

# CURRICULUM VITAE

**ASTRID C. HOMAN**

(July 24, 1979, Eindhoven, the Netherlands)

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## CONTACT INFORMATION

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Work and Organizational Psychology  
Weesperplein 4  
1018 XA Amsterdam  
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## RESEARCH TOPICS

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

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## ACADEMIC POSITIONS

March 2012 - Present: Assistant Professor (tenured)

University of Amsterdam, The Netherlands

Work and Organizational Psychology

September 2008 - February 2012: Assistant Professor

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

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: PhD-grant in the Mosaic scholarship program of the Netherlands Organisation for Scientific Research (NWO; 200.000 euro)

- 2007: Research grant from the Faculty of Social Sciences at Leiden University on the topic of cultural diversity.
- 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

- 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."

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## PUBLICATIONS

### *INTERNATIONAL JOURNAL ARTICLES*

Homan, A. C., & Greer, L. L. (in press). Considering diversity: The positive effects of considerate leadership in diverse teams. *Group Processes and Intergroup Relations*.

Schippers, M., Homan, A. C., & van Knippenberg, D. (in press). 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*.

- 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. (in press). Facing the situation: Testing a biosocial contingency model of leadership in intergroup relations using masculine and feminine faces. *Leadership Quarterly*.
- De Kwaadsteniet, E., Homan, A. C., Van Dijk, E., & Van Beest, I. (in press). Social information as a cue for tacit coordination. *Group Processes and Intergroup Relations*.
- 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***

- Homan, A. C., & Redeker, M. (2013). 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. (2013). Intragroup dynamics in intergroup negotiations. 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. (forthcoming). 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. (forthcoming). Conformiteit door emoties: De effecten van boosheid en blijdschap. *Jaarboek Sociale Psychologie 2011*.
- Janz, K., Lickleder, C., Eckhoff, R. A., Homan, A. C., & Voelpel, S. (forthcoming). 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*. Hershey: IGI Global.

- Van Knippenberg, D., Homan, A. C., & Van Ginkel, W. (in press). 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.
- 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.
- De Vries, G., & Homan, A. C. (2008). Diversity and leadership: Transformational leadership and its role in managing diversity. *Gedrag & Organisatie*, 21, 295-309.

#### ***SELECTION OF PAPERS UNDER REVIEW***

- Beersma, B., Homan, A. C., Van Kleef, G. A., & De Dreu, C. K. W. (2012). Reward structure shapes the effects of prevention focus on team performance. *Organizational Behavior and Human Decision Processes*, under review.
- Eckhoff, R. E., Homan, A. C., & Voelpel, S. (2012). Older and wiser: Matching team diversity levels to task demands. *Organization Science*, under review.
- Homan, A. C. (2012). LEAD: Towards a theory of leadership effectiveness and diversity (LEAD). *Group and Organization Management* (Special Issue on Leadership in Small Groups). Invited submission.
- Rupert, J., Jehn, K. A., & Homan, A. C. (2012). When do faultline and cross-categorized teams learn? The role of error culture. *Group Dynamics*, under review.
- Van Kleef, G. A., Homan, A. C., Finkenauer, C., Blaker, N. M., & Heerdink, M. W. (2012). The Robin Hood effect: Prosocial norm violations fuel power perceptions. *Journal of Experimental Social Psychology*, under review.

## ***DISSERTATION***

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

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## **PRESENTATIONS**

### ***INVITED PRESENTATIONS***

Homan, A. C. (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. (2011). *Eye of the leader: The crucial role of categorization in diverse teams*. SESP Groups Preconference (October 12, 2011).

Homan, A. C. (2011). *Managing (cultural) diversity: The dos and don'ts*. Invited presentation at Intercultural Business Improvement (June 25, 2011).

Homan, A. C. (2011). *Leading diversity: The role of categorization*. Invited presentation at Leiden University, The Netherlands (March 1st, 2011).

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., 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 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>1</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>1</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**

### ***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***

- 2010 - 2011 Advisor for IACM 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***

- 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 *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***

- 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)
- 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)
- 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***

- 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 though times.

- 2007            OBweb Academy of Management - Podcast interview on team diversity  
([www.obweb.org](http://www.obweb.org))
- 2006            July - Spits; Intermediar, Psychologie

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## **RESEARCH VISITS**

- 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)
- 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)

## **TEACHING EXPERIENCE**

### ***PHD SUPERVISION***

- 2011- Sven Schreiber, Jacobs University Bremen
- 2011- 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 – Marleen Redeker, VU University Amsterdam
- 2008 – Claudia Lickleder, Jacobs University Bremen
- 2008 – Katharina Janz, Jacobs University Bremen
- 2008 – Robert A. Eckhoff, Jacobs University Bremen

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

- 2010 Joyce Rupert, Leiden University

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

- Introduction in Work and Organizational Psychology (2011; bachelor)
- Social processes in organizations (master)
- Power, motivation, and leadership (master)
- Conflict and cooperation (bachelor)
- Judgment and influence (bachelor)

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

- Introduction in Work and Organizational Psychology (2010; bachelor)
- Course on research methods (bachelor)

### ***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***

2009 & 2010 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)