

Zachary H. Garfield

Research Fellow | IAST | Toulouse, France

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Updated August 20, 2020

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

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| 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

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| 2019 - Present | Research Fellow Institute for Advanced Study in Toulouse; Toulouse, France. |
| 2019 - Present | Adjunct Faculty Department of Anthropology, Washington State University; Pullman, WA, U.S.A. |
| 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. |
| 2015 - 2018 | Treasurer's Assistant for the Human Behavior and Evolution Society and Dr. Catherine Salmon. |
| 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

Washington State University Vancouver

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

Journal articles

American Anthropologist, American Journal of Human Biology, BioSystems, Cross Cultural Research, 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^AT_EX, 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. Raymond Hames | Professor Department of Anthropology, University of Nebraska–Lincoln, 836 Oldfather Hall, Lincoln, NE 68583-0218 ☎(402) 472-6240
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Dr. Wayne Babchuk | Assistant Professor Department of Anthropology, University of Nebraska–Lincoln, 931 Oldfather Hall, Lincoln, NE 68583-0218 ☎(402) 472-7942
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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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