

CURRICULUM VITAE

ASTRID C. HOMAN

CONTACT INFORMATION

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Work and Organizational Psychology

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RESEARCH TOPICS

My research falls in the general domain of organizational behavior (experimental and field). More specific research interests include diversity in teams; minority leadership; team processes; team performance; leadership; emotions; power and hierarchy; norms; intergroup processes.

ACADEMIC POSITIONS

October 2016 - present: Full Professor, tenured

University of Amsterdam, The Netherlands

Work and Organizational Psychology

December 2014 – September 2016: Associate Professor (UHD), 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: PhD student (AiO)
University of Amsterdam, The Netherlands
Work and Organizational Psychology

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

ADMINISTRATIVE AND PROFESSIONAL ACTIVITIES

UNIVERSITY OF AMSTERDAM

- 2018 - Program Chair of Work and Organizational Psychology
- 2016 - Member of the Diversity Committee of the Faculty of Social and Behavior Sciences
- 2016 - Member of de Daily Board of the WO group
- 2014 - Member of the Research Master Teaching Committee
- 2014 - Member of the WAR (scientific advisory board)
- 2014 - 2017 Member of the Research Master Thesis Committee
- 2012 - 2015 Member of the M-Thesis and RM-Thesis Prize Committee
- 2012 - 2013 Member of the Examining Body of the Psychology Department
- 2012 - 2016 Research 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 - 2015 Founder and coordinator of a Double PhD program between VU university and Jacobs University, Bremen, Germany (5 successful PhD projects; total obtained supervising money €2.751,50)
- 2008 - 2012 Works Council (OR) 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

- 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 Departmental 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

- 2018 Best Paper Award Committee CM division
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

KURT LEWIN INSTITUTE

- 2017 - Member of the general board

AWARDED SCHOLARSHIPS/GRANTS

- 2015 - Aspasia grant (€200.000) from the Netherlands Organisation for Scientific Research (NWO)
- 2013 - Research grant (€2400) from the affect regulation research priority area of the University of Amsterdam for research on exclusion (with Bianca Beersma)
- 2012 - Research talent grant (€168.076) from the Netherlands Organisation for Scientific Research (NWO) for the project "Climbing the ladder or falling from grace: How norm violations shape social hierarchies" (with Gerben van Kleef and Adam Galinsky)
- 2010 - Mozaïek Scheme (€185.000) from the Netherlands Organisation for Scientific Research (NWO) for the project "The minority glass ceiling hypothesis: Exploring reasons and remedies for the underrepresentation of ethnic minorities in leadership positions" (with Seval Gündemir and Mark van Vugt)
- 2008 - Research grant (€7500) from the Faculty of Social Sciences at Leiden University on the topic of cultural diversity (internal competition)
- 2007 - Travel grant Leiden University (€3000) to spend six months at Haas School of Business, UC Berkeley (Dec - June 2007)
- 2003 - Fulbright scholarship (€3000) for a visit to the Management Department of Michigan State University for four months (Aug - Dec 2003)

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

- Wang, S., Homan, A. C., & Jehn, K. A. (in press). Conflict is in the eye of the beholder: Individual task conflict asymmetry and peer-ratings of member effectiveness. *Small Group Research*. (5-year IF = 1.914)
- Stamkou, E., Homan, A. C., & Van Kleef, G. A. (2020). Climbing the ladder or falling from grace? A threat-opportunity framework of the effects of norm violations on social rank. *Current Opinion in Psychology*, 33, 74-79.
- Stamkou, E., Van Kleef, G. A., & Homan, A. C. (in press). Feeling entitled to rules: Entitled individuals prevent norm violators from rising up the ranks. *Journal of Experimental Social Psychology*. (5-year IF = 2.974)
- Jackson, J. C., Van Egmond, M., Choi, V. K., Ember, C., Halberstadt, E., Balanovic, J., Basker, I. N., Boehnke, K., Buki, N., Fischer, R., Fulop, M., Fulmer, A., Homan, A. C., Van Kleef, G. A., Kreemers, L., Schei, V., Szabo, E., Ward, C., & Gelfand, M. (2019). Ecological and cultural factors underlying the global distribution of prejudice. *PLoS ONE*, 14(9), e0221953. (5-year IF = 3.337)
- Rupert, J., Homan, A. C., Jehn, K. A., & Blomme, R. J. (2019). Diversity composition and team learning: The moderating role of error culture. *Group Decision and Negotiation*, 28, 695-722. (5-year IF = 2.030)
- Homan, A. C. (2019). Dealing with diversity in work groups: Preventing problems and

- promoting potential. *Social and Personality Psychology Compass*, 13, e12465.
- Gündemir, S., Martin, A. E., & Homan, A. C. (2019). Understanding diversity ideologies from the target's perspective: A review and future directions. *Frontiers in Psychology*, 10, 828. doi:10.3389/fpsyg.2019.00282 (Research Topic on Understanding Barriers to Workplace Equality: A Focus on the Target's Perspective). (5-year IF = 2.822)
- Stamkou, E., Van Kleef, G. A., Homan, A. C., Gelfand, M. J., Van de Vijver, F. J. R., et al. (2019). Cultural collectivism and tightness moderate responses to norm violators: Effects on power perception, moral emotions, and leader support. *Personality and Social Psychology Bulletin*, 45, 947-964. <https://doi.org/10.1177/0146167218802832> (IF = 2.498)
- Gündemir, S., Carton, D., & Homan, A. C. (2019). The impact of organizational crisis on the preference for Asian American leaders. *Journal of Applied Psychology*, 104, 107-122. <http://dx.doi.org/10.1037/apl0000347> (5-year IF = 6.890)
- Stamkou, E., Van Kleef, G. A., & Homan, A. C. (2018). The art of influence: When and why deviant artists gain impact. *Journal of Personality and Social Psychology*, 115, 276-303. (5-year IF = 7.296)
- Van Vianen, A. E. M., Rosenauer, D., Homan, A. C., Horstmeier, C., & Voelpel, S. C. (2018). Mentoring in context: A multilevel study on differentiated career mentoring and career mentoring climate. *Human Resource Management*, 57, 583-599. (5-year IF = 3.268)
- Van Kleef, G. A., Heerdink, M. W., & Homan, A. C. (2017). Emotional influence in groups: The dynamic nexus of affect, cognition, and behaviour. *Current Opinion in Psychology*, 17, 156-161.
- Gündemir, S., Homan, A. C., Usova, A., & Galinsky, A. D. (2017). Multicultural meritocracy: The synergistic benefits of valuing diversity and merit. *Journal of Experimental Social Psychology*, 73, 34-41. (5-year IF = 2.974)
- Gündemir, S., Dovidio, J., Homan, A. C., & De Dreu, C. K. W. (2017). The impact of organizational diversity policies on minority employees' leadership self-perceptions and goals. *Journal of Leadership and Organizational Studies*, 24, 172-188. (IF = 1.242)
- Horstmeier, C. A. L., Boer, D., Homan, A. C., & Voelpel, S. C. (2017). The differential

- effects of transformational leadership on multiple identifications at work: A meta-analytic model. *British Journal of Management*, 28, 280-298. (5-year IF = 3.754)
- Dijkstra, M. T. M., & Homan, A. C. (2016). Engaging in rather than disengaging from stress: Effective coping and perceived control. *Frontiers in Psychology*, 7, 1415. doi:10.3389/fpsyg.2016.01415. (5-year IF = 2.822)
- Horstmeier, C., Homan, A. C., Rosenauer, D., & Voelpel, S. C. (2016). Developing multiple identifications through different social interactions at work. *European Journal of Work and Organizational Psychology*, 25, 928-944. (5-year IF = 3.159)
- Boer, D., Deinert, A., Homan, A. C., & Voelpel, S. C. (2016). Revisiting the mediating role of leader-member exchange in transformational leadership: The differential impact model. *European Journal of Work and Organizational Psychology*, 25, 883-899. (5-year IF = 3.159)
- Buengeler, C., Homan, A. C., & Voelpel, S. C. (2016). The challenge of being a young manager: The effects of contingent reward and participative leadership on team-level turnover depend on leader age. *Journal of Organizational Behavior*, 37, 1224-1245. (5-year IF = 5.196)
- Rosenauer, D., Homan, A. C., Horstmeier, C. A. L., & Voelpel, S. C. (2016). Managing nationality diversity: The interactive effect of leaders' cultural intelligence and task interdependence. *British Journal of Management*, 27, 628-645. (5-year IF = 3.754)
- Stamkou, E., Van Kleef, G. A., Homan, A. C., & Galinsky, A. D. (2016). How norm violations shape social hierarchies: Those who stand on top block norm violators from rising up. *Group Processes and Intergroup Relations*, 19, 608-629. (5-year IF = 2.223)
- Homan, A. C., Van Kleef, G. A., & Sanchez-Burks, J. (2016). Team members' emotional displays as indicators of team functioning. *Cognition and Emotion*, 30, 134-149. (5-year IF = 2.875)
- Deinert, A., Homan, A. C., Boer, D., Voelpel, S. C., & Gutermann, D. (2015). Transformational leadership sub-dimensions and their link to leaders' personality and performance. *Leadership Quarterly*, 26, 1095-1120. (5-year IF = 4.269)
- Galinsky, A. D., Todd, A. R., Homan, A. C., Phillips, K. W., Apfelbaum, E. P., Sasaki, S. J., Richeson, J. A., Olayan, J. B., Maddux, W. W. (2015). Maximizing the gains and minimizing the pains of diversity: A policy perspective. *Perspectives on*

- Psychological Science*, 10, 742-748. (5-year IF = 13.170)
- Homan, A. C., Buengeler, C., Eckhoff, R. A., Van Ginkel, W. P., & Voelpel, S. C. (2015). The interplay of diversity training and diversity beliefs on team creativity in nationality diverse teams. *Journal of Applied Psychology*, 100, 1456-1467. (5-year IF = 6.890)
- Heerdink, M. W., Van Kleef, G. A., Homan, A. C., & Fischer, A. H. (2015). Emotional reactions to deviance in groups: The relation between number of angry reactions, felt rejection, and conformity. *Frontiers in Psychology*, 10.3389/fpsyg.2015.00830. (5-year IF = 2.822)
- Van Kleef, G. A., Wanders, F., Stamkou, E., & Homan, A. C. (2015). The social dynamics of breaking the rules: Antecedents and consequences of norm-violating behaviour. *Current Opinion in Psychology*, 6, 25-31. (No IF yet)
- Van Kleef, G. A., Oveis, C., Homan, A. C., Van der Löwe, I., & Keltner, D. (2015). Power gets you high: The powerful are more inspired by themselves than by others. *Social Psychological and Personality Science*, 6, 472-480. (5-year IF = 2.718)
- 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. (5-year IF = 2.974)
- 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. (5-year IF = 3.394)
- 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 versus deviance. *Journal of Personality and Social Psychology*, 105, 262-284. (5-year IF = 7.296)
- 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. (5-year IF = 3.955)
- 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. (5-year IF = 3.955)

- 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. (5-year IF = 6.890)
- 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. (5-year IF = 5.196)
- 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. (5-year IF = 2.223)
- Van Kleef, G. A., Homan, A. C., & Cheshin, A. (2012). Emotional influence at work: Take it EASI. *Organizational Psychology Review, 2*, 311-339. (IF = 3.859)
- 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. (5-year IF = 2.974)
- 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. (5-year IF = 6.890)
- 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. (5-year IF = 4.269)
- 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. (5-year IF = 2.223)
- 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. (5-year IF = 2.718)
- 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. (5-year IF = 4.027)
- 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. (5-year IF = 6.473)
- 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. (5-year IF = 2.223)
- 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. (5-year IF = 2.223)
- 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. (5-year IF = 11.901)
- 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. (5-year IF = 11.901)
- 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. (5-year IF = 6.890)
- 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. (5-year IF = 1.358)
- 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. (5-year IF = 6.890)

INTERNATIONAL BOOK CHAPTERS

- 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. (2014). Conflict and leadership. In N. M. Ashkanasy, O. B. Ayoko, & K. A. Jehn (Eds.), *Handbook of research in conflict management* (pp. 427-439). Cheltenham, UK: Edward Elgar Publishing.
- 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. Booyesen (Eds.), *Leadership Across Differences: Cases and Perspectives* (pp. 87-94). San Francisco, CA: Pfeiffer/John Wiley & Sons.

NATIONAL PUBLICATIONS

- Homan, A. C., Van Hooft, E. J., Uitdewilligen, S. (2018). Trends rondom diversiteit: introductie deel 2. *Gedrag & Organisatie*, 31, 311-313.
- Homan, A. C. (2018). Vier verschillen! De vele gezichten van diversiteit. *Gedrag & Organisatie*, 31, 281-304.
- Homan, A. C., Van Hooft, E. J., Uitdewilligen, S. (2018). Trends rondom diversiteit:

- introdactie deel 1. *Gedrag & Organisatie*, 31, 181-188.
- Buengeler, C., & Homan, A. C. (2015). Diversity in Teams: Was macht diverse Teams
erfolgreich? In P. Genkova, & T. Ringeisen (Eds.), *Handbuch Diversity Kompetenz:
Perspectiven und Anwendungsfelder*. Wiesbaden, Germany: Springer.
- Gündemir, S., Homan, A. C., Van Vugt, M., & De Dreu, C. K. W. (2014). Hé, dat is mijn
plek! Etniciteit, leiderschap en fysieke afstand. *Jaarboek Sociale Psychologie 2013*.
- 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*.
- 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 6, 2019). *The challenge of work in and with diverse teams*.
Invited keynote presentation at the 23th IWOT conference, Cluj-Napoca, Romania.
- Homan, A. C. (April 17, 2019). *Succesvolle teams: Hoe krijg je ze?* Invited presentation at
Bisnez live event 2019.
- Homan, A. C. (March 28, 2019). *Managing team diversity at work*. Invited presentation at
Norce inclusion event, Bergen, Norway.
- Homan, A. C. (March 18, 2019). *A short introduction to “draft diversity policy” at the
UvA*. Invited lecture at the fourth session of the University Forum, University of
Amsterdam.
- Homan, A. C. (February 21, 2019). *The challenges of (managing) differences for*

- individuals and groups*. Invited presentation at the WiF network lunch meeting, FNWI, University of Amsterdam.
- Homan, A. C. (November 8, 2018). *Current and future research projects*. Invited presentation at the University of Exeter.
- Homan, A. C. (October 16, 2018). *Leadership and diversity: Challenges and opportunities*. Invited presentation at London Business School.
- Homan, A. C. (October 2, 2018). *Diversiteit: Wat en hoe (en waarom)?*. Invited presentation/workshop at Witteveen+Bos, Deventer, The Netherlands.
- Homan, A. C. (September 20, 2018). *Diversiteit op de werkvloer*. Invited lecture/workshop at NIP AO meeting.
- Homan, A. C. (May 8, 2018). *Diversiteit: De volgende stappen?* Invited presentation/workshop at Witteveen+Bos, Brummen, The Netherlands.
- Homan, A. C., Gündemir, S., Buengeler, C., & Van Kleef, G. A. (April 6, 2018). *Leading diversity: Towards a theory of functional leadership in diverse teams*. Invited presentation at Stanford GSB conference "Bridging Research on Group Processes and Intergroup Relations" April 6-7, 2018.
- Homan, A. C. (November 24, 2017). *Diversiteit: Wat en hoe (en waarom)?*. Invited presentation/workshop at Witteveen+Bos, Scheveningen, The Netherlands.
- Homan, A. C. (September 9, 2017). *Working in (diverse) teams: The how and when of effective collaborations*. Invited presentation at the CNCR PI meeting, Amsterdam.
- Homan, A. C. (August 5, 2017). Speaker at the Conflict Management Division's Doctoral Consortium PDW at the 77th conference of the Academy of Management (AoM), Atlanta, USA.
- Homan, A. C. (October 21, 2016). *Denkfouten en Diversiteit: Do's & Don'ts*. Invited keynote at the Ubuntu Symposium: Van diversiteit naar inclusiviteit, Amsterdam.
- Homan, A. C. (July 11, 2016). *Decision-making in teams: Harvesting the value in diversity*. Invited keynote at the EADM Summer School, Amsterdam.
- Homan, A. C., & Buengeler, C. (September 13, 2016). *Young at the top: young managers in the workplace*. Invited presentation at SPUI25, Amsterdam.
- <http://www.spui25.nl/programma/item/young-at-the-top-young-managers-in-the-workplace.html>
- 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 consultancy company 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., Schreiber, S., Voelpel, S. C., Gündemir, S., Schwier, C., & Buengeler, C. (2019, July 19). *Tumbling team leaders: Younger team leaders lack legitimacy and hamper team effectiveness*. Presentation at the INGRoup Conference, Lisbon, Portugal.

Homan, A. C., & Van Kleef, G. A. (August 14, 2018). *Organizational deviance: Antecedents and consequences of norm violations and unethicity at work*. Chair and organizer of the symposium. Academy of Management, Chicago.

Homan, A. C., Schreiber, S., Voelpel, S. C., Gündemir, S., & Buengeler, C. (2017, August). *Younger leaders suffer twice: Age and leader prototypicality*. Presentation at the 77th conference of the Academy of Management (AoM), Atlanta, USA.

Homan, A. C., & Buengeler, C. (2017, July). *Obstacles for diversity training effectiveness: The role of trainee characteristics and attitudes*. Presentation at the European Association for Social Psychology (EASP), Granada, Spain.

Homan, A. C., Schreiber, S., Voelpel, S. C., Buengeler, C., Gündemir, S., & Schwier, C.

- (2017, May 19). *Being younger = being at double jeopardy: The role of leader and ingroup prototypicality for team leaders*. Presentation at the European Association for Work and Organizational Psychology (EAWOP), Dublin, Ireland.
- Homan, A. C. (2016, June 28). *Leadership in diverse teams: Dealing effectively with conflicts*. Presentation at the 2016 conference of the International Association for Conflict Management (IACM), New York, USA.
- Homan, A. C., Van Kleef, G. A., & Sanchez-Burks, J. (2015, August). *The informative functions of emotional displays in teams*. Paper presented at the 75th conference of the Academy of Management (AoM), Vancouver, Canada.
- Homan, A. C., Van Kleef, G. A., & Côté, S. (2015). *Regulating emotional events in diverse teams: The role of leader emotion management*. Paper presented at the 75th conference of the Academy of Management (AoM), Vancouver, Canada.
- 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 1st 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.¹
- 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.
- 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

¹ Winner of the Best Theoretical Paper Award of the International Association for Conflict Management.

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.²

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.

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

² Winner of the Best Paper Award of the International Association for Conflict Management.

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, May). *The beneficial effects of cross-categorizing informational and demographical diversity in groups*. Paper presented at the 11th Congress of the European Association of Work and Organizational Psychology (EAWOP), Lisbon, Portugal.

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.

CONFERENCE SYMPOSIA

- Organizer of the Academy of Management (AoM) Symposium "Organizational deviance: Antecedents and consequences of norm violations and unethicity at work" (2018) with Gerben van Kleef.
- Organizer for the Academy of Management (AoM) Symposium "Not my kind of leader? Causes and consequences of leader non-prototypicality" (2017) with Claudia Buengeler.
- Organizer for the European Association for Social Psychology (EASP) "I'm feeling us: The development, management, and consequences of emotions in groups" (2017) with Marc Heerdink and Svenja Wolf.
- Organizer for the Academy of Management (AoM) Symposium "How emotions shape team functioning" (2015) with Gerben van Kleef
- Organizer for the Academy of Management (AoM) Symposium "Emotion regulation: Responding to and effectively managing others' emotions" (2015) with Crystal Reeck
- 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) 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) with Seval Gündemir
- Organizer of Academy of Management Showcase Symposium "How to conduct good team research" (2009) 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) with Sonja Rispens
- Convenor and co-organizer of Academy of Management Symposium "Exploring the role of emotion in leadership" (2006) with Gerben van Kleef and Neal Ashkanasy

RESEARCH VISITS

- University of Exeter (2018)
- Stanford University (2018)
- Kiel University (2017)
- Columbia University, New York, Business School (2014)
- University of New South Wales, Sydney, Australia Business School (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 (2008/09/10/11/12/13/14/15)
- University of California, Berkeley, Haas School of Business (2008/09)
- Michigan State University, East Lansing, Broad School of Management (2003)

REVIEWING AND EDITING

EDITORSHIP AND EDITORIAL BOARDS

- Editor-in-Chief of *Organizational Psychology Review* (2020 -)

- Associate Editor of *Journal of Applied Psychology* (2020 -)
- Associate Editor of *Organizational Psychology Review* (2016 - 2019)
- Editor of the Trends Surrounding Diversity SI of *Gedrag & Organisatie* (2018; two issues published)
- Member of the Editorial Board of *Journal of Applied Psychology*
- Member of the Editorial Board of *Academy of Management Journal*
- Member of the Editorial Board of *Organizational Behavior and Human Decision Processes*
- Member of the Editorial Board of *Social Psychological and Personality Science*
- Member of the Editorial Board of the *British Journal of Management*
- Member of the Editorial Board of the *Journal for Personnel Psychology* (until 2018)
- Member of the Editorial Board of *Small Group Research* (until 2016)

GRANT PROPOSAL REVIEWING

- Netherlands Organisation for Scientific Research (NWO: 2017 research talent committee; 2016 VENI committee, VENI expert reviewer, research talent reviewer)
- National Science Foundation (NSF)

AD-HOC JOURNAL REVIEWING (SELECTION, ALPHABETICALLY)

- Academy of Management Review (AMR)
- Administrative Science Quarterly (ASQ)
- European Journal of Work and Organizational Psychology (EJWOP)
- Group and Organization Management (GOM)
- Group Processes and Intergroup Relations (GPIR)
- Journal of Organizational Behavior (JOB)
- Journal of Management (JOM)
- Journal of Personality and Social Psychology (JPSP)
- Leadership Quarterly (LQ)
- Organization Science (OS)
- Personality and Social Psychology Bulletin (PSPB)

- Psychological Science (PS)

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 (EASP)
- European Association of Work and Organizational Psychology (EAWOP)
- Interdisciplinary Network for Group Research (INGRoup)
- International Association for Conflict Management (IACM)
- Kurt Lewin Institute (KLI)
- Society for Experimental Social Psychology (SESP)
- Society for Industrial and Organizational Psychology (SIOP)
- Society for Personality and Social Psychology (SPSP)

TEACHING EXPERIENCE

PHD SUPERVISION (DATE GRADUATION)

2017-	Christoph Daldrop (AUC Kiel)
2017-	Jiafang Chen, University of Amsterdam
2017-	Sanne van der Meer, University of Amsterdam (together with TNO)
2015 -	Florian Wanders, University of Amsterdam
2013 - 2018 (30-1)	Eftychia Stamkou, University of Amsterdam
2011 - 2014 (2-7)	Anika Deinert, Jacobs University Bremen & VU University
2011 - 2015 (30-9)	Christiane Horstmeier, Jacobs University Bremen & VU University
2011 - 2015 (9-4)	Doris Rosenauer, Jacobs University Bremen & VU University
2010 - 2015 (30-1)	Seval Gündemir, VU University Amsterdam

2010 - 2015 (13-11) Marc Heerdink, University of Amsterdam
2008 - 2013 (16-9) Claudia Buengeler, Jacobs University Bremen & VU University
2008 - 2013 (3-13) Robert A. Eckhoff, Jacobs University Bremen & VU University
2008 - 2012 (7-12) Marleen Redeker, VU University Amsterdam

PHD DISSERTATION COMMITTEE

01-11-2018 Tom Hendriks, University of Amsterdam
11-09-2018 Renske van Geffen, University of Amsterdam
12-04-2018 Lianne van Bunderen, Erasmus University
16-02-2018 Nathalie Boot, University of Amsterdam
16-01-2018 Angelo Romano, VU University
11-01-2018 Bart Voorn, Groningen University
16-11-2017 Tim de Wilde, University of Amsterdam
15-09-2017 Jill Knapen, VU University
12-09-2017 Yujie Cheng, University of Amsterdam
22-03-2016 Tim Theeboom, University of Amsterdam
12-04-2010 Joyce Rupert, Leiden University

EXAMPLES OF COURSES DEVELOPED AND TAUGHT

- Theoretical development in social and organizational psychology (research master, UvA)
- Advances in leadership and power (research master, UvA)
- Advances in team dynamics and performance (research master, UvA)
- Working in groups (bachelor, UvA)
- Organizational change (bachelor, UvA)
- Introduction in work and organizational psychology (bachelor, VU University)
- Social processes in organizations (master, VU University)
- Power, motivation, and leadership (master, Leiden University)
- Conflict and cooperation (bachelor, Leiden University)

MISCELLANEOUS TEACHING

- 2016 AOW writing workshop in Koblenz, Germany
- 2013/14/15/16/19 The 4Ws approach (seminar on writing for PhD students, Kurt Lewin
Graduate School of Social Psychology and its Applications)
- 2009/10/13/17 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)