

## Curriculum Vitae



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*Date of birth:* January 31st, 1963  
*Place of birth:* Amsterdam, the Netherlands  
*Nationality:* Dutch  
*Family status:* Married, two children (1997, 2000)

### *Home page:*

<http://www.socialsciences.leiden.edu/psychology/organisation/so/staff/ellemers.html>

### **Education**

1974-1980 Praedinius Gymnasium, Groningen, the Netherlands  
1980-1981 University of California at Berkeley (V.S.), College of Letters and Science (Honours student)  
1981-1987 University of Groningen, the Netherlands. Faculty of Social Sciences, Department of Psychology. Major subject: social psychology, minor subject: mathematical research methods.  
Candidate's exam (Bachelor's degree): December 1983.  
Doctoral exam (Master's degree): May 1987 (cum laude).  
September 1991 Doctorate (cum laude) at the University of Groningen, Faculty of Psychological, Educational and Sociological Sciences. Thesis title: *Identity management strategies: The influence of socio-structural variables on strategies of individual mobility and social change*.  
Supervisors: Prof. dr A.F.M. van Knippenberg (University of Nijmegen, the Netherlands) and Prof. dr H.A.M. Wilke (University of Leiden, the Netherlands)

### **University positions**

1984-1987 Research and teaching assistant, University of Groningen  
1987-1990 Research fellow, Social and Organisational Psychology, University of Groningen  
1991-1996 Assistant Professor, Social Psychology, Free University, Amsterdam  
1993-present Full faculty member of the "Kurt Lewin Institute", Interuniversity Graduate School in Social Psychology  
1996-1998 Associate Professor, Social Psychology, Free University Amsterdam  
1999-present Full Professor, Leiden University, Social and Organisational Psychology. Promoted to the highest level (Professor B), January 2004.

**Undergraduate teaching**

1984-1987	Teaching assistant (University of Groningen)
1987-1990	Supervision of practical classes, guest lectures and supervision of student research projects and undergraduate theses (University of Groningen)
1991-1998	Various introductory and advanced courses and practical classes (Free University Amsterdam), e.g., introduction to social psychology, intra- and intergroup relations, psychology and gender, social identity, research methods. Supervision of student internships, research projects and undergraduate theses.
1999-2000	Restructuring and further development of the teaching program in social and organisational psychology (Leiden University).
2000-present	Teaching of various introductory and advanced courses and practical classes, e.g., introduction to work- and organizational psychology, the psychology of gender and cultural differences, research design, psychology of personnel and organizations, cognition and emotion. Supervision of internships, research projects and theses.
2005-2006	Design of a two-year research master curriculum in psychology, that acquired governmental approval and attracts 20 students annually. Design of a new masterprogram in social and organisational psychology, development of various new courses for master curriculum and research master curriculum (Leiden University).
2005- present	Redevelopment and teaching of introductory course in social and organizational psychology. Design and teaching of advanced courses in group processes and intergroup relations, developing a research question and designing research, supervision of internships, research projects and theses.

**Graduate teaching and professional development teaching**

1993	Guest teacher at the Interdisciplinary Graduate School of the University of Münster, Germany (course on 'Collective Action')
1993-present	Teacher at the Interuniversity Graduate School in Social Psychology, the 'Kurt Lewin Institute'. Track coordinator for ph.d's in the area of group processes and intergroup relations (1993-2008).
1995-present	Ph.d. examination (more than 40 theses), national and international
1996	Invited teacher at the annual Graduate Training Conference at the University of Amherst, U.S.A. (seminar on 'Intergroup Aggression')
2000-2003	Guest teacher 'Science based business' (Science faculty, Leiden University)
2006	Guest teacher Honours Class on identity (Medical faculty, Leiden University)
2006-2007	Development and acquisition of funding for a course in administrative and managerial skills for Associate Professors (Leiden University)
2007-2008	Design and teaching of a course in career development for female Assistant Professors (Faculty of Social Sciences, Leiden University)
2008	Invited teacher, Australian National University (Canberra, Australia) and University of Queensland (Brisbane, Australia).
2009	Invited teacher, University of Bologna (Bologna, Italy).

2010 Invited teacher, University of Exeter (Exeter, UK).

**Ph.D. supervision (completed and ongoing)**

1. Manuela Barreto (Free University Amsterdam), Identity and strategy in pro-group behaviour, (Completed: May, 2000)
2. Jaap Ouwerkerk (Free University Amsterdam), Comparison-based reactions to group performance outcomes (Completed: October, 2000).
3. Esther van Leeuwen (Leiden University), Preserving identity when groups combine (Completed: June, 2001).
4. Wendy van Rijswijk (Free University Amsterdam), Context and perceiver factors in the stereotyping of multiple category groups (Completed: November, 2001).
5. Ed Sleebos (Leiden University), Consequences of perceived intra-group respect: The effects of differential intra-group respect on behavior and cognition (Completed: July 2005).
6. Floortje Rink (Leiden University), Diversity and small group decision making (Completed: November 2005 - cum laude). *American Psychological Association (division 49) dissertation award for research on small groups, Dissertation Award 2006 of the Dutch Association of Social Psychological Researchers (ASPO)*.
7. Tomas Stahl (Leiden University), Determinants of fairness- based versus favorability-based reactions to authorities' decisions (Completed: June, 2006).
8. Belle Derks (Leiden University), Social identity threat and performance motivation, (Completed: February 2007). *American Psychological Association Dissertation Award 2007 of the (division 9) for research on the 'psychological study of social issues'*.
9. Elianne van Steenbergen (Leiden University), Work-family facilitation: A positive psychological perspective on role combination (Completed: November, 2007).
10. Sezgin Cihangir (Leiden University), The dark side of subtle discrimination: How targets respond to different forms of discrimination. (Completed: June 2008).
11. Krispijn Faddegon (Leiden University), Regulatory focus in group contexts (Completed: January, 2009).
12. Edwin Boezeman (Leiden University), Managing the volunteer organization: Strategies to recruit, content, and retain volunteers (Completed: February, 2009).
13. Katherine Stroebe (Leiden University), Is this about me? Responding to subtle discrimination – beyond an individual versus group perspective (Completed: March, 2009).
14. Bart Terwel (Leiden University), Origins and consequences of public trust: Toward an understanding of public acceptance of carbon dioxide capture and storage, (Completed: May 2009).
15. Emma ter Mors (Leiden University), Dealing with information about complex issues: The role of stakeholder identity (Completed: June 2009).
16. Dennis Bleeker (Leiden University), Representing or defecting? The pursuit of individual upward mobility in low status groups (Completed: June, 2010).
17. Maarten Zaal (Leiden University), The role of regulatory focus preferences among members of stigmatized groups in the adoption of collective action strategies (Started: March 2007).
18. Serena Does (Leiden University), Turning threat into challenge: Improving majority group members' acceptance of minorities by focusing on morality gains (Started: September 2008).

19. Romy van der Lee (Leiden University), Morality, competence, and motivation in group contexts (Started: November 2008).
20. Said Shafa (Leiden University), Cultural differences and value conflict (Started: December 2009).
21. Dagmar Beudeker (Leiden University), Social innovation in the public sector (Started: January 2010).
22. Gerdien Engel (Leiden University), Framing effects in communication about CCS (Started: March 2010).
23. Félice van Nunspeet (Leiden University), Brain activity in (im-)moral behavior (Started: March 2010).
25. Ruth Rexwinkel, Justice concerns and resolution of value conflicts (Starting date: June 2010).
24. *Vacancy*, Resistance against low quality information provision about CCS (Starting date: July 2010).

### **Awards and distinctions**

- 1990 Award for early scientific achievement: elected to give the first 'Jaspars Lecture', at the General Meeting of the European Association of Experimental Social Psychology in Budapest.
- 1991 Sanders Award - elected 'Best teacher of the year' by psychology students at the Free University, Amsterdam.
- 1998 Elected Member Society for Experimental Social Psychology (USA).
- 2002 Elected Honorary International Fellow, American Psychological Society.
- 2008 Winner of the Kurt Lewin Award, awarded once every three years by the European Association of Experimental Social Psychology, 'to honor scholars who have made significant and sustained contributions to the science of social psychology'
- 2009 Honorary promotor of Dr. Susan Fiske, on the occasion of the Honorary Doctorate bestowed upon her by the University of Leiden.
- 2009 Elected Fellow of the Society of Experimental Social Psychology, in recognition of substantial contribution to social psychology as an empirical science.
- 2009 Elected Fellow of the Association for Psychological Science for "sustained and outstanding distinguished contributions to psychological science".
- 2009 Rosabeth Moss Kanter Award for Excellence in Work-Family Research – the publication "*There is nothing either good or bad but thinking makes it so: Informational support and cognitive appraisal of the work-family interface*" was selected as one of the twenty best articles of 2009, from 2000 articles on work-family research examined.
- 2010 Winner of the first 'Merian Award' (selected from among 68 nominees), instigated by the Dutch Royal Academy of Sciences (KNAW) and sponsored by SNS-REAAL Fonds, awarded once every four years to a female social scientist in the Netherlands for scientific excellence and promotion of equal chances for women in science.
- 2010 Winner of the 'Spinoza Award', the highest award in Dutch science, awarded by the Dutch national science foundation NWO, for outstanding, pioneering and inspiring scientific work.

### **Scientific impact**

- Current (February 2010) h-index: 38, g-index: 73 (Source: Harzing's Publish or Perish).

- Current citation impact: 2.42 times higher than world average in this discipline (CPP/FCSm score), and steadily increasing. Source: independent bibliometric analysis, Centre for quantitative science and technology studies (CWTS), Feb. 2009, based on citation impact of 55 articles listed in Web of Science (excluding self-citations).
- Among 'most frequent authors in personality and social psychology's top journals' between 1994-2004 (Source: *Dialogue, official newsletter of the Society for Personality and Social Psychology*, 2005, Vol. 20 (1), pp. 18-19).
- Above average citation impact scores compared to peer group in the Netherlands (Full members Kurt Lewin Institute). The average citation impact score of full members of the KLI increased from 39 in 2004 to 61 in 2007. In these calculations, my citation impact score was 71 in 2004, 144 in 2005, 140 in 2006, and 147 in 2007 (Source: KLI listing of the citation scores of its full members compiled from SSCI, SCI expanded and A&HCI data-bases).
- My publication, Ellemers, et al, 1999, *European Journal of Social Psychology*, 29, 371-389) is the 8<sup>th</sup> most cited, and the 10<sup>th</sup> most downloaded article from this journal in 2008, with 483 downloads.
- My publication, Spears, Doosje, & Ellemers, 1997, *Personality and Social Psychology Bulletin*, 23, 538-553) is the 8<sup>th</sup> most cited article in this journal (Source: Sage Publications website).

#### **Awarded grants**

- 1991 Grant from the "Fonds Doctor Catharina van Tussenbroek" to support the printing of my doctoral dissertation.
- 1995 Four-year research grant from the University of Amsterdam (supporting a ph.d. position), to examine factors that determine the success of ph.d. students (with Dr. H. van den Heuvel and Dr. D. de Gilder).
- 1996 Travel grant from the Netherlands Organization for Scientific Research.
- 1996 Four-year research grant from the Netherlands Organization for Scientific Research (supporting a ph.d. position), examining flexibility in stereotyping.
- 1996 Three-year research grant from the European Committee for training and mobility of researchers (supporting a ph.d. position), examining effects of public accountability on group-related effort (with Manuela Barreto).
- 1997 Research grant from the Netherlands Organization for Scientific Research (supporting a research assistant), to examine the productivity of Dutch researchers in psychology (with Dr. D. de Gilder).
- 2002 Three-year research grant from the Netherlands Organization for Scientific Research (supporting a ph.d. position, a post-doctoral position and teaching relief for myself), examining effects of ethnic and gender integration vs. segregation in educational and work settings (with Dr. C. van Laar; 215.000 Euro, NWO Grant No. 261.98.906).
- 2002 Ten-year grant from the Netherlands Institute for Career advice Foundation, to support a full professor in the area of personnel assessment and career advice.
- 2003 Four-year grant from ING financial service organization (supporting a ph.d. position), to develop personnel policy directed at facilitating the combination of work and family commitments (174.000 Euro).
- 2003 Four-year grant from the Ministry of Economic Affairs, for a project on the social acceptance of new technology for CO2 capture and sequestration (supporting a.o. two

- ph.d. positions and a post-doctoral researcher, total amount 1.2 million Euro, with Dr. D. Daamen).
- 2004 Four-year grant from the Netherlands Organization for Scientific Research Mozaïek fund, supporting a ph.d. position (with Dr. C. van Laar, 180.000 Euro, NWO Grant no. 017.001.200).
- 2004 Grants from the Dutch Royal Academy of Sciences, Leiden University and the European Association of Experimental Social Psychology, to organize a masterclass and symposium on social identity in organizations (32.000 Euro in total).
- 2005 Four-year grant from the Netherlands Organization for Scientific Research innovation fund, supporting a post-doc position on newcomers in groups (with Dr. F. Rink, 290.000 Euro, NWO Grant no. 472.04.044)
- 2006 Grants from the European Association of Experimental Social Psychology and Leiden University to organize a small group meeting on social stigma and social disadvantage (with Dr. M. Barreto, 8.500 Euro)
- 2008 Four-year grant from the Netherlands Organization for Scientific Research Mozaïek fund, supporting a ph.d. position (with Dr. B. Derks, 180.000 Euro, NWO Grant no. 071.005.076)
- 2009 In the context of CATO-2, the Dutch national programme on CO2 capture and storage, funds were acquired for a four-year research project on communication and public opinion formation (together with Dr. Dancker Daamen). The total funds for this sub-programme amount to 2 million Euro's, which will cover two post-doctoral researchers and two PhD's, as well as costs of supervision and research costs.
- 2009 Four-year grant from the Netherlands Organization for Scientific Research (Conflict and Security fund), supporting two ph.d. positions and one post-doc, for a project on 'value conflict'. 600.000 Euro, NWO Grant no. 432-08-016)
- 2009 Four-year grant from the Netherlands Organization for Scientific Research (Conflict and Security fund), supporting two ph.d. positions and one post-doc, for a project on 'representative negotiation'. 600.000 Euro, PI Dr. C. de Dreu, NWO Grant no. 432-08-002).
- 2009 Three-year grant from the Australian Research Council (with Dr. J. Jetten, to support a project on 'minority hostility and resistance'. 156.000 Australian Dollars - approx. 106,500 Euro, ARC Grant no. DP1094034).
- 2010 Merian grant, for excellence of women in science, awarded by the Dutch Royal Academy of Sciences (KNAW). 50.000 Euro for ongoing research.
- 2010 Three-year grant awarded by the Dutch Royal Academy of Sciences (KNAW) and the Ministry of Education ("Programma Akademie Assistenten") for a project on the use of innovative research methods in the social sciences (main applicant and project leader for Faculty of Social Sciences, Leiden University. 285.000 Euro).
- 2010 Spinoza grant, awarded by the Dutch national science foundation (NWO) for outstanding, pioneering and inspiring scientific work (2.5 Million Euro).
- 2010 Grant from the Dutch Royal Academy of Sciences (KNAW) to organise a colloquium and masterclass on 'The "nature" of prejudice: A neuroscience perspective' (23.000 Euro).

**Editorial services**

1991-1994	Member of the editorial team (1991-1993) and chief editor (1994) of the Yearbook of Social Psychology in the Netherlands
1992-1996	Editor, Dutch Journal of Psychology
1994-1998	Associate Editor, British Journal of Social Psychology
2002-2004	Associate Editor, Journal of Personality and Social Psychology
2005	Guest editor, special issue Netherlands Journal of Psychology
2010	Guest editor (with Manuela Barreto), Journal of Social Issues
2011-2015	Member Editorial Committee, Annual Review of Psychology
1998-2002	Consulting Editor, Personality and Social Psychology Bulletin
1999-present	Consulting Editor, Gedrag & Organisatie
1999-2004	Consulting Editor, British Journal of Social Psychology
1999-2004	Consulting Editor, Journal of Experimental and Social Psychology
1999-2004	Consulting Editor, Social Psychology Quarterly
2002-2005	Consulting Editor, European Journal of Social Psychology
2003-present	Consulting Editor, European Review of Social Psychology
2008-2012	Consulting Editor, Personality and Social Psychology Bulletin
2009-2012	Consulting Editor, European Journal of Social Psychology
1987-present	Reviewer, a.o., Dutch Journal of Psychology, European Journal of Social Psychology, British Journal of Social Psychology, Journal of Personality and Social Psychology, Personality and Social Psychology Bulletin, International Review of Social Psychology, Personality and Social Psychology Review, Journal of Applied Social Psychology, Group Processes and Intergroup Relations, Social Psychology Quarterly, Group Dynamics, Journal of Management, Academy of Management Review.

**Scientific consultation**

1993-present	Referee, expert consultation, and jury member for various granting programs, Dutch National Science Foundation (NWO)
1997	Expert consultation, Dutch Advisory Board for Science and Technology (AWT)
1998	Expert consultation, Association of Netherlands Universities (VSNU)
1998-present	Referee for the United States National Science Foundation (NSF)
1998-present	Referee for Blackwell Publishers, Sage Publishers.
2001	Dissertation Award Committee, Society for Experimental Social Psychology (SESP)
2001-present	Referee, Australian Research Council (ARC)
2001-present	Referee, Dutch Royal Academy of Sciences (KNAW)
2003	Chair, Heijmans Awards Committee, Netherlands Institute for Psychology (NIP)
2003-present	Referee, South African National Science Foundation (NRF)
2003-present	Referee, Israeli National Science Foundation (ISRC)
2008	Jaspars Award Committee, European Association for Experimental Social Psychology (EAESP)
2009-present	Advisory Committee, Netherlands Institute for Advanced Study in the Humanities and Social Sciences (NIAS)

2009	Campbell Award Committee, Society for Experimental Social Psychology (SESP)
2009-present	Referee, Economic and Social Research Council (UK)
2010	Referee, Research Assessment, Australian National University
2010- present	Board Member, Praemium Erasmianum



**Administrative responsibilities**

1986-1990	Member of various departmental committees (University of Groningen)
1992-1998	Member of various departmental and university committees (Free University Amsterdam)
1995-1998	Teaching co-ordinator of the social psychology group (Free University Amsterdam)
1996-1999	Treasurer, Executive Committee of the European Association of Experimental Social Psychology
1998	Chair, National Committee for Equal Rights and Diversity in Scientific Education
1999-2002	President, European Association of Experimental Social Psychology
2000-2004/2009-1999-present	Chair, Social and Organisational Psychology group, Leiden University. Research program (co-)director, Social and Organizational Psychology. This research program was awarded the highest score among the different research programs in psychology at Leiden University (average score 4.6 on a scale from 1 to 5) by an international review panel in 2005.
2000-2003	Member Scientific Board, Kurt Lewin Institute (Dutch Graduate school in Social Psychology)
2001-2004	Chair, Scientific Research Committee of the Faculty of Social Sciences, Leiden University
2002-2004	Teaching director, Department of Psychology, Leiden University
2003-present	Chair Scientific Board, Kurt Lewin Institute (Dutch Graduate school in Social Psychology)
2004-2007	Chair, Department of Psychology, Leiden University
2004-2007	Member of the board of the Social Science Research council of the Dutch National Science Foundation (Gebiedsbestuur NWO-MaGW).

**Professional affiliations**

1987- present	Full member, Dutch Association of Social Psychological Researchers (ASPO)
1988- present	Foreign affiliate member, American Psychological Association
1989- present	Postgraduate affiliate and full member (as of 1992), European Association of Experimental Social Psychology
1992- present	Foreign affiliate member, British Psychological Society
1994- present	Member, Society for Personality and Social Psychology
1999- present	Member, Academy of Management

## **Publications**

### International Refereed Journals

Derks, B., Ellemers, N., Van Laar, C., & de Groot, K. (in press). Do Sexist Organizational Cultures Create the Queen Bee? *British Journal of Social Psychology*.

Ter Mors, E., Weenig, M., Ellemers, N., & Daamen, D.L. (in press). Effective Communication about Carbon Dioxide Capture and Storage (CCS): Perceived Information Quality Depends on Collaboration of Stakeholders, *Journal of Environmental Psychology*.

Ellemers, N., Kingma, L., Van de Burgt, J., & Barreto, M. (2010). Corporate Social Responsibility as a source of organizational morality, employee commitment and satisfaction. *Journal of Organizational Moral Psychology*.

Barreto, M., Ellemers, N., & Fiske, S.T. (in press). "What did you say, and who do you think you are?" How Power Differences Affect Emotional Reactions to Prejudice. *Journal of Social Issues*.

Terwel, B., Harinck, F., Ellemers, N., & Daamen, D.L. (in press). Voice in political decision making: The effect of group voice on perceived trustworthiness of decision makers and acceptance of decisions. *Journal of Experimental Psychology: Applied*.

Van Laar, C., Derks, B., Ellemers, N., & Bleeker, D. (in press). Valuing social identity: Consequences for motivation and performance in low status groups. *Journal of Social Issues*.

Barreto, M., & Ellemers, N. (in press). Current issues in the study of social stigma. *Journal of Social Issues*.

Rink, F., & Ellemers, N. (in press). Benefiting from Deep-level Diversity: How Congruence between Knowledge and Decision Rules Improves Team Decision Making and Team Perceptions. *Group Processes and Intergroup Relations*.

Terwel, B., Harinck, F., Ellemers, N., & Daamen, D.L. (in press). Competence-based and integrity-based trust as predictors of acceptance of carbon dioxide capture and storage technology (CCS). *Risk Analysis: An International Journal*.

Garcia, D., Schmitt, M.T., Branscombe, N.R., & Ellemers, N. (in press). Women's reactions to ingroup members who protest discriminatory treatment: The importance of beliefs about inequality and response appropriateness. *European Journal of Social Psychology*.

Barreto, M., Ellemers, N., Piebinga, L., & Moya, M. (2010). How nice of us and how dumb of me: The effect of exposure to benevolent sexism on women's task and relational self-descriptions. *Sex Roles*, 62, 532-544.

Stroebe, K., Barreto, M., & Ellemers, N. (2010). When searching hurts: The role of information search in reactions to gender discrimination. *Sex Roles*, 62, 60-76.

Ellemers, N., Scheepers, D., & Popa, A. (2010). Something to gain or something to lose? Affirmative action and regulatory focus emotions. *Group Processes and Intergroup Relations*, 13, 201-213.

Cihangir, S., Barreto, M., & Ellemers, N. (2010). The dark side of ambiguous discrimination: how state self-esteem moderates emotional and behavioural responses to ambiguous and unambiguous discrimination. *British Journal of Social Psychology*, 49, 155-174.

Barreto, M., Ellemers, N., Scholten, W., & Smith, H. (2010). To be or not to be: The impact of implicit versus explicit inappropriate social categorizations on the self. *British Journal of Social Psychology*, 49, 43-67.

Van Steenbergen, E., & Ellemers, N. (2009). Feeling committed to work: How Specific Forms of Work-Commitment Predict Work Behavior and Performance over Time. *Human Performance*, 22, 410-431.

Ellemers, N. & Barreto, M. (2009). Collective action in modern times: How modern expressions of prejudice prevent collective action. *Journal of Social Issues*, 65, 749-768.

Boezeman, E., & Ellemers, N. (2009). Intrinsic need satisfaction and the job attitudes of volunteers versus employees working in a charitable volunteer organization. *Journal of Organizational and Occupational Psychology*, 82, 897-914.

Scheepers, D., Ellemers, N., & Sintemaartensdijk, N. (2009). Suffering from the possibility of status loss: Physiological responses to social identity threat in high status groups. *European Journal of Social Psychology*, 39, 1075-1092.

Faddegon, K., Ellemers, N., & Scheepers, D. (2009). Eager to be the best, or vigilant no to be the worst: The emergence of regulatory focus in disjunctive and conjunctive group tasks. *Group Processes and Intergroup Relations*, 12, 653-671.

Erez, A., Sleebos, E., Mikulincer, M., Van IJzendoorn, M.H., Ellemers, N., & Kroonenberg, P.M. (2009). Attachment Anxiety, Intra-Group (Dis)Respect, Actual Efforts, and Group Donation. *European Journal of Social Psychology*, 39, 734-746.

Spears, R., Ellemers, N., & Doosje, B. (2009). Strength in numbers, or less is more? A matter of opinion and a question of taste. *Personality and Social Psychology Bulletin*, 35, 1099-1111.

Terwel, B., Harinck, F., Ellemers, N., & Daamen, D.L. (2009). How organizational motives and communications affect public trust in organizations: The case of carbon dioxide capture and storage. *Journal of Environmental Psychology*, 29, 290-299.

Van Steenbergen, E., & Ellemers, N. (2009). Is managing the work-family interface worth while? Benefits for employee health and performance. *Journal of Organizational Behavior*, 30, 617-642.

Rink, F., & Ellemers, N. (2009). Temporary vs. permanent group membership: How the future prospects of newcomers affect newcomer acceptance and newcomer influence. *Personality and Social Psychology Bulletin*, *35*, 764-775.

Stroebe, K.E., Ellemers, N., Barreto, M., & Mummendey, A. (2009). For better or for worse: The congruence of personal and group outcomes on targets' responses to discrimination. *European Journal of Social Psychology*, *39*, 576-591.

Cuddy, A.J.C., Fiske, S. T., Kwan V. S. Y., Glick, P., Demoulin, S., Leyens, J Ph., Bond, M. H., Croizet, J.C., Ellemers, N., Sleebos, E., Htun, T.T., Kim, H.J., Maio, G., Perry, J., Petkova, K., Todorov, V., Rodriguez-Bailón, R., Morales, E., Moya, J., Palacios, M., Smith, V., Perez, R., Vala, J., & Ziegler, R. (2009). Stereotype content model holds across cultures: Towards universal similarities and some differences. *British Journal of Social Psychology*, *48*, 1-33.

Derks, B., Van Laar, C., & Ellemers, N. (2009). Working for the self or working for the group: How self- vs. group-affirmation affect collective behavior in low status groups. *Journal of Personality and Social Psychology*, *96*, 183-202.

Ellemers, N., Pagliaro, S., Barreto, M., & Leach, C.W. (2008). Is it better to be moral than smart? The effects of morality and competence norms on the decision to work at group status improvement. *Journal of Personality and Social Psychology*, *95* (6), 1397-1410.

Boezeman, E., & Ellemers, N. (2008). Volunteer recruitment: The role of organizational support and anticipated respect in non-volunteers' attraction to charitable volunteer organizations. *Journal of Applied Psychology*, *93* (5), 1013-1026.

Stahl, T., Vermunt, R., & Ellemers, N. (2008). Reactions to outgroup authorities' decisions: The role of expected bias, procedural fairness and outcome favorability. *Group Processes and Intergroup Relations*, *11*, 281-299.

Faddegon, K., Scheepers, D., & Ellemers, N. (2008). If we have the will, there will be a way: Regulatory focus as a group identity. *European Journal of Social Psychology*, *38*, 880-895.

Steenbergen, E. van, Ellemers, N., Haslam, S.A., & Urlings, F. (2008). There is nothing either good or bad but thinking makes it so: Informational support and cognitive appraisal of the work-family interface. *Journal of Occupational and Organizational Psychology*, *81*, 349-367. *This paper was selected as one of the twenty best articles of 2009 (among 2000 articles examined), in the annual competition for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research.*

Stahl, T., Vermunt, R., & Ellemers, N. (2008). For love or money? How activation of relational versus instrumental concerns affects reactions to allocations by authorities. *Journal of Experimental Social Psychology*, *44*, 80-94.

Boezeman, E., & Ellemers, N. (2008). Pride and respect in volunteers' organizational commitment. *European Journal of Social Psychology*, *38*, 159-172.

Derks, B., Van Laar, C., & Ellemers, N. (2007). The beneficial effects of social identity protection on the performance motivation of members of devalued groups. *Social Issues and Policy Review*, 1, 217-256.

Sleebos, E., Ellemers, N., & de Gilder, D. (2007). Explaining the motivational forces of (dis)respect: How self-focused and group-focused concerns can result in the display of behavioral group efforts. *Gruppendynamik und Organisationsberatung*, 38, 327-342.

Leach, C., Ellemers, N., & Barreto, M. (2007). Group virtue: The importance of morality vs. competence and sociability in the evaluation of in-groups. *Journal of Personality and Social Psychology*, 93, 234-249.

Van Steenbergen, E., Ellemers, N., & Mooijaart, A. (2007). How Work and Family can Facilitate Each Other: Distinct Types of Work-Family Facilitation and Outcomes for Women and Men. *Journal of Occupational Health Psychology*, 12, 279-300.

Rink, F., & Ellemers, N. (2007). The role of expectancies in accepting task-related diversity: Do disappointment and lack of commitment stem from actual differences or violated expectations? *Personality and Social Psychology Bulletin*, 33, 842-854.

Rink, F., & Ellemers, N. (2007). Defining the common feature: Task-related differences as the basis for dyadic identity. *British Journal of Social Psychology*, 46, 499-515.

Derks, B., Van Laar, C., & Ellemers, N. (2007). Social creativity strikes back: Improving low status group members' motivation and performance by valuing ingroup dimensions. *European Journal of Social Psychology*, 37, 470-493.

Rink, F., & Ellemers, N. (2007). Diversity as a source of common identity: Towards a social identity framework for studying the effects of diversity in organizations. *British Journal of Management*, 18 (supplement 1), s17-s27.

Boezeman, E., & Ellemers, N. (2007). Volunteering for charity: Pride, respect, and Commitment of volunteer workers. *Journal of Applied Psychology*, 92, 771-785.

Ellemers, N., & Barreto, M. (2006). Categorization in everyday life: The effects of positive and negative categorization on emotions and self-views. *European Journal of Social Psychology*, 36, 931-942.

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**Invited presentations (Selection)**

Ellemers, N., & Van Knippenberg, A. *Individual and collective strategies of identity enhancement*. First European Congress of Psychology, Amsterdam, July 1989.

Ellemers, N. *Individual mobility and social change*. Catholic University at Louvain-La-Neuve, February 1990.

Ellemers, N. *Individual and collective strategies of identity enhancement*. European Association of Experimental Social Psychology, Jaspars lecture, Budapest, June 1990.

Ellemers, N. *Feelings of deprivation and identity enhancement strategies*. Invited Centennial Lecture, William James Conference, Free University Amsterdam, August 1990.

Ellemers, N. *Effects of the normative context of status differences on the reaction to membership of a low status group*. University of Kent at Canterbury, October 1990.

Ellemers, N. *Reactions to group deprivation and individual deprivation*. Nags Head Conference on Stereotypes and Intergroup Relations, Florida, June 1991.

Ellemers, N. *Bias in intergroup relations: Balancing identification and social reality*. University of Amsterdam, November 1992.

Ellemers, N. *The influence of socio-structural variables on identity management strategies*. University of Münster, February 1993.

Ellemers, N. *Social identity and gender: The dilemma of successful women*. Conference on Social Categorisation and Gender, University of Amsterdam, February 1993.

Ellemers, N. *Social identity and gender: The dilemma of successful women*. General Meeting European Association of Experimental Social Psychology, Lisbon, September 1993.

Ellemers, N. *Women and the psychology of tomorrow, or: Psychology and the women of tomorrow?* Invited lecture, Student section Netherlands Institute of Psychology, Amsterdam, November 1993.

Ellemers, N., De Kool, N., & Somsen, J. *Fact or fiction? Effects of stereotype consistent and inconsistent information on the perceived effectiveness of male and female leaders*. Conference on social identity and gender, Amsterdam, April 1994.

Ellemers, N. *Social identity and gender: The dilemma of successful women*. Society for the Advancement of Socio-Economics, Paris, July 1994.

Ellemers, N. *Self-esteem and social justice; A commentary*. Society for the Advancement of Socio-Economics, Paris, Juli 1994.

Ellemers, N. *Identity needs versus social opportunities: The case of lower status groups*. Joint meeting of the European Association of Experimental Social Psychology, and the Society of Experimental Social Psychology, Washington, D.C., September 1995.

Ellemers, N. *Intergroup hostility as a group-level response to adversity*. Graduate Training Conference, University of Amherst, April, 1996.

Ellemers, N. *Identification as a determinant of individual versus collective responses to group threat*. Lectures at the University of California at Berkeley, University of California at Santa Cruz, University of California at Santa Barbara, May, 1996.

Ellemers, N. *Social identity and intergroup comparisons*. Kurt Lewin Institute, Schiermonnikoog, March 1998.

Ellemers, N. *Behavioural consequences of group membership: The importance of group commitment*. University of Kent at Canterbury, May 1998.

Ellemers, N. *Individual upward mobility and the perceived legitimacy of intergroup relations*. Conference on the Psychology of Legitimacy, Stanford University, August 1998.

Ellemers, N. *Commitment and work performance*. State of the Art Lecture, Kurt Lewin Institute, Amsterdam, January 2001.

Ellemers, N. *Commitment in organisations, a matter of the mind or of the heart?* Invited lecture at the ceremony for the David van Lennep Award, Netherlands Foundation of Psychotechnics, Utrecht, February 2001.

Ellemers, N. *Maintaining the illusion of meritocracy*. Kurt Lewin Institute, Amsterdam, April, 2005.

Ellemers, N. *Managing multiple identities at work*. KNAW Colloquium, Amsterdam, June, 2005.

Ellemers, N. *Respecting self defined identities*. European Association of Experimental Social Psychology, General Meeting. Wuerzburg, July, 2005.

Ellemers, N. *Making a career in science*. ESCOP Meeting, Leiden, August, 2005.

Ellemers, N. *Sturen op identiteit*. Keynote ASPO conference, Groningen, December, 2005.

Ellemers, N. *Regulatory focus in group contexts*. Free University Amsterdam, March 2006, and Leiden University, May 2006.

Ellemers, N. *On being respected by others: sources, dimensions and consequences of (dis-) respect*. Kurt Lewin Institute bi-annual meeting, Zeist, June, 2006.

Ellemers, N. *Wat kun je leren van psychologen als je carrière wilt maken*. International women's day, Leiden University, March, 2007.

Ellemers, N. *Regulatory focus in social identity and group motivation*. EAESP Small group meeting, Leiden, September 2007.

Ellemers, N. *Morality as a central value in intergroup relations and intra-group dynamics*. SPSP Groups Preconference, Albuquerque (US), February 2008.

Ellemers, N. *Diversity, newcomers, and team innovation*. Australian National University, Canberra (Australie), September 2008.

Ellemers, N. *Diversity, newcomers, and team innovation*. University of Queensland, Brisbane (Australie), September 2008.

Ellemers, N. *Morality as a source of group value*. Symposium on Self and Identity, University of Queensland, Brisbane (Australie), September 2008.

Ellemers, N. *Morality and competence as sources of group value*. Heymans Symposium, Rijksuniversiteit Groningen, November 2008.

Ellemers, N. *Morality and social identity*. Invited lecture, University of Bologna, November 2009.

Ellemers, N. *Morality as a source of intergroup status and intragroup influence*. Power, Status and Influence Conference, New York University (Stern Business School), March 2010.