

# Zachary H. Garfield

Research Fellow | IAST | Toulouse, France

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## Research interests

The evolution of human social and reproductive behavior, leadership and followership, social organization and cultural transitions, egalitarianism and inequality, status hierarchies, social learning, decision-making, peoples and cultures of Southwest Ethiopia, Bayesian inference, quantitative methods.

## 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</b> 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	<b>Certificate of Achievement</b> , Universidad de Castilla–La Mancha, Toledo, Spain. Course in Spanish Language and Culture.

## Professional Positions

2019 - Present	<b>Research Fellow</b> Institute for Advanced Study in Toulouse; Toulouse, France.
2019 - Present	<b>Adjunct Faculty</b> Department of Anthropology, Washington State University; Pullman, WA, U.S.A.
2017 - 2018	<b>Research Assistant</b> for NSF BCS cross-funded grant <i>Testing multi-disciplinary theories of leadership using a cross-cultural database</i> (NSF-BCS #1628509), P.I. Edward Hagen.
2015 - 2018	<b>Treasurer's Assistant</b> for the Human Behavior and Evolution Society and Dr. Catherine Salmon.
Summer 2014, Fall 2014	<b>Research Assistant</b> for NSF Cultural Anthropology grant <i>Suicide in 245 Cultures</i> (NSF-BCS #1355469), P.I. Edward Hagen.

## Teaching Experience

### 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> . Spring semesters.
2012 - 2015	<b>Teaching Assistant</b> for ANTH 316 <i>Gender in Cross Cultural Perspective</i> /ANTH 405 <i>Medical Anthropology</i> , Fall 2015; ANTH 203 <i>Peoples of the World</i> , Fall 2013; ANTH 203 <i>Peoples of the World</i> /ANTH 309 <i>Cultural Ecology</i> , Fall 2012.

## Field Experience

Oct. - Nov. 2019	Data collection for the Omo Valley Research Project on Gender Inequality and Market Integration among the Hamar, S.N.N.P.R. region, Ethiopia.
June - July 2019	Preliminary field work with Hamar in the Omo Valley, S.N.N.P.R. region, Ethiopia.
Nov. - Dec. 2018	Preliminary field work 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

### In Progress

4. Zachary H. Garfield and Christopher Von Rueden. Follower preferences and the emergence of leadership in response to group size and structure: An experimental analysis. n.d. In preparation
3. Zachary H. Garfield and Erik J. Ringen. A cross-cultural analysis of hunter-gatherer leadership. n.d. In preparation
2. Luke Glowacki and **Zachary H. Garfield**. Gender inequality and market integration among the Hamar of Southwest Ethiopia. n.d. In preparation
1. Edward H. Hagen, **Zachary H. Garfield**, and Courtney Helfrecht. Hawks and doves: Are there aggressive and non-aggressive types? n.d. In preparation

### Preprints

1. Edward H. Hagen and **Zachary H. Garfield**. Leadership and prestige, mothering, sexual selection, and encephalization: The computational services model. 2019. doi: 10.31219/osf.io/9bcdk

### Refereed Journal Articles

6. Zachary H. Garfield, Kristen L. Syme, and Edward H. Hagen. Universal and variable leadership dimensions across human societies. *Evolution and Human Behavior*, 2020. In press. doi: 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 [OA]
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 [OA]
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 [OA]
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 [OA]
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 [OA]

## Edited Volume Entries

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
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. doi: 10.1007/978-4-431-55997-9\_2 [OA]

## Commentary Articles

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.evolhumbehav.2014.06.002 [OA]

## Presentations

### Invited Presentations

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.

## Chaired Symposia

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.

## Podium Presentations

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

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.IO/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

## Guest Lectures

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

## Colloquium and Workshop participation

3. Longitudinal Research Workshop, Max Plank Institute for Evolutionary Anthropology, December 4th - 6th, 2019. Leipzig, Germany.
2. International Society for Hunter-Gatherer Research: Research and Advocacy Group on Hunter Gatherer Education founding workshop, July 22nd, 2018. Universiti Sains Malaysia, CHAGS 12 Special Workshop, Penang, Malaysia.
1. Jepson Colloquium: Evolutionary Models of Leadership Across Human Society, December 7th - 9th, 2017. University of Richmond, Jepson School of Leadership Studies, Richmond, Virginia.

## Awards

**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.

**NSF BCS Cultural Anthropology DDIG (#1823324)** *Testing evolutionary theories of leadership in a population of transitional foragers*, PI: Edward Hagen, **\$23,220**, May 7th, 2018.

**NSF BCS Standard Grant (#1628509)** *Testing multi-disciplinary 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**, September 1st, 2016.

**Crowd funded grant on Experiment.com** *Prestige, dominance, and leadership among the Chabu hunter-gatherers of Ethiopia*, doi: 10.18258/3735, **\$919**, May 25th, 2015

**WSU Vancouver Graduate Student Travel Grant \$750**, February 17th, 2015.

**WSU Vancouver College of Arts and Sciences Summer Fieldwork Grant \$3,000**, December 18th, 2014.

**WSU Vancouver Graduate Student Travel Grant \$750**, December 8th, 2014.

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

**2011 Harry K. Wolfe Award nominee for top psychology student** Department of Psychology, University of Nebraska–Lincoln.

**Sallie W. Nixon Award \$7,000**, University of Nebraska–Lincoln, 2011-2012.

**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

**Dean's List, College of Arts and Sciences** University of Nebraska–Lincoln, 6 semesters.

## Editorial Service & Peer review

### Journals

*American Anthropologist, American Journal of Human Biology, BioSystems, Cross Cultural Research, Evolutionary Human Sciences, Human Nature, The Leadership Quarterly, Nature Human Behavior*

### Funding agencies

*National Science Foundation: Cultural Anthropology Program*

### Edited volumes

*Social Learning and Innovation in Contemporary Hunter-Gatherers*

## Organizational & Departmental Service

**Scientific Organizing Committee Member** The 13th Conference on Hunting and Gathering Societies (CHAGS 13), Dublin, Ireland, June 28-July 2, 2022

**Co-Organizer** 8th Toulouse Economics and Biology Conference, Fertility: Causes and Consequences, Institute for Advanced Study in Toulouse, Toulouse, France, June 4-5, 2021

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

**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

## Mentorship & Advising Service

**External examiner for Bashiru Salifu** Master of Philosophy in Indigenous Studies at the University of Tromsø, 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*

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

## Professional Memberships (All may not be current)

**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 Physical Anthropologists** 2015 -

**Human Behavior and Evolution Society** 2009 -

## Certifications

**Blood borne Pathogens On-Line Training** Environmental Health and Safety, Washington State University, February 2013.

**Responsible Conduct of Research Training** University of Nebraska–Lincoln, Summer 2010; Washington State University Vancouver, August 2012.

## Technical Skills

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

**Programing and data management** R, Stan, L<sup>A</sup>T<sub>E</sub>X, Markdown, SPSS, Filemaker Pro, Open Data Kit.

**Databases** Human Relations Area Files, Standard Cross-Cultural Sample.

## References

**Dr. Edward Hagen | Professor** Department of Anthropology, Washington State University Vancouver, VSCI 130Q, 14204 NE Salmon Creek Avenue, Vancouver, WA 98686 ☎(360) 546-9257  
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**Dr. Barry Hewlett | Professor** Department of Anthropology, Washington State University Vancouver, VMMC 202R, 14204 NE Salmon Creek Avenue, Vancouver, WA 98686 ☎(360) 546-9449  
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**Dr. Christopher R. von Rueden | Assistant Professor of Leadership Studies** School of Leadership Studies, University of Richmond, 235 Jepson Hall, Richmond, VA 23173 ☎(804) 287-6098  
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