

# CURRICULUM VITAE

## **ASTRID C. HOMAN**

(July 24, 1979, Eindhoven, the Netherlands)

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### **CONTACT INFORMATION**

E-mail: ac.homan@uva.nl  
Telephone: +31 20 525 5955  
Fax: +31 20 639 0531  
Address: University of Amsterdam  
Work and Organizational Psychology  
Weesperplein 4  
1018 XA Amsterdam  
The Netherlands

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### **RESEARCH TOPICS**

Diversity; group processes; team functioning and performance; leadership; emotions; power; intergroup processes.

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### **ACADEMIC POSITIONS**

December 2014 – present: Associate Professor (UD) tenured

University of Amsterdam, The Netherlands

Work and Organizational Psychology

August 2014 – October 2014: Visiting Professor

Columbia University, New York, USA

Columbia Business School

March 2012 – November 2014: Assistant Professor (UD) tenured

University of Amsterdam, The Netherlands

Work and Organizational Psychology

September 2008 – February 2012: Assistant Professor (UD)

VU University, Amsterdam, The Netherlands

Social and Organizational Psychology

January 2007 - July 2007: Visiting Professor

University of California, Berkeley, USA

Haas School of Business

Sept 2005 - Aug 2008: Assistant Professor (UD)

Leiden University - Institute for Psychological Research, The Netherlands

Social and Organizational Psychology

Aug 2003 – Dec 2003: Fulbright Scholar

Michigan State University, East Lansing, USA

Broad College of Business

Sept 2001 – Sept 2005: Graduate student (AiO)

University of Amsterdam, The Netherlands

Work and Organizational Psychology

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## **QUALIFICATIONS**

Basis Opleiding Universitair Docent (Basiskwalificatie Onderwijs, BKO), 2010

VU University, Amsterdam, The Netherlands

Ph.D., Psychology, July 2006

University of Amsterdam, Amsterdam, The Netherlands

Dissertation defense/PhD awarded: July 5, 2006

MA, Communication Science, August 2001

University of Amsterdam, Amsterdam, The Netherlands

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#### AWARDED SCHOLARSHIPS/GRANTS

- 2010 - *The minority glass ceiling hypothesis: Exploring reasons and remedies for the underrepresentation of ethnic minorities in leadership positions*. Mozaïek Scheme (together with Seval Gündemir and Mark van Vugt; granted; €185.000)
- 2008 - Research grant from the Faculty of Social Sciences at Leiden University on the topic of cultural diversity (internal competition; 7500 euro).
- 2003 - Fulbright scholarship for a visit to Prof. John R. Hollenbeck at the Management Department of Michigan State University for four months (Aug - Dec 2003).

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#### AWARDS

- 2012 - Best theoretical paper award of the International Association for Conflict Management for Homan, A. C. "Managing Differences to Reduce Conflicts and Maximize Performance: The Leadership Effectiveness and Diversity (LEAD) model"
- 2010 – Excellence in teaching award of the department of Social and Organizational Psychology at the VU University Amsterdam.
- 2009 - Finalist for the Carolyn Dexter award at the Academy of Management conference for Schippers, M. C., Homan, A. C., & van Knippenberg, D. "Reflecting when it is needed most: A longitudinal moderated mediation study."
- 2008 – Finalist for the Dissertation Award of the International Association for Conflict Management.
- 2007 - Finalist for the Small Groups Dissertation Award of the American Psychological Association.
- 2006 - Best Paper Award of the International Association for Conflict Management for Homan, A. C., van Knippenberg, D., Van Kleef, G. A., & De Dreu, C. K. W., "Breaking down faultlines by valuing diversity: The effects of diversity beliefs on the functioning of diverse work groups."

## PUBLICATIONS

### INTERNATIONAL JOURNAL ARTICLES

- Heerdink, M. W., Van Kleef, G. A., Homan, A. C., & Fischer, A. H. (2015). Emotional expressions as social signals of rejection and acceptance: Evidence from the affect misattribution paradigm. *Journal of Experimental Social Psychology*, 56, 60-68.
- Gündemir, S., Homan, A. C., De Dreu, C. K. W., & Van Vugt, M. (2014). Think leader, think white? Capturing and weakening the pro-white leadership bias. *PLoS ONE*, 9(1), e83915. doi:10.1371/journal.pone.0083915.
- Heerdink, M. W., Van Kleef, G. A., Homan, A. C., & Fischer, A. H. (2013). On the social influence of emotions in groups: Interpersonal effects of anger and happiness on conformity vs. deviance. *Journal of Personality and Social Psychology*, 105, 262-284.
- Beersma, B., Homan, A. C., Van Kleef, G. A., & De Dreu, C. K. W. (2013). Outcome interdependence shapes the effects of prevention focus on team processes and performance. *Organizational Behavior and Human Decision Processes*, 121, 194-203.
- Van Knippenberg, D., van Ginkel, W. P., & Homan, A. C. (2013). Diversity mindsets and the performance of diverse teams. *Organizational Behavior and Human Decision Processes*, 121, 183-193.
- Van Kleef, G. A., Steinel, W., & Homan, A. C. (2013). On being peripheral and paying attention: Prototypicality and information processing in intergroup conflict. *Journal of Applied Psychology*, 98, 63-79.
- Schippers, M., Homan, A. C., & van Knippenberg, D. (2013). To reflect or not to reflect: Prior team performance as a boundary condition of the effects of reflexivity on learning and final team performance. *Journal of Organizational Behavior*, 34, 6-23.
- Homan, A. C., & Greer, L. L. (2013). Considering diversity: The positive effects of considerate leadership in diverse teams. *Group Processes and Intergroup Relations*, 16, 105-125.
- Van Kleef, G. A., Homan, A. C., & Cheshin, A. (2012). Emotional influence at work: Take it EASI. *Organizational Psychology Review*, 2, 311-339.
- Van Kleef, G. A., Homan, A. C., Finkenauer, C., Blaker, N. M., & Heerdink, M. W.

- (2012). Pro-social norm violations fuel power perceptions. *Journal of Experimental Social Psychology*, 48, 937-942.
- Greer, L. L., Homan, A. C., De Hoogh, A. H. B., & Den Hartog, D. N. (2012). Tainted visions: The effect of visionary leader behaviors and leader categorization tendencies on the financial performance of ethnically diverse teams. *Journal of Applied Psychology*, 97, 203-213.
- Spisak, B. R., Homan, A. C., Grabo, A., & Van Vugt, M. (2012). Facing the situation: Testing a biosocial contingency model of leadership in intergroup relations using masculine and feminine faces. *Leadership Quarterly*, 23, 273-280.  
<http://dx.doi.org/10.1016/j.leaqua.2011.08.006>
- De Kwaadsteniet, E., Homan, A. C., Van Dijk, E., & Van Beest, I. (2012). Social information as a cue for tacit coordination. *Group Processes and Intergroup Relations*, 15, 257-271. doi:10.1177/1368430211410235
- Van Kleef, G. A., Homan, A. C., Finkenauer, C., Gündemir, S., & Stamkou, E. (2011). Breaking the rules to rise to power: How norm violators gain power in the eyes of others. *Social Psychological and Personality Science*, 2, 500-507.
- Van Knippenberg, D., Dawson, J. F., West, M. E., & Homan, A. C. (2011). Top management team diversity: Faultlines, clarity of objectives, and organizational performance. *Human Relations*, 64, 307-336.
- Van Kleef, G. A., Homan, A. C., Beersma, B., & van Knippenberg, D. (2010). On angry leaders and agreeable followers: How leaders' emotions and followers' personalities shape motivation and team performance. *Psychological Science*, 21, 1827-1834.
- Steinel, W., Van Kleef, G. A., van Knippenberg, D., Hogg, M. A., Homan, A. C., & Moffit, G. (2010). How intragroup dynamics affect behavior in intergroup conflict: The role of group norms, prototypicality, and need to belong. *Group Processes and Intergroup Relations*, 13, 779-794.
- Homan, A. C., Greer, L. L., Jehn, K. A., & Koning, L. (2010) Believing shapes seeing: The impact of diversity beliefs on the construal of group composition. *Group Processes and Intergroup Relations*, 13, 477-493.

- Van Kleef, G. A., Homan, A. C., Beersma, B., van Knippenberg, D., van Knippenberg, B., & Damen, F. (2009). Searing sentiment or cold calculation? The effects of leader emotional displays on team performance depend on follower epistemic motivation. *Academy of Management Journal*, 53, 562-580.
- Homan, A. C., Hollenbeck, J. R., Humphrey, S. E., van Knippenberg, D., Ilgen, D. R., & van Kleef, G. A. (2008). Facing differences with an open mind: Openness to Experience, salience of intra-group differences, and performance of diverse groups. *Academy of Management Journal*, 51, 1204-1222.
- Homan, A. C., van Knippenberg, D., Van Kleef, G. A., & De Dreu, C. K. W. (2007). Bridging faultlines by valuing diversity: The effects of diversity beliefs on information elaboration and performance in diverse work groups. *Journal of Applied Psychology*, 92, 1189-1199.
- Homan, A. C., van Knippenberg, D., Van Kleef, G. A., & De Dreu, C. K. W. (2007). Interacting dimensions of diversity: Cross-categorization and the functioning of diverse work groups. *Group Dynamics: Theory, Research, and Practice*, 11, 79-94.
- van Knippenberg, D., De Dreu, C. K. W., & Homan, A. C. (2004). Work group diversity and group performance: An integrative model and research agenda. *Journal of Applied Psychology*, 89, 1008-1022.

#### **DUTCH PUBLICATIONS AND BOOK CHAPTERS**

- Gündemir, S., Homan, A. C., Van Vugt, M., & De Dreu, C. K. W. (forthcoming). Hé, dat is mijn plek! Etniciteit, Leiderschap en Fysieke Afstand. *Jaarboek Sociale Psychologie 2013*.
- Homan, A. C., & van Knippenberg, D. (2014). Faultlines in diverse teams. In S. Otten, K. van der Zee, & M. Brewer (Eds.), *Towards inclusive organizations: Determinants of successful diversity management at work* (pp. 132-150). Hove, UK: Psychology Press.
- Homan, A. C., Redeker, M., & De Vries, R. E. (forthcoming). Conflict and leadership. In N. M. Ashkanasy, O. B. Ayoko, & K. A. Jehn (Eds.), *Handbook of research in conflict management*. Cheltenham, UK: Edward Elgar Publishing.

- Steinel, W., Van Kleef, G. A., & Homan, A. C. (2012). En wie niet springt... is waarschijnlijk geen perifeer groepslid met een hoge need to belong. *Jaarboek Sociale Psychologie 2011*.
- Heerdink, M. W., Van Kleef, G. A., Homan, A. C., & Fischer, A. H. (2012). Conformiteit door emoties: De effecten van boosheid en blijdschap. *Jaarboek Sociale Psychologie 2011*.
- Van Knippenberg, D., Homan, A. C., & Van Ginkel, W. (2012). What's in it for me? Considering the effects of differences with a focus on diversity mind-sets. In Q. M. Roberson (Ed.), *Oxford Handbook of Diversity*. Oxford, UK: University Press.
- Janz, K., Buengeler, C., Eckhoff, R. A., Homan, A. C., & Voelpel, S. (2012). Leveraging age diversity in times of demographic change: The crucial role of leadership. In C.L. Scott and M.Y. Byrd (Eds.), *Handbook of research on workforce diversity in a global society: Technologies and concepts* (pp. 163-183). Hershey, PA: IGI Global.
- Homan, A. C., & Jehn, K. A. (2010). How leaders can make diverse groups less difficult: The role of attitudes and perceptions of diversity. In S. Schuman (Ed.), *Handbook for working with difficult groups* (pp. 311-322). Hoboken, NJ: Jossey-Bass.
- Oortwijn, M., Homan, A. C., Saab, N. (2010). Methodologies of peer interactions: Insights from face-to-face, computer-supported, and group decision-making learning settings. In F. Columbus (Ed.), *Collaborative learning: Methodology, types of interactions and techniques* (pp. 197-224). Hauppauge, NY: Nova Science.
- Homan, A. C., & Jehn, K. A. (2010). Organizational faultlines. In K. N. Hamnum, B. McFeeters, & L. Booysen (Eds.), *Leadership Across Differences: Cases and Perspectives* (pp. 87-94). San Francisco, CA: Pfeiffer/John Wiley & Sons.
- De Vries, G., & Homan, A. C. (2008). Diversity and leadership: Transformational leadership and its role in managing diversity. *Gedrag & Organisatie*, 21, 295-309.

#### **DISSERTATION**

- Homan A. C. (2006). *Harvesting the value in diversity*. Ridderkerk, The Netherlands: Ridderprint.

## PRESENTATIONS

### INVITED PRESENTATIONS

- Homan, A. C. (September 9, 2014). *Diversity from diverse perspectives*. Invited presentation at Columbia Business School, Management Department.
- Homan, A. C. (June 17, 2013). *Contingencies of diversity training: A needs by applicability approach*. Invited presentation at VU University, Department of Organization Sciences.
- Homan, A. C. (May 31, 2013). *Leading diversity: The role of categorization in diverse teams*. Invited presentation at Tilburg University, Department of Social Psychology.
- Homan, A. C. (March 28, 2013). *Putting effectiveness of diversity training into context: The crucial role of trainees' characteristics in predicting effects of diversity training on team creativity*. Invited presentation at the University of Antwerp.
- Homan, A. C. (February 5, 2013). *Managing team diversity: The role of leadership and training*. Invited presentation at Tilburg University, Department of Organization Studies.
- Homan, A. C. (September 25, 2012). *How to conduct good team research (and get it published): Methodological, statistical, and strategic considerations*. University of New South Wales, Sydney, Australia.
- Homan, A. C. (January 31, 2012). *There is more to diversity than meets the eye: Diversity construal might be more important than actual diversity*. Invited presentation at the University of Trier, Germany.
- Homan, A. C. (October 12, 2011). *Eye of the leader: The crucial role of categorization in diverse teams*. SESP Groups Preconference.
- Homan, A. C. (June 25, 2011). *Managing (cultural) diversity: The dos and don'ts*. Invited presentation at Intercultural Business Improvement.
- Homan, A. C. (March 1, 2011). *Leading diversity: The role of categorization*. Invited presentation at Leiden University, The Netherlands.
- Homan, A. C. (2010). *Considerate leadership in diverse groups*. Invited presentation at the EAWOP Small Group Meeting on Managing Diversity in Organizations, Aston, UK.



- Homan, A. C. (2010). *There is more to diversity than meets the eye: Diversity construal might be more important than actual diversity*. Invited presentation at Jacobs University in Bremen, Germany.
- Homan, A. C. (2009). *I see, I see, what you don't see: The importance of diversity construal in diverse teams*. Invited presentation at the University of Zürich, Switzerland.
- Homan, A. C. (2009). *Getting on the good side of diversity: How to make diverse teams elaborate*. Invited presentation at the 2009 conference on Diversity and Creativity at the Department of Social and Organizational Psychology of the University of Groningen, The Netherlands.
- Homan, A. C. (2008). *Seeing and believing: Reaching the benefits of diversity in teams*. Invited presentation at the 2008 conference of the Kurt Lewin Institute (KLI), Zeist, The Netherlands.
- Homan, A. C. (2008). *A positive outlook on team diversity*. Invited presentation at the Business School of the University of Groningen, The Netherlands.
- Homan, A. C., & Jehn, K. A. (2007). *The impact of leadership on asymmetric perceptions of diversity and the functioning of diverse groups*. Invited presentation at colloquium series of Haas School of Business, University of California, Berkeley, USA.
- Homan, A. C. (2006). *Benutten van de potentiële waarde van diversiteit*. Invited presentation at management-consultancy company Berenschot, Utrecht, The Netherlands.
- Homan, A. C. (2005). *Harvesting the value in diversity*. Invited presentation at Leiden University, Department of work and organizational psychology, The Netherlands.

#### **CONFERENCE PRESENTATIONS (FIRST AUTHORED)**

- Homan, A. C., Buengeler, C., Eckhoff, R. E., van Ginkel, W., & Voelpel, S. C. (2014). *The benefits and pitfalls of diversity training for team creativity*. Paper presented at the 2014 conference of the European Association of Social Psychology (EASP), Amsterdam, The Netherlands.
- Homan, A. C., Van Kleef, G. A., & Sanchez-Burks, J. (2014). *Collective affective cues influence anticipated conflict and outcomes in diverse groups*. Paper presented at the 2014 conference of the International Association for Conflict Management (IACM), Noordwijk, The Netherlands.

- Homan, A. C., Van Kleef, G. A., Côté, S., & Bogo, A. (2014). *Importance of leader emotion management in dealing with team diversity*. Paper presented at the 2014 conference of the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HA.
- Homan, A. C. (2013). *Towards a theory of leadership effectiveness and diversity (LEAD)*. Paper presented at the 1<sup>st</sup> Management Theory Conference, San Francisco, CA, USA.
- Homan, A. C., & Van Kleef, G. A. (2013). *Obtaining power by breaking the rules is not for everyone: the importance of group membership*. Paper presented at the 2013 conference of the Academy of Management (AoM; showcase symposium), Orlando, FL, USA.
- Homan, A. C. (2012). *Managing differences to reduce conflicts and maximize performance: The leadership effectiveness and diversity (LEAD) model*. Paper presented at the 2012 conference of the International Association for Conflict Management (IACM), Stellenbosch, South Africa.<sup>1</sup>
- Homan, A. C., Greer, L. L., De Hoogh, A. H. B., Den Hartog, D. N. (2011) *The bright side of categorization: How functionally diverse groups can benefit from leaders' categorization tendencies*. Paper presented at the 2011 conference of the European Association of Social Psychology (EASP), Stockholm, Sweden.
- Homan, A. C., & Greer, L. L. (2010). *Team diversity and the importance of considerate leadership*. Paper presented at the 2010 conference of the International Association for Conflict Management (IACM), Boston, USA.
- Homan, A. C., & Greer, L. L. (2010). *Team diversity and the importance of considerate leadership*. Paper presented at the 2010 conference of the International Association for Conflict Management (IACM), Boston, USA.
- Homan, A. C., Van Kleef, G. A., & Nijstad, B. A. (2009). *Dealing with common pitfalls and misconceptions in team research*. Presenter at the 2009 conference of the Academy of Management (AoM), Chicago, Illinois, USA.
- Homan, A. C., & Humphrey, S. E. (2009). *Perceptions of Group Functioning: The Role of Group Member Change*. Paper presented at the 2009 Association for Psychological Science (APS) Annual Convention in San Francisco, CA.

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<sup>1</sup> Winner of the Best Theoretical Paper Award of the International Association for Conflict Management.

- Homan, A. C., Greer, L. L., & Jehn, E. (2008). *The beneficial effects of diversity beliefs in faultline teams: The role of subgroup perceptions*. Paper presented at the 2008 conference of the European Association of Experimental and Social Psychology (EAESP), Opatija, Croatia.
- Homan, A. C. & Greer, L. L. (2008). *Faultlines and subgroup perceptions: The beneficial effects of diversity beliefs*. Paper presented at the 2008 conference of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.
- Homan, A. C. (2007). *Leadership behavior and diverse teams*. Paper presented at the 2007 conference of the Interdisciplinary Network for Group Research (INGroup), East Lansing, Michigan, USA.
- Homan, A. C., & Greer, L. L. (2007). *Demographic faultlines and subgroup perceptions: The positive effects of diversity beliefs*. Paper presented at the 2007 conference of the Interdisciplinary Network for Group Research (INGroup), East Lansing, Michigan, USA.
- Homan, A.C.(2006). *Capitalizing on diversity: Examining the effects of diversity beliefs, and identity salience on team functioning*. Paper presented at the 2006 conference of the Academy of Management (AoM), Atlanta, Georgia, USA.
- Homan, A. C., van Knippenberg, D., Van Kleef, G. A., & De Dreu, C. K. W. (2006). *Breaking down faultlines by valuing diversity: The effects of diversity beliefs on the functioning of diverse work groups*. Paper presented at the 2006 conference of the International Association of Conflict Management (IACM), Montreal, Canada.<sup>2</sup>
- Homan, A. C., Hollenbeck, J. R., Humphrey, S. E., van Knippenberg, D., Jundt, D. K., Meyer, C. J., Ilgen, D. R. (2005) *Diversity in teams: How reward structure and openness to experience can influence categorization and increase team performance*. Paper presented at the 2005 conference of the European Association of Experimental and Social Psychology (EAESP), Würzburg, Germany.
- Homan, A.C., & van Knippenberg, D., Van Kleef, G. A., & De Dreu, C. K. W. (2005). *Interacting dimensions of diversity: Cross-categorization and the effects of informational diversity*. The 2005 conference of the International Association of Conflict Management (IACM), Seville, Spain.

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<sup>2</sup> Winner of the Best Paper Award of the International Association for Conflict Management.

- Homan, A. C., Hollenbeck, J. R., Humphrey, S. E., van Knippenberg, D., Jundt, D. K., Meyer, C. J., Ilgen, D. R. (2005) *Diversity in teams: How reward structure and openness to experience can influence categorization and increase team performance*. The 2005 conference of the Society of Industrial and Organizational Psychology (SIOP), Los Angeles, USA.
- Homan, A. C., van Knippenberg, D., Van Kleef, G. A., De Dreu, C. K. W. (2004). *Interacting dimensions of diversity: Effects of informational diversity depend on interplay with other diversity dimensions*. Paper presented at the 2004 conference of the Academy of Management (AOM), New Orleans, USA.
- Homan, A. C., van Knippenberg, D., Van Kleef, G. A., De Dreu, C. K. W. (2004). *Managing group diversity beliefs to increase performance in diverse teams: Promoting diversity helps!* Paper presented at the 2004 conference of the Society of Industrial and Organizational Psychology (SIOP), Chicago, USA.
- Homan, A. C., & van Knippenberg, D. (2003). *Intragroup processes in demographically diverse groups: Effects of cross-categorization*. Paper presented at the 2003 conference of the Kurt Lewin Institute (KLI), Egmond aan Zee, The Netherlands.
- Homan, A. C., & van Knippenberg, D. (2003). *The beneficial effects of cross-categorizing informational and demographical diversity in groups*. Paper presented at the 11<sup>th</sup> Congress of the European Association of Work and Organizational Psychology (EAWOP), Lisbon, May 2003.
- Homan, A.C., & van Knippenberg, D. (2002). *Effects of Cross-Categorization in demographically and informationally diverse groups*. Paper presented at the 2002 conference of the Association of Researchers in the Field of Work and Organizational Psychology (WAOP), Groningen, The Netherlands.

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## **ADMINISTRATIVE AND PROFESSIONAL ACTIVITIES**

### **UNIVERSITY OF AMSTERDAM**

- |           |   |
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| 2014      | Member of the Research Master Teaching Committee                              |
| 2014      | Member of the WAR (scientific advisory board)                                 |
| 2012-2013 | Member of the annually awarded Master Thesis and Research Master Thesis Prize |

- 2012 - 2013 Member of the examining body of the faculty of psychology
- 2012 - 2013 Lunch meetings organizer at the Work- and Organizational Department

***VU UNIVERSITY AMSTERDAM***

- 2010 - 2011 Organizer LEGO (LEadership in Group and Organizations) research group meetings
- 2010 Organizer Research Symposium of the Social and Organizational Psychology Department
- 2008 – 2012 Works Council of the Faculty of Psychology and Education
- 2008 – 2012 Internship Coordinator for Master Program Work and Organizational Psychology
- 2008 – 2012 M-theses Coordinator for Master Program Work and Organizational Psychology
- 2008 – 2012 Admission Coordinator for Master Program Work and Organizational Psychology
- 2008 – 2010 B-theses Coordinator for Bachelor Program Work and Organizational Psychology
- 2008 – 2009 Management team Work and Organizational Psychology Department

***LEIDEN UNIVERSITY***

- 2007 – 2008 Organizer Research Group on Faultline Research
- 2008 Scientific Committee

***INTERNATIONAL ASSOCIATION FOR CONFLICT MANAGEMENT***

- 2012 Best Empirical and Practical Paper Award Committee
- 2010 - 2011 Advisor for Best Empirical Paper Committee
- 2010 - 2011 Advisor for the Journal of Negotiation and Conflict Management Research
- 2010 Best Book Award Committee
- 2009 – 2011 Board Member
- 2005 External Conference Program Advisor

### ***ACADEMY OF MANAGEMENT***

- 2011 Co-writer Conflict Management Division Five Year Report
- 2010 Organizer of the Academy of Management Professional Development Workshop "Negotiating your (first) job offer"
- 2010 Organizer of the Academy of Management Professional Development Workshop "The Kidney Case"
- 2010 Conflict Management Professional Development Workshop Program Advisor
- 2009 -2011 Board member of the Conflict Management Division

### ***OTHER SYMPOSIA AND WORKSHOPS***

- Organizer for the International Association for Conflict Management (IACM) Symposium "The interplay between conflicts and emotions - a multilevel perspective" (2014) with Jeffrey Sanchez-Burks
- Organizer of the Society for Industrial and Organizational Psychology Symposium "Powerful management of diversity: Chances for leadership" (2014) together with Sebastian Stegmann
- Organizer of the Academy of Management Showcase Symposium "New leaders in a changing world: Elaborating on the challenges of ethnic/racial minority leadership" (2013) together with Seval Gündemir
- Diversity in Organizations (2009) - Workshop, Department of Social Psychology, University of Seville
- Organizer of Academy of Management Showcase Symposium "How to conduct good team research" (2009) together with Gerben van Kleef and Bernard Nijstad
- Organizer of Academy of Management Symposium "You see a bird, but I see an airplane: The importance of perceptions and the effectiveness of work groups" (2009) together with Sonja Rispens
- Convenor and co-organizer of Academy of Management Symposium "Exploring the role of emotion in leadership" (2006) together with Gerben van Kleef and Neil Ashkanasy

### ***EDITORIAL BOARDS***

- Editor of the Diversity and the Workplace series of *Gedrag & Organisatie*
- Member of the Editorial Board of *Journal of Applied Psychology*
- Member of the Editorial Board of *Social Psychological and Personality Science*
- Member of the Editorial Board of *Small Group Research*
- Member of the Editorial Board of the *British Journal of Management*
- Member of the Editorial Board of the *Journal for Personnel Psychology*

### ***AD-HOC REVIEWING***

- Administrative Science Quarterly (ASQ)
- Academy of Management Journal (AMJ)
- Journal of Applied Psychology (JAP)
- Organizational Behavior and Human Decision Processes (OBHDP)
- Journal of Personality and Social Psychology (JPSP)
- Personality and Social Psychology Bulletin (PSPB)
- Psychological Science (PS)
- Journal of Organizational Behavior (JOB)
- European Journal of Work and Organizational Psychology (EJWOP)
- Journal of Applied Social Psychology (JASP)
- Group Processes and Intergroup Relations (GPIR)
- Group Dynamics: Theory, Research, and Practice
- Netherlands Organisation for Scientific Research (NWO)
- Portuguese Organisation of Scientific Research)
- International Journal of Conflict Management (IJCM)

### ***CONFERENCE REVIEWING***

- Academy of Management (AoM)
- Society for Industrial and Organizational Psychology (SIOP)
- International Association for Conflict Management (IACM)
- European Association for Work and Organizational Psychology (EAWOP)

### ***SELECTION OF MEDIA ATTENTION***

- 2013 December - Rupert, J., Jehn, K. A., & Homan, A. C. (2013) Error culture in teams: To blame or to innovate. *INFINANCE magazine*, 127(4), 54-55.
- 2011 May/June – Trouw, Parool, AD, 3FM radio, BNR radio, AT5 radio, ManagementTeam, ScienceDaily.com, scienceguide.nl, gezondheidskrant.nl, stern.de, fri.dk, shinrigaku-news.com – Interviews on and media attention for “Breaking the rules to rise to power: How norm violators gain power in the eyes of others”
- 2010 October - RTLz news, RTL evening news, Metro, and AD - Expert on group processes, related to the mineworkers in Chile
- 2009 November - *Harvard Business Review* (p. 27), Smile, don't bark, in tough times.
- 2007 OBweb Academy of Management - Podcast interview on team diversity ([www.obweb.org](http://www.obweb.org))
- 2006 July - Spits; Intermediair, Psychologie

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### **RESEARCH VISITS**

Columbia University, New York (2014)  
University of New South Wales, Sydney (2012)  
University of Trier and University of Saarbrücken (2012)  
University of Zürich, Social and Economic Psychology (2010)  
University of Seville, Department of Social Psychology (2009)  
Jacobs University Bremen, Germany (2008, 2009, 2010, 2011, 2012, 2013)  
University of California, Berkeley, Haas School of Business (2008, 2009)  
Michigan State University, East Lansing, Broad School of Management (2003)



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## **MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS**

- Academy of Management (AoM)
- Association for Psychological Science (APS)
- Association of Researchers in the Field of Work and Organizational Psychology (WAOP)
- Association of Social Psychological Researchers (ASPO)
- European Association of Social Psychology (EAESP)
- European Association of Work and Organizational Psychology (EAWOP)
- Society for Industrial and Organizational Psychology (SIOP)
- Interdisciplinary Network for Group Research (INGRoup)
- International Association for Conflict Management (IACM)
- Kurt Lewin Institute (KLI)
- Society for Personality and Social Psychology (SPSP)
- Society for Experimental Social Psychology (SESP)

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## **TEACHING EXPERIENCE**

### ***PHD SUPERVISION***

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| 2011-2014 (2-7)    | Anika Deinert, Jacobs University Bremen                |
| 2011-              | Christiane Horstmeier, Jacobs University Bremen        |
| 2011-              | Doris Rosenauer, Jacobs University Bremen              |
| 2010 –             | Seval Gündemir, VU University Amsterdam                |
| 2010 –             | Marc Heerdink, University of Amsterdam                 |
| 2008 – 2013 (16-9) | Claudia Lickleder, Jacobs University Bremen            |
| 2008 –             | Katharina Janz, Jacobs University Bremen               |
| 2008 – 2013 (3-13) | Robert A. Eckhoff, Jacobs University Bremen, graduated |
| 2008 – 2012 (7-12) | Marleen Redeker, VU University Amsterdam, graduated    |

### ***PHD COMMITTEE MEMBER***

|      |                                 |
|------|---------------------------------|
| 2010 | Joyce Rupert, Leiden University |
|------|---------------------------------|

### ***COURSES DEVELOPED AND TAUGHT***

- Leadership (2014; research master, University of Amsterdam)
- Working in Groups (2013; bachelor, University of Amsterdam)
- Introduction in Work and Organizational Psychology (2011; bachelor, VU University)
- Social processes in organizations (master, VU University)
- Power, motivation, and leadership (master, Leiden University)
- Conflict and cooperation (bachelor, Leiden University)
- Judgment and influence (bachelor, Leiden University)

### ***EXISTING COURSES TAUGHT***

- Organizational Change (2012 & 2013; bachelor, University of Amsterdam)
- Introduction in Work and Organizational Psychology (2010; bachelor, VU University)
- Course on research methods (bachelor, VU University)

### ***UNDERGRADUATE SUPERVISION***

- Master theses and Bachelor theses
- Supervision of 2nd- and 3rd year students performing a research project in small groups
- Supervision of 2nd- and 3rd-year students developing a research question and design in small groups

### ***MISCELLANEOUS TEACHING***

- |             |   |
|-------------|---|
| 2013/2014   | The 4Ws approach (seminar, Kurt Lewin Graduate School of Social Psychology and its Applications)                    |
| 2009/10/13  | Conducting Organizational Research (seminar, Kurt Lewin Graduate School for Social Psychology and its Applications) |
| 2009        | From Theory to Method (seminar, Department of Social Psychology, University of Seville)                             |
| 2008 & 2009 | Diversity in changing organizations (guest lecture, University of Amsterdam)  |