

Zachary H. Garfield

Asst. Professor of Behavioral Science | UM6P | Rabat, Morocco

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Research interests

Human social behavior and organization. Leadership, influence, 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; market integration; health and well-being; ecological adaptation; field methods; comparative methods; quantitative analyses and Bayesian inference; Southwest Ethiopia. Interdisciplinarity.

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.

Professional Positions

2023 - Present	Assistant Professor of Behavioral Science Faculty of Governance, Economics and Social Sciences; University Mohammed VI Polytechnic; Rabat, Morocco.
2019 - Present	Co-Director The Omo Valley Research Project.
2019 - 2023	Research Fellow Institute for Advanced Study in Toulouse, Toulouse School of Economics; Université de Toulouse 1 Capitole; Toulouse, France.
Summer 2022	Instructor Soochow University, School of Extension Education; Taipei, Taiwan.
2020 - 2023	Adjunct Assistant Research Professor Department of Anthropology, The Pennsylvania State University; University Park, PA, U.S.A. Non-salaried affiliation.
2019 - 2022	Adjunct Faculty Department of Anthropology, Washington State University; Pullman, WA, U.S.A. Non-salaried affiliation.
2018 - 2023	Research Director Fourdozen, Inc., Hanoi, Vietnam.
2017 - 2018	Research Assistant 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.
Summer 2014, Fall 2014	Research Assistant for NSF Cultural Anthropology grant <i>Suicide in 245 Cultures</i> (NSF-BCS #1355469), P.I. Edward Hagen.

Teaching Experience

* Undergraduate, † Graduate

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

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

Soochow University

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

Washington State University Vancouver

Fall 2016	Instructor ANTH 130 <i>Great Discoveries in Archaeology</i> *
2013 - 2017	Laboratory Instructor for ANTH 260 <i>Introduction to Physical Anthropology</i> *
2012 - 2015	Teaching Assistant 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> *

Field Experience

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

Preprints (not peer-reviewed)

4. Zachary H. Garfield, Maud Mougnot, and Luke Glowacki. Measuring gender inequality and market integration among rural communities: Introducing the GIMI survey. *OSF Preprints*, 2025. doi: 10.31219/osf.io/fsn3c
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
2. Grégory Fiorio and **Zachary H. Garfield**. Social substitutability across features of human socioecology. *OSF Preprints*, 2024. doi: 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

Refereed Journal Articles

2025

18. Zachary H. Garfield, Christopher von Rueden, and Edward Hagen. The Multi-Capital Leadership Theory: An Integrative Framework for Human Leadership Diversity. *Human Nature*, In press. doi: 10.31234/osf.io/emyab
17. Bhavya Deepti Vadavalli, **Zachary H. Garfield**, and Luke Glowacki. Social structure shapes consensus decision-making norms in small-scale societies: An agent-based model perspective. *Philosophical Transactions of the Royal Society*, In press
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 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 Szyner, Gonzalo Palomo-Vélez, Christopher R. von Rueden, Israel Waismel-Manor, Adi Wiezel, 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
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

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

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
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

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

4. Zachary H. Garfield. Legacy and constraint in the evolution of human culture. *Evolution and Human Behavior*, 46(5), 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: 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.evolhumbehav.2014.06.002

Presentations

Podium Presentations

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. Lightner. 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.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

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.

Invited Presentations

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](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.

Guest Lectures

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

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

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.

Awards

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

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. **Approx. \$150,000**, January 20th, 2024.

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

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

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.

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

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*, *Philosophical Transactions B*, *Plos ONE*, *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 Omo Valley Research Project and South Omo Research Center *First Digital Skills Workshop*, May 2025, Jinka, University, Jinka, Ethiopia. To be held May 2026.

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.

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

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

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

Mentorship & Advising Service

Graduate degrees

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 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. 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*

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^AT_EX, 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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Dr. Sheina Lew-Levy | Associate Professor Department of Psychology,
Durham University,
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