutionary Anthropology. Invited speaker.
8. Zachary H. Garfield. Leadership in a small-scale society: Ontogeny, cooperation, dominance, and decision-making. In *WSUV Department of Anthropology Speaker Series*, Vancouver, Washington, October 29th, 2018. Department of Anthropology, Washington State University. Invited speaker.
7. Zachary H. Garfield. The nature of leadership across diverse societies: Evolutionary approaches. Vancouver, Washington, October 25th, 2018. WSU Vancouver Leadership Club, Washington State University. Invited speaker.
6. Zachary H. Garfield. Using the HRAF to test models of leadership. In *Jepson Colloquium: Evolutionary Models of Leadership Across Human Society*, Richmond, Virginia, December 9th, 2017. University of Richmond, Jepson School of Leadership Studies. Invited podium.
5. Zachary H. Garfield. An ethnographic introduction to the Chabu forager-horticulturalists of Southwest Ethiopia. In *TEC Pacific Northwest Chapter Annual Meeting*, Seattle, Washington, October 30th, 2016. The Explorer's Club. Invited plenary.
4. Zachary H. Garfield, Robert L. Hubbard, and Edward H. Hagen. Dominance or prestige? Leadership across human societies. In *WSUV Anthropology Lecture Series*, Vancouver, Washington, October 19th, 2016. Washington State University–Vancouver. Invited lecture.
3. Raymond B. Hames, **Zachary H. Garfield**, and Melissa J. Garfield. Absence of evidence is not evidence of absence: Is homosexuality universal? In *The Puzzle of Sexual Orientation: What is it and How Does it Work?*, Lethbridge, Alberta, Canada, July 21st, 2015. University of Lethbridge, Social Science and Humanities Research Council sponsored conference: The Puzzle of Sexual Orientation: What is it and How Does it Work? Invited podium.
2. Zachary H. Garfield and Edward H. Hagen. Prestige, dominance, and intelligence: Testing three models of leadership against the ethnographic record. In *Department of Anthropology AnthroGroup Lecture Series*, Lincoln, Nebraska, April 2nd, 2015. University of Nebraska–Lincoln. Invited lecture.
1. Zachary H. Garfield and Edward H. Hagen. Leadership and collective action in the HRAF probability sample. In *84th Annual Meeting of the American Association of Physical Anthropologists*, St. Louis, Missouri, March 26th, 2015. Invited poster.

## Podium Presentations

34. Zachary H. Garfield, Maud Mouginit, and Luke Glowacki. Predictors of ‘bond friendship’ among women in a rural agro-pastoralist community: A cross-sectional analysis. In *The 6th Conference of the French Network for the Evolutionary Study of Humans*, 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. In *The 36th annual Human Behavior and Evolution Society*, Atlantic City, USA, 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. In *The 36th annual Human Behavior and Evolution Society*, Atlantic City, USA, June 5th, 2025
31. F De Petrillo, E.L. Dickinson, A. Parkin, A. Horsey, K.and Willis, A. Pooley, R. Mishra, C. Zhang, H. Roome, **Z. H. Garfield**, and C Molho. Impartiality in norm enforcement: children’s responses to social norm violations across relationship contexts. In *Annual Conference of the European Human Behaviour and Evolution Association*, New Castle, England, April 15th, 2025
30. Z.H. Garfield, A.C. Fiorio, G.and Kaneko Ebert, S. Iben El Rhazi, C. Molho, and F. De Petrillo. Intensive kinship and societal ‘complexity’ predict distinct punishment types across 60 societies. In *Annual Conference of the European Human Behaviour and Evolution Association*, New Castle, England, April 17th, 2025
29. Zachary H. Garfield and Edward Hagen. Decision-making expertise and intelligence are associated with conflict resolution skills among recently settled ethiopian hunter-gatherers. In *The 35th annual Human Behavior and Evolution Society*, Aarhus, Denmark, May 22nd, 2024
28. Zachary H. Garfield\* and Edward Hagen. Decision-making expertise and intelligence are associated with conflict resolution skills among recently settled ethiopian hunter-gatherers. In *Annual meeting of the European Human Behaviour and Evolution Association*, Montpellier, France, April 16th, 2024

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. In *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. In *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. In *92nd Annual Meeting of the American Association of Biological Anthropologists*. Reno, Nevada, NJ USA, 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. In *Annual Conference for the European Human Behaviour and Evolution Association*, University College London, United Kingdom, April 19th, 2023. doi: 10.17605/OSF.IO/SMYKE
23. Zachary H. Garfield and Sheina Lew-Levy. Teaching is a distinct form of social learning among hunter-gatherers. In *13th International Conference on Hunting and Gathering Societies (CHAGS XIII)*, University College 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. In *16th Conference of the European Human Behaviour and Evolution Association*, Digital conference, April 20th, 2022. doi: 10.17605/OSF.IO/4VSNW
21. Edward H. Hagen, **Zachary H. Garfield**, and Aaron D. Lighner. Computational services and encephalization in *Homo*. In *Human Behavior and Evolution Society 32nd Annual Meeting*, Digital conference, June 26th, 2021. link: <https://osf.io/efp7m/>
20. Zachary H. Garfield, Kristen Syme, and Edward H. Hagen. Universal and variable leadership dimensions across human societies. In *Human Behavior and Evolution Society 32nd Annual Meeting*, Digital conference, June 24th, 2021. New Investigator Award talk. doi: 10.17605/OSF.IO/YFUD8
19. Manvir Singh and **Zachary H. Garfield**. Third parties serve as arbitrators but not punishers in Mentawai justice. In *Cultural Evolution Society Conference 2021*, Digital conference, June 10th, 2021
18. Zachary H. Garfield and Luke Glowacki. Gender inequality and market integration among the Hamar in Southwest Ethiopia. In *15th Conference of the European Human Behaviour and Evolution Association*, Digital conference, March 24th, 2021. doi: 10.17605/OSF.IO/B756G
17. Zachary H. Garfield and Edward Hagen. Towards resolving the conundrum of prestige and the evolution of human leadership: The computational services model. In *HumanEvoWeek*. Réseau transdisciplinaire prioritaire - Evolutionary Human Sciences, 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. In *5th Pyrenaen Interdisciplinary Research Event*, Ax-les-Thermes, France, January 31st, 2020. The Institute for Advanced Studies in Toulouse. doi: 10.17605/OSF.IO/ABJH5
15. Zachary H. Garfield and Edward H. Hagen. Testing models of leadership among the Chabu of Southwest Ethiopia. In *12th International Conference on Hunting and Gathering Societies (CHAGS XII)*, Universiti Sains Malaysia, Penang, July 25th, 2018
14. Zachary H. Garfield and Edward H. Hagen. Prestige, dominance, and social learning among leaders in an egalitarian society. In *30th Annual Meeting of the Human Behavior and Evolution Society*, University of Amsterdam, July 7th, 2018. doi: 10.17605/osf.io/jef2r
13. Zachary H. Garfield and Edward H. Hagen. Leadership among transitional hunter-gatherers in Southwest Ethiopia. In *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. In *14th Annual WSU Vancouver Research Showcase*, Vancouver, Washington, April 13th, 2017
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. In *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. In *28th Annual Meeting of the Human Behavior and Evolution Society*, Vancouver, British Columbia, Canada, July 1st, 2016. Presentation given 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. In *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. In *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. In *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. In *45th Annual Meeting of the Society for Cross-Cultural Research*, Portland, Oregon, February 18th, 2016

5. Zachary H. Garfield and Edward H. Hagen. Leadership in traditional societies: Testing three evolutionary models against the ethnographic record. In *College of Arts and Sciences Graduate Student Symposium*, Vancouver, Washington, March 2nd, 2015. Washington State University–Vancouver
4. Zachary H. Garfield. Status attainment and prosociality in egalitarian societies. In *41st Annual Meeting of the Society for Cross-Cultural Research*, Las Vegas, Nevada, February 25th, 2012
3. Zachary H. Garfield. Status attainment and prosociality in egalitarian societies. In *California McNair Scholars Research Symposium*, Berkeley, California, August 8th, 2010. University of California Berkeley
2. Zachary H. Garfield. Status attainment and prosociality in egalitarian societies. In *McNair Summer Research Colloquium*, Lincoln, Nebraska, July 29th, 2010. University of Nebraska–Lincoln
1. Zachary H. Garfield. The prosocial dimension of status in egalitarian societies. In *The 120th Annual Meetings of the Nebraska Academy of Sciences*, Lincoln, Nebraska, April 23rd, 2010

## Poster Presentations

9. Zachary H. Garfield, Luke Glowacki. Inter-personal conflicts and third-party mediation in a pastoralist society. In *French Society for Evolutionary Human Sciences 3rd annual meeting*, IAST, Toulouse, France, November 7th, 2022
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 science. In *French Society for Evolutionary Human Sciences 2nd annual meeting*, Montpellier, France, November 8th, 2021
7. Zachary H. Garfield and Edward H. Hagen. Female leadership in an egalitarian society. In *31st Annual Human Behavior and Evolution Society meetings*, Boston, Massachusetts, May 30th, 2019. doi: 10.17605/OSF.I0/ZQ3T2
6. Roxanna J. King, Joel Samaduroff, and **Zachary H. Garfield**. Witchcraft and sorcery: A cross-cultural comparison. In *45th Annual Meeting of the Society for Cross-Cultural Research*, Portland, Oregon, February 19th, 2016
5. Zachary H. Garfield and Edward H. Hagen. Leadership and collective action in the HRAF probability sample. In *12th Annual WSU Vancouver Research Showcase*, Vancouver, Washington, April 16th, 2015. Washington State University–Vancouver
4. Kristen L. Syme, **Zachary H. Garfield**, and Edward H. Hagen. Testing two strategic models of suicide against the ethnographic record. In *The International Society for Evolution, Medicine, & Public Health Inaugural Meeting*, Tempe, Arizona, March 19th, 2015. Washington State University–Vancouver
3. Zachary H. Garfield. The prosocial dimension of status in egalitarian societies. In *Seventeenth Annual Undergraduate Research Conference*, Lincoln, Nebraska, April 14th, 2011. University of Nebraska–Lincoln
2. Zachary H. Garfield. Status and prosociality in egalitarian societies. In *Nebraska Summer Research Program Symposium*, Lincoln, Nebraska, August 11th, 2010. University of Nebraska–Lincoln
1. Zachary H. Garfield. The prosocial dimension of status in egalitarian societies. In *Sixteenth Annual Undergraduate Research Conference*, Lincoln, Nebraska, April 8th, 2010. University of Nebraska–Lincoln

## Chaired Symposia

5. Zachary H. Garfield and Jaimie A. Krems. Strategic sociality: Friendships, alliances, and the evolution of human social networks. In *The 36th Conference of the Human Behavior Evolution Society*, Stockton, University, Atlantic City, New Jersey, USA, June 5th, 2025
4. Zachary H. Garfield and Sheina Lew-Levy. Plenary: Biological and cultural adaptation to changing climates. In *13th International Conference on Hunting and Gathering Societies (CHAGS XIII)*, University College Dublin, Ireland, June 28th, 2022
3. Zachary H. Garfield. Biocultural Session. In *12th International Conference on Hunting and Gathering Societies (CHAGS XII)*, Universiti Sains Malaysia, Penang, July 25th, 2018. Session chair. Barry Hewlett, Convenor *in absentia*.
2. Zachary H. Garfield and Edward H. Hagen. Cross-cultural variation in leadership and sociopolitical organization. In *45th Annual Meeting of the Society for Cross-Cultural Research*, Portland, Oregon, February 18th, 2016. Symposium co-chair.
1. Wayne A. Babchuck and **Zachary H. Garfield**. Anthropology Section. In *122nd Annual Meeting of The Nebraska Academy of Sciences*, Lincoln, Nebraska, April 20th, 2012. Symposium co-chair.

## Guest Lectures

13. Zachary H. Garfield. The evolutionary ecology of human leadership: Integrating evolutionary theory and cross-cultural evidence. For Pr. Jeffery Stevens' *PSYC 370 Evolution, Behavior, and Society*, Nebraska, USA, November 11th, 2025
12. Zachary H. Garfield. The evolutionary ecology of human leadership conflict: Integrating comparative and ethnographic methods. For Vrije Universiteit's *Expert Workshop on Interdependence*, Amsterdam, The Netherlands, May 22nd, 2023

11. Zachary H. Garfield. Leadership and conflict resolution across human societies: Evolutionary insights and cross-cultural findings. For Newcastle University's PSY3052 *The science behind our choices: decision-making across species and societies*, November 21st, 2022
10. Zachary H. Garfield. The evolutionary ecology of human leadership and conflict resolution. For Institut des Sciences de l'Evolution-Montpellier Master's Program *Evolutionary Biology and Ecology*, Université de Montpellier, October 13th, 2022
9. Zachary H. Garfield. Leadership hierarchy among "small-scale" societies: Ethnographic and evolutionary insights. For Dr. Luke Glowacki's ANTH 321 *Culture and Cognition*, Boston University, October 4th, 2021
8. Zachary H. Garfield. Leadership and political influence among small-scale, transitioning societies. For Dr. Luke Glowacki's *Cultural Diversity*, Pennsylvania State University, April 14th, 2020
7. Zachary H. Garfield. Human coalitional aggression in evolutionary perspective. For Dr. Casey Roulette's *Evolution of Human Nature*, San Diego State University, November 7th, 2017
6. Zachary H. Garfield. Sexual selection at work: Reproductive skew, leadership, and encephalization among *Homo*. For Dr. Ed Hagen's ANTH 469 *Genes, Culture, and Human Diversity*, Washington State University Vancouver, October 22nd, 2015
5. Zachary H. Garfield. The evolution of political leadership. For Dr. Anthony Lopez's POLS 400 *The Psychology of War*, Washington State University Vancouver, October 23rd, 2014
4. Zachary H. Garfield. Ancient DNA: Tools, threats, and the key to some big questions about humanity. For Dr. Ed Hagen's ANTH 260 *Introduction to Physical Anthropology*, Washington State University Vancouver, April 9th, 2014
3. Zachary H. Garfield. The anthropology of war: An introduction. For Casey Roulette's ANTH 203 *Peoples of the World*, Washington State University Vancouver, October 8th, 2013
2. Zachary H. Garfield. Intrasexual social dynamics: Agonism, alliances, and violence among primates. For Dr. Nicole Hess' ANTH 381 *Primate Behavioral Ecology*, Washington State University Vancouver, June 17th, 2013
1. Zachary H. Garfield. Status and prosociality in egalitarian societies. For Dr. Wayne Babchuk's ANTH 412/812 *Social Structure*, University of Nebraska–Lincoln, September 27th, 2010

## Executive training

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

## Colloquium and Workshop participation

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

# Teaching Experience

\* Undergraduate, † Graduate

## University Mohammed VI Polytechnic; Faculty of Governance, Economics, and Social Sciences

Professor	<ul style="list-style-type: none"><li>• BEH 603 <i>Human Behavior and Ecology</i> †</li><li>• BEH 802 <i>Behavioral Insight for Public Policy in Africa</i> 2 †</li><li>• RES 501 <i>Quantitative Research Methods for Social Sciences</i> 1 †</li><li>• ANT 501 <i>Leadership, Power and Inequality</i> *†</li><li>• DAT 205 <i>L'Enquête: Conception et Collecte des Données</i> *</li><li>• DAT 804 <i>Advanced Data Analysis in Behavioral and Social Science</i> 2 †</li></ul>
Lab Instructor	<ul style="list-style-type: none"><li>• DAT 205 <i>L'Enquête: Conception et Collecte des Données</i> *</li><li>• DAT 505 <i>Experimental Psychology: Advanced Data Analysis</i> 1 †</li></ul>
Instructor	<ul style="list-style-type: none"><li>• <i>From Raw to Refined: Tidy Data in R</i>, for Skills Cluster for Agile Learning in Economics &amp; Social Sciences (SCALES) *†</li></ul>

## Soochow University

Summer 2022 | **Instructor** ANTH 201 *Introduction to Anthropology* \*

## Washington State University Vancouver

Fall 2016	<b>Instructor</b> ANTH 130 <i>Great Discoveries in Archaeology</i> *
2013 - 2017	<b>Laboratory Instructor</b> for ANTH 260 <i>Introduction to Physical Anthropology</i> *
2012 - 2015	<b>Teaching Assistant</b> for ANTH 316 <i>Gender in Cross Cultural Perspective</i> *, ANTH 405 <i>Medical Anthropology</i> *, ANTH 203 <i>Peoples of the World</i> *, ANTH 203 <i>Peoples of the World</i> *, ANTH 309 <i>Cultural Ecology</i> *

# Mentorship & Advising Service

## Graduate degrees

**Masters' degree chair** Ghita Ee-Rdag, Thesis: *Language, culture, and moral judgment: The foreign language effect in African societies across tightness and kinship intensity*, for the MA in Behavioral and Social Science for Public Policy at the Faculty of Governance, Economics and Social Sciences at UM6P. 2026.

**Masters' degree chair** Imane El Hanine, Thesis: *Behavioral Patterns in Cross-Border Workers' Transition to Formal Employment: Evidence from Morocco's Fnideq Region*, for the MA in Behavioral and Social Science for Public Policy at the Faculty of Governance, Economics and Social Sciences at UM6P. 2025.

**Masters' degree chair** Oumaima Eda-Ait, Thesis: *What's on Her Plate?: A Multilevel Study of Dietary Diversity Among Rural African Women in Six Sub-Saharan Countries*, for the MA in Behavioral and Social Science for Public Policy at the Faculty of Governance, Economics and Social Sciences at UM6P. 2025.

**Masters' degree chair** Rimane Jidani, Thesis: *Exploring the Dynamics of Reading Time: An Analysis of Socio-Demographics Among Moroccan Schoolchildren Aged 7 to 14*, for the MA in Behavioral and Social Science for Public Policy at the Faculty of Governance, Economics and Social Sciences at UM6P. 2024.

## Undergraduate degrees

**Undergraduate thesis chair** Hajar Elabid, Thesis: *Shaped by Uncertainty: How Early-Life Unpredictability Influences Job-Search Behavior in Moroccan Youth*, for the Undergraduate degree in Behavioral and Social Science at the Faculty of Governance, Economics and Social Sciences at UM6P. Fall 2025.

**Undergraduate thesis chair** Ouissal Akioui, Thesis: *Cosmetic Urbanism in Rabat: Analyzing Social Capital Amid Development Induced Displacement and Resettlement*, for the Undergraduate degree in Behavioral and Social Science at the Faculty of Governance, Economics and Social Sciences at UM6P. Winter 2025.

## Internships and advising

**Postdoctoral Advisor** Dr. Eshetu Ewentu, Omo Valley Research Project, Project: Exploring Market-Based Realities Among Communities in Ethiopia (EMBRACE)

**Postdoctoral Co-Advisor** Dr. Maud Mougnot, Boston University, Project: Network Formation and Function Within and Between Cultural Groups

**Undergraduate Research Experience Mentor** Ghita ER-RDAG , Faculty of Governance, Economics and Social Science, UM6P, Project: *Data Management in Behavioral Science*, 2024-2025

**Undergraduate Research Experience Mentor** Sophia IBEN EL RHAZI, Faculty of Governance, Economics and Social Science, UM6P, Project: *Methods in Comparative Ethnographic Analyses*, 2024-2025

**Project Mentor** Lesly Onanga, for the *Lead Campus: Sustainable Leadership in Africa* Executive Training Program by HEC Paris and UM6P, 2024-2025

**Project Mentor** Mehdi El Maniari, for the *Lead Campus: Sustainable Leadership in Africa* Executive Training Program by HEC Paris and UM6P, Project: *Can we make basic food products (meat, milk) more accessible?*, 2023-2024

**Internship Mentor** Grégory Fiorio, from École Normale Supérieure – Institut Jean-Nicod, Master’s Student, Intern for *Evolution of Third-Party Punishment*, 2022-2023

**Internship Mentor** Hui Xin She, from Toulouse School of Economics, Master’s Student, Intern for *Evolution of Third-Party Punishment*, Fall 2021

**Internship Mentor** Yuan Liu, from Toulouse School of Economics, Master’s Student, Intern for *Evolution of Third-Party Punishment*, 2020-2021

**Undergraduate Research Assistant Mentor** Department of Anthropology, Washington State University Vancouver, 2014-2015, 2018-2019

## External graduate degrees evaluated

**External examiner for Bashiru Salifu** Master of Philosophy in Indigenous Studies at The Arctic University of Norway, June 2020. Thesis: *Climate Change Impact and Traditional Coping Mechanisms of Borana Pastoralists in Southern Ethiopia: Building Adaptive Capacity and Resilience from an Indigenous People’s Perspective*

## Editorial Service & Peer review

### Journals

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

**Member-at-Large** *Human Behavior and Evolution Society* 2025-present.

**Co-Organizer** *Human Behavior and Evolution Society* Annual Conference, 2026, UM6P, Rabat, Morocco. To be held May 2026.

**Co-Organizer** *Cultural Evolution Society* Annual Conference, 2026, UM6P, Rabat, Morocco. To be held May 2026.

**Co-Organizer** Omo Valley Research Project and South Omo Research Center *First Digital Skills Workshop*, May 2025, Jinka, University, Jinka, Ethiopia. To be held May 2026.

**Faculty Advisor** *Questioning Behavior* student club at The Faculty of Governance, Economics and Social Sciences, University Mohammed VI Polytechnic, 2024-2026

**Steering Committee Member** *French Society for Evolutionary Human Sciences*, 2022-2026

**Team Leader** *Leadership, Power, and Inequality Research Team*, the Institute For Advanced Study in Toulouse (IAST), 2022-203

**Co-Organizer** The 3rd Annual Meeting of the French Society for Evolutionary Human Sciences, hosted by the Institute For Advanced Study in Toulouse (IAST) in Toulouse, France, November 7-8, 2022

**Scientific Organizing Committee Member** The 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, *Leadership: Does it matter?* (online), Institute for Advanced Study in Toulouse, France, May 19-20, 2022

**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, Fertility: Causes and Consequences, Institute for Advanced Study in Toulouse, Toulouse, France, May 11-12, 2021

**Co-Organizer** Tuesday Lunch Interdisciplinary Seminar Series, Institute for Advanced Study in Toulouse, Toulouse, France, 2020-2021

**Graduate Student Coordinator** 45th Annual Meeting of the Society for Cross-Cultural Research, Portland, Oregon, February 17-20, 2016

**Treasurer's Assistant** for the *Human Behavior and Evolution Society* and Dr. Catherine Salmon, 2015-2018

**Liaison to the Student Anthropology Club** Department of Anthropology, Washington State University Vancouver, 2012-2013

**Student Volunteer** 81st Annual Meeting of the American Association of Physical Anthropologists, Portland, Oregon, April 11-14, 2012

**AnthroGroup Co-President / Secretary** Department of Anthropology, University of Nebraska–Lincoln, 2010-2012

## Professional and Scientific Memberships (All may not be current)

**French Society for Evolutionary Human Sciences** 2022 -

**Forager Child Studies** Research affiliate 2021-

**European Human Behavior and Evolution Association** 2020 -

**International Society for Hunter Gatherer Research** 2018 -

**American Anthropological Association, Evolutionary Anthropology Society** 2016 -

**The Explorers Club** 2016 -

**Society for Cross-Cultural Research** 2015 -

**American Association of Biological Anthropologists** 2015 -

**Human Behavior and Evolution Society** 2009 -

## Technical Skills

**Laboratory** Biomarker analysis using enzyme-linked immunosorbent assays.

**Programming and Data Management** R, Stan, L<sup>A</sup>T<sub>E</sub>X, 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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