
MARK VAN VUGT

Contact Information

Professor in Psychology

Chair in Work and Organizational Psychology, Evolutionary Psychology

Director Amsterdam Leadership Lab (amsterdamleadershiplab.nl)

Research fellow Department of Politics and International Relations, University of Oxford

Academic Positions

Professor of Psychology, VU University Amsterdam

(Chair in Work and Organizational Psychology, Evolutionary Psychology)
2004 - 2009 Professor of Social Psychology, University of Kent, UK
2000 - 2004 Associate professor, University of Southampton, UK
1995 - 2000 Assistant professor, University of Southampton, UK

Education

2019 Exam committee training
2017 First Aid certificate
2015 Certificate of Higher Education (BKO), VU University
1991-1996 PhD, Department of Health Education and Psychology
University of Maastricht, NL; Chair: Gerjo Kok
1985-1991 BSc and MSc, University of Groningen, NL
Major: Social and Organisational Psychology (cum laude)
1979-1985 High school-education, Gymnasium "Bataafse Kamp" Hengelo, NL (cum laude)

Professional Summary

Key areas of interest

Leadership, Group Processes and Intergroup Relations, Sustainability, Evolutionary Psychology

Track-record

I am a trained social and organizational psychologist with an interest in evolutionary approaches to human behaviour. In the past ten years my focus has been increasingly on setting up larger, transdisciplinary team collaborations with associated grants and high-impact publications. In the process and through collaborations I have acquired skills from cognitive neuroscience, anthropology, political science and behavioral economics and also increased my knowledge about evolutionary biology.

Publications

To date, I have authored, co-authored and edited 12 books, 5 journal special issues, more than 200 academic papers in scientific journals and edited volumes, 8 technical reports on commercially commissioned research, and approximately 120 pieces of science journalism. My current H-index is 78 and total number of citations exceeds 24k (Google Scholar).

Grants

To date, I have received in total approximately €9.5 million in research funding for various projects from national and international research councils such as NWO, NUFFIC, ESRC, British Academy, EU (Horizon) as well as from local and national governments in the Netherlands, Denmark, Germany, UK, US, Singapore, from industrial partners and from charities.

Postgraduate Students

I have supervised over 20 PhD students to completion, and I currently supervise 5 PhD students (as either primary or secondary supervisor). Of the current cohort, 3 are international students. Eight of my former PhD-students have been promoted to full professors at various academic institutions around the world.

Presentations and Key Notes

In the past decade I have given approximately 90 presentations and lectures at international meetings in about 15 countries. Over 30 of those were invited key-note talks at peer-reviewed, internationally established conferences or advanced schools.

Impact outside Academia

Each year, I give a number of public lectures such as at management conferences, scientific festivals, schools and universities (once per month). In 2018 I started the Amsterdam Leadership Lab for conducting research on leadership and management in work organizations and improving evidence-based leadership development programs; my research expeditions on leadership are being used in leadership development programs in both the public and private sectors. I served on the board of the Amsterdam Science and Innovation awards and currently serve on the board of LTP Business psychologists, a large assessment company in the Netherlands. I regularly contribute to media-events on leadership and evolutionary psychology via interviews, blogs and columns. I have authored and co-authored various management books on leadership for a broad readership (e.g., Naturally Selected, Mismatch).

Awards, Honours, and Professional Roles

2021	Humboldt career award Alexander-von-Humboldt foundation Germany
2020	Featured in top 100 most authoritative psychologists at work today (https://ezcareclinic.com/top-authoritative-psychologist-working-today/)
2020	Elected fellow Royal Dutch Society of Sciences
2019	Honorary professor at Crown Prince Frederik Public Leadership Center, University of Aarhus (DK)
2019	runner-up best article of the year for The Leadership Quarterly (with N. Bastardo)
2018	Elected fellow Galton Institute
2017	Business Editor, Evolution Institute "This View of Business"
2016-2018	Science columnist Trouw (national newspaper in the Netherlands; approx. 100.000 readers).
2016-now	Research Fellow Department of Politics and International Relations, University of Oxford
2016-now	Senior Associate Editor, The Leadership Quarterly

- 2016 Plenary Speaker at European Parliament, Brussels on Intergroup Relations
- 2016 **Visiting Professor at Strasbourg University**
- 2015 Founding Board member of Cognition, Behavior and Evolution society (CBEN)
- 2015 Honorary Professor at Singapore Management University
- 2014 Visiting Professor at National University of Singapore Business School
- 2014 Recipient of Research Award SIGO Joannes Juda Groen Prijs for science communication
- 2013-15 Science columnist for the Volkskrant.
- 2013 **Management book Gezag [Authority] in top 10 management books**
- 2012-13 NWO Panel VENI grants
- 2011-now **Elected Fellow of the Royal Society of Arts and Commerce, UK**
- 2006-2011 **Honorary Professor at Centre for the Study of Group Processes, University of Kent, UK**
- 2006-2016 **Research Associate at Institute for Cognitive and Evolutionary Anthropology, University of Oxford, UK**
- 2011 **Popular science book “Naturally Selected: Why some people lead, why others follow, and why it matters” appears in over 10 countries worldwide.**
- 2010-now Blogger at Psychology Today (website with more than 7 million “hits” per month) Blog "Naturally selected" on Psychology Today (Psychology Today is the world's largest mental health and behavioral science destination online. It is the original and largest publishing enterprise that is exclusively dedicated to human behavior). <https://www.psychologytoday.com/intl/blog/naturally-selected>
- 2008-2012 **Associate Editor Journal of Personality and Social Psychology (JPSP-IRGP)**
- 2003 Founding member of European Human Behaviour and Evolution Association (EHBEA)
- 2004 Fellow of the British Academy Centenary project “From Lucy to Language: The Archaeology of the Social Brain”
- 2001-present **Approximately 20 key notes at various national and international science And professional conferences**

Selection of Research Grants and Projects

2022 NWO Open competition on Sex ratios in the workplace (consortium, €800k), EU-Horizon on mental health in the workplace (consortium, €9million)
ERC-Advanced grant (interview stage, but turned down)

2021 Alexander-von-Humboldt prize for collaborative research projects with universities in Germany (host: Georg-August University)

2020 Research on personality impressions of facial surgery patients

2020 Research on integrity among police-force in the Netherlands (€100k)

2018

Wissenschaft Kollege Berlin, grant for research on female leadership with a comparative perspective

KNAW grant for Human Behaviour and Evolution-Society conference

Award Carlsberg foundation for cross-cultural leadership project (with Lasse Laustsen)

2017

Various small grants associated with Amsterdam Leadership Lab (>€10k)

Grant from Dutch literature society for translation Mismatch

2016

University of Strasbourg professorial fellowship grant (€10k)

Co-applicant grant Singapore Management University on fertility decisions and evolutionary mismatch (€150k)

2015-present

Supervision of various PhD-students from China with CSC-scholarships

2015

Funding for serious team game development from LTP Business Psychologists (€200K)

Grant from Chilean government for international research project on sustainability (€180K)

2014

SIGO-Juda Groen Prize for Interdisciplinary Research (€40K)

2013

Greening school yards and the impact on children's social and emotional development (PRO-RAAK (with dr. Jolanda Maas; €700K)

Nuffic grant for Ali Mashuri, Indonesia (with Dr. Esther van Leeuwen; €85K)

2012

Ministry of Agriculture grant for Green Schoolyards project (with Dr. Jolanda Maas) (€60K)

NIAS/Lorentz/KNAW grant on conference on biological markets and social dilemmas (with Prof. Ronald Noe; €30K)

2011

NWO-Top Graduate School grant for PhD-studentship on *corruption* (2011; Kurt Lewin Institute) (€200K)

NWO-Top Graduate School grant for PhD-studentship on *charismatic leadership* (2011; William James Graduate School) (€200K)

NWO Mozaiek PhD-studentship on *intergroup helping* (2011; €200K with Dr. Esther Van Leeuwen)

2010

NWO Mozaiek PhD-studentship on *leadership and diversity* (2010; €200K with Dr. Astrid Homan)
US Office of Naval Research. *Leadership in war versus peace* (2010: \$25.000; pilot project).

2009

Economic and Social Research Council: *The neuroscience of social emotions*. (2009; PhD-studentship £K120 with Dr. Roger Giner-Sorolla)
Economic and Social Research Council: *The social guilt hypothesis*. (2009; £215K with Dr. Roger Giner-Sorolla)

2008

Economic and Social Research Council: *Darwin's medicine; Evolutionary psychology and applications* (2008; £15K)
The British Academy: *Anonymous free-riding in social dilemmas* (2008; £9K; with Dr. Cartwright, Economics)

2007

London Business School: *Gender differences in cooperation and competition* (2007; awarded £1K)
Economic and Social Research Council: *The evolution of leadership in small groups* (2007; awarded £75K; with Dr. Cartwright, Economics)

2006

The British Academy: *Leadership in social dilemmas* (2006; research grant; awarded £9K)
The British Academy: *Evolution and group processes* (2006; conference grant; awarded £2K)

2003

The British Academy: *From Lucy to Language: The Archaeology of the Social Brain* (2003; awarded £1.1 million; co-applicant)
National Cleanaway Trust: *Community identity and recycling behaviour II* (2003; awarded £100K; with Dr. Peter Shaw; Environmental Sciences, University of Southampton)
Economic and Social Research Council: *Leadership in an evolutionary framework* (PhD-studentship award; awarded £40K)

2002

Economic and Social Research Council: *Membership change in small groups: Investigating group resilience* (2002; awarded £41K)
Norwegian Research Council. *Multifunctional agriculture – transaction costs, behavior and policy measures*.(awarded £150K; with Dr. Arild Vatn).
Leverhulme Trust: *Consequences of social change for community cohesion* (2002; awarded £20K) Research Interchange Grant (with Prof. Radmila Prislín, San Diego State University)

2001

Economic and Social Research Council: *Recruitment strategies in groups: A social dilemma perspective* (2001; Ph.D.-studentship award; £30K)

National Cleanaway Trust: *Community identity and recycling behaviour* (2001; awarded £250K, Co-applicant with Dr. Peter Shaw; Environmental Sciences)

2000

European Union Framework IV: *Cooperation and regulatory compliance in European fishery organisations* (2000; awarded £350K; with Dr. Aaron Hatcher, Centre for Aquatic Economics, University of Portsmouth).

Before 2000

National Health Service: *Evaluation of Citizens' Jury on Restructuring Local Health Services* (1999; awarded £15K)

European Union: *funding for SPEER-group* (economists and social psychologists conducting environmental research; 1999; awarded £10K)

ESRC: *Conflict and cooperation in close relationships* (1999, Ph.D.-studentship award; £30K)

Southern Water Company: *Structural and social-psychological determinants of pro-environmental action: Water conservation* (1998; awarded £30K)

EAESP and Swedish Government: *Workshop on social dilemmas* (1998; with Dr. Anders Biel; awarded £10K)

Netherlands Ministry of Traffic: *Self-justification among car drivers* (1998; with Dr. Ree Meertens; awarded £50K)

University of Southampton Faculty Development Scheme: *Leadership in social dilemmas* (1996; awarded £20K)

Full Membership of Professional Organisations

Academy of Management

Association Netherlands Social Psychologists

Association Politics and Life Sciences

Netherlands Cognition, Behavior and Evolution Society (founding member)

European Association of Social Psychology

European Human Behaviour and Evolution Association (founding member)

Galton Institute

Human Behavior and Evolution Society

Institute for Brain and Behavior Amsterdam (board member)

Kurt Lewin Institute

Society of Personality and Social Psychology

Editorial Activities

Editorial Board Memberships

Senior Associate Editor *The Leadership Quarterly*, 2016-present

Associate Editor, *Journal of Personality and Social Psychology* JPSP-IRGP; 2008-2012

Editorial board member

Journal of Personality and Social Psychology (2001-2008; 2012-now)
Frontiers in Neuroscience and Evolutionary Psychology (2009-now),
The Leadership Quarterly (2013-now)
Personality and Social Psychology Bulletin (2005-2008),
Social Psychology Review (2005-2008)

Ad Hoc Reviewer for various journals. Here is a selection:

Behavioral and Brain Sciences
British Journal of Social Psychology
Cognition
Current Biology
European Journal of Social Psychology
Evolution and Human Behavior
Evolutionary Psychology
Group Processes and Intergroup Relations
Journal of Economic Psychology
Journal of Experimental Psychology: General
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology (all sections)
The Leadership Quarterly
Netherlands Journal of Social Psychology
Nature
Organizational Behavior and Human Decision-making Processes
Personality and Social Psychology Bulletin
Psychological Science
Political Psychology
Proceedings of Royal Society-Biological Sciences
Science

Other Refereeing Activities

Grant reviewer for:

Nuffield Foundation (1999 - present)
UK Economic and Social Research Council (2000-present)
Austrian Research Council
Australian Research Council
Belgian Research Council (FWO)
Canadian Research Council
Dutch Research Council (e.g., NWO-VICI)
German Research Council
Israeli Research Council
Norwegian Research Council
National Science Foundation (US)
Swedish Research Council

*Selection of Undergraduate Courses Taught**

Evolution and Human Behaviour (Honours Course; VU-UvA-AUC)
Evolutionary Psychology
Introduction to Work and Organizational Psychology
Group Dynamics
Practical skills courses (writing, presenting, publishing)

*Selection of Masters and Postgraduate Courses Taught**

Applied Social Psychology
Leadership in Organisations
How to Write a Journal Article?
Evolutionary Perspectives on Group Processes and Intergroup Relations
Multivariate Statistics
Survey Design

** These courses have received good to excellent course evaluations for teaching, delivery, and management of the course.*

PhD-students Supervised to Completion

Katherina Alvarez: Helping in intergroup relations (NWO grant, 2021)
Sofia Schlamp: Women and leadership (self-funded, 2021)
Gonzalo Palomo-Velez; environmental sustainability and evolutionary psychology (Chilean government grant, 2020)
Ard Barends: Personality assessment and serious games (LTP funded scholarship; 2020)
Janke Wesselius: Greening schoolyards (Pro-RAAK grant; 2020)
Ting-ting Ji: Intergroup relations and emotions (CSC scholarship; 2020)
Ali Mashuri: intergroup relations (Nuffic-grant; 2019)
Allen Grabo: charismatic leadership (NWO-grant; 2018)
Fabiola Gerpott: Leadership and learning in teams ((Jacobs Bremen double PhD program; 2017)
Jill Knapen: The tall and short of it (Departmental grant; 2017)
Nancy Blaker: The Physical Size-Status Hypothesis (Departmental grant; 2016)
Christiane Horstmeier: Identification in the work place (Jacobs Bremen double PhD program; 2015)

Seval Gundemir: Leadership and diversity (NWO-Mozaiek grant; 2015)

Anika Deinert: Transformational leadership (Jacobs Bremen double PhD program; 2014)

Claudia Buengeler (transformational leadership; awarded PhD 2013)

Angelique Bakker (leadership and communication styles; awarded PhD 2012)

Marleen Redeker (leadership circumplex; funded by Performance Coaching; awarded PhD 2012)

Brian Spisak (the mismatch hypothesis of leadership); awarded PhD: 2012). Departmental studentship

Wendy Iredale (sexual selection and competitive altruism; awarded PhD 1/1/2010). Departmental studentship, University of Kent

Charlotte Hardy (evolution and the psychology of leadership; starting date; 1/10/2003; ESRC-student; awarded PhD; 20 May 2007)

Claire Hart (group fissions; University of Southampton Departmental studentship; 1/5/2005)

Chris Stiff (recruitment strategies in groups; completed 1/3/2005; ESRC-studentship)

Chantal Powell (conflict and cooperation in close relationships; completed 27/11/02; ESRC studentship)

David De Cremer (leadership in social dilemmas; completed 15/08/99; internal studentship; awarded best PhD-thesis by British Psychological Society)

Current Ph.D.-students

Dan Asfar: Refugees and workplace participation (NOA-funded)

Xiaotian Sheng: Evolutionary risk management model of leadership (CSC scholarship)

Jian Shi: Consequences of remote leadership (CSC scholarship)

Shen Cao: The evolutionary psychology of conspiracy theories (CSC scholarship)

Lara Engelbert: An information processing theory of charismatic leadership (VU internal funding)

+Supervision of Numerous Masters/Research masters/MPhil-students

Publications

Books/Boeken

Opmeer, K., & van Vugt, M. (2022). *Fc Sapiens: Wat voetbal ons leert over menselijk gedrag*. AW Bruna
Pop science book for wider public on the psychology and evolutionary origins of football

Buunk, A. P., Dijkstra, P. & Van Vugt, M. (2021). *Applying Social Psychology: From Problems*

to Solutions. London: Sage (undergraduate/postgraduate text); 3rd edition.
Text for bachelor and masters courses and professionals to help students and practitioners to apply knowledge from social psychology to develop interventions to tackle a wide range of problems (e.g., health, environment, poverty, business)

Van Vugt, M. (2020). *Lucy, Darwin & Lady Gaga: Hoe de evolutie onze kijk op de wereld verdiept*. A.W Bruna (in Dutch).
Pop science book on how evolutionary psychology can be used to understand how humans think, feel and act.

Giphart, R., & Van Vugt, M. (2018). *Mismatch: How we are deceived everyday by our Stone age brain*. London: Littlebrown publishers (appeared in 5 foreign languages, including in Chinese).
Pop science book for wider public explaining the evolutionary mismatch theory and how it can be applied to various challenges in modern life (e.g., mating, food, mental health, sustainability)

Giphart, R., & Van Vugt, M. (2016). *Mismatch: Hoe we dagelijks worden misleid door ons oeroude brein*. Amsterdam: Podium. (appeared in top 10 non-fiction books in the Netherlands).

Van Lange, P., Balliet, D., Parks, C., & Van Vugt, M. (2014). *Social Dilemmas*. Oxford, UK: Oxford University Press.

Van Vugt, M. & Wildschut, M. (2013). *Gezag: De wetenschap van macht, gezag, en leiderschap*. Utrecht, NL: Arbeiderspers/A.W. Bruna (in Top 10 management books of the year). 4e druk. ISBN 9789400501959

Van Vugt, M., & Ahuja, A. (2011). *Selected: Why some people lead, why others follow, and why it matters*. London: Profile Books/Harper Collins. (translated so far in over 10 different languages)

Van Vugt, M., Snyder, M., Tyler, T., & Biel, A. (2000). *Cooperation in modern society: Promoting the welfare of communities, states, and organisations*. London: Routledge. (pp. 245).

Van Vugt, M. (1996). *Social dilemmas and transport decisions*. University of Maastricht Press.

Peer-Reviewed Science Journal Articles (by publication year)

2022

Barends, A. J., de Vries, R. E., & van Vugt, M. (2022). Construct and predictive validity of an assessment game to measure honesty–humility. *Assessment*, 29(4), 630-650.

Smith, J. E., Fichtel, C., Holmes, R. K., Kappeler, P. M., van Vugt, M., & Jaeggi, A. V. (2022). Sex bias in intergroup conflict and collective movements among social mammals: male

warriors and female guides. *Philosophical Transactions of the Royal Society B*, 377(1851), 20210142.

Jaeger, B., & van Vugt, M. (2022). Psychological barriers to effective altruism: An evolutionary perspective. *Current Opinion in Psychology*.

Narayanan, J., Puranam, P., & Van Vugt, M. (2021). Human Centric Organization Design: A Perspective from Evolutionary Psychology. INSEAD working paper

Tan, K., Li, N. P., Meltzer, A. L., Chin, J. L., Tan, L. K., Lim, A. J., ... & van Vugt, M. (2022). Effects of economic uncertainty and socioeconomic status on reproductive timing: A life history approach. *Current Research in Ecological and Social Psychology*, 3, 100040.

2021

Ji, T., Tybur, J. M., & van Vugt, M. (2021). Gendered outgroup prejudice: An evolutionary threat management perspective on anti-immigrant bias. *Group Processes & Intergroup Relations*, 24(1), 177-192.

Kniffin, K. M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S. P., Bakker, A. B., ... & Vugt, M. V. (2021). COVID-19 and the workplace: Implications, issues, and insights for future research and action. *American Psychologist*, 76(1), 63.

Krabbendam, L., van Vugt, M., Conus, P., Söderström, O., Empson, L. A., van Os, J., & Fett, A. K. J. (2021). Understanding urbanicity: how interdisciplinary methods help to unravel the effects of the city on mental health. *Psychological medicine*, 51(7), 1099-1110.

Palomo-Vélez, G., & van Vugt, M. (2021). The evolutionary psychology of climate change behaviors: Insights and applications. *Current Opinion in Psychology*, 42, 54-59.

Palomo-Vélez, G., Tybur, J. M., & van Vugt, M. (2021). Is green the new sexy? Romantic of conspicuous conservation. *Journal of Environmental Psychology*, 73, 101530.

Rusch, H., & van Vugt, M. (2021). Male Adaptations that Facilitate Success in War. *Encyclopedia of Evolutionary Psychological Science*, 4671-4680.

Smith, J. E., von Rueden, C. R., Van Vugt, M., Fichtel, C., & Kappeler, P. M. (2021). An evolutionary explanation for the female leadership paradox. *Frontiers in Ecology and Evolution*, 468.

2020

de Waal-Andrews, W., & van Vugt, M. (2020). The triad model of follower needs: theory and review. *Current opinion in psychology*, 33, 142-147.

Iredale, W., Jenner, K., Van Vugt, M., & Dempster, T. (2020). Giving guys get the girls: Men appear more desirable to the opposite sex when displaying costly donations to the homeless. *Social Sciences*, 9(8), 141.

Lehmann-Willenbrock, N., Allen, J. A., & van Vugt, M. (2020, March). The Origins and Evolutionary Significance of Team Meetings in Organizations. In *Managing Meetings in Organizations*. Emerald Publishing Limited.

Li, N. P., Yong, J. C., & Van Vugt, M. (2020). Evolutionary psychology's next challenge: Solving modern problems using a mismatch perspective. *Evolutionary Behavioral Sciences*.

Palomo-Vélez, G., Buczny, J., & Van Vugt, M. (2020). Encouraging Pro-Environmental Behaviors Through Children-Based Appeals: A Kin Selection Perspective. *Sustainability*, 12(2), 748.

Smith, J. E., & van Vugt, M. (2020). Leadership and Status in Mammalian Societies: Context Matters. *Trends in Cognitive Sciences*, 24(4), 263-264.

Van Den Akker, O. R., van Assen, M. A., Van Vugt, M., & Wicherts, J. M. (2020). Sex differences in trust and trustworthiness: A meta-analysis of the trust game and the gift-exchange game. *Journal of Economic Psychology*, 102329.

Van Vugt, M., & von Rueden, C. R. (2020). From genes to minds to cultures: Evolutionary approaches to leadership. *The Leadership Quarterly*, 101404.

Van Vugt, M., de Vries, L. P., & Li, N. P. (2020). THE EVOLUTIONARY MISMATCH HYPOTHESIS. Applications of Social Psychology: How Social Psychology Can Contribute to the Solution of Real-World Problems.

Wu, P., Van der Linden, D., Dunkel, C. S., van Vugt, M., & Han, Q. (2020). Emerging leadership and the general factor of personality (GFP): A quasi-experimental test of an evolutionary prediction. *Evolutionary Behavioral Sciences*.

2019

Antonakis, J., Banks, G. C., Bastardo, N., Cole, M. S., Day, D. V., Eagly, A. H., ... & Hogg, M. A. (2019). The Leadership Quarterly: State of the journal. *Leadership Quarterly*, 30(1), 1-9.

Asfar, D., Born, M. P., Oostrom, J. K., & van Vugt, M. (2019). Psychological Individual Differences as Predictors of Refugees' Local Language Proficiency. *European Journal of Social Psychology*.

Barends, A. J., de Vries, R. E., & van Vugt, M. (2019). Power influences the expression of Honesty-Humility: The power-exploitation affordances hypothesis. *Journal of Research in Personality*, 103856.

Barends, A. J., de Vries, R. E., & van Vugt, M. (2019). Gamified personality assessment: Virtual behavior cues of honesty-humility. *Zeitschrift für Psychologie*, 227(3), 207.

Bastardo, N., & Van Vugt, M. (2019). The nature of followership: Evolutionary analysis and review. *The Leadership Quarterly*, 30(1), 81-95.

Gerpott, F. H., Lehmann-Willenbrock, N., Voelpel, S. C., & van Vugt, M. (2019). It's Not Just What is Said, but When it's Said: A Temporal Account of Verbal Behaviors and Emergent Leadership in Self-Managed Teams. *Academy of Management Journal*, 62(3), 717-738.

Ji, T., Tybur, J. M., & van Vugt, M. (2019). Generalized or Origin-Specific Out-Group Prejudice?: The Role of Temporary and Chronic Pathogen-Avoidance Motivation in Intergroup Relations. *Evolutionary Psychology*, 17(1), 1474704919826851.

Ji, T., Tybur, J. M., Kandrik, M., Faure, R., & van Vugt, M. (2019). Women's implicit bias against threatening male faces: The role of emotion, hormones, and group membership. *Hormones and behavior*, 115, 1-6.

Kappeler, P. M., Fichtel, C., van Vugt, M., & Smith, J. E. (2019). Female leadership: A transdisciplinary perspective. *Evolutionary Anthropology: Issues, News, and Reviews*.

Knapen, J. E., Pollet, T. V., & van Vugt, M. (2019). When Better Seems Bigger: Perceived Performance of Adult Professional Football Players Is Positively Associated With Perceptions of Their Body Size. *Evolutionary Psychology*, 17(2), 1474704919841914.

Kordsmeyer, T. L., Freund, D., Vugt, M. V., & Penke, L. (2019). Honest Signals of Status: Facial and Bodily Dominance Are Related to Success in Physical but Not Nonphysical Competition. *Evolutionary Psychology*, 17(3), 1474704919863164.

Schlamp, S., Ronay, R., Oostrom, J., & Van Vugt, M. (2019, July). The Glass Pyramid Hypothesis: Sex Differences in Preferences for Organizational Hierarchies. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 13601). Briarcliff Manor, NY 10510: Academy of Management.

Van Vugt, M., & Smith, J. E. (2019). A Dual Model of Leadership and Hierarchy: Evolutionary Synthesis. *Trends in cognitive sciences*.

van Vugt, M. (2019). Competitief altruïsme op de werkvloer: een evolutionair psychologische benadering. *Gedrag & Organisatie*, 26(3).

2018

Alvarez, K., van Leeuwen, E., Montenegro-Montenegro, E., & van Vugt, M. (2018). Empowering the poor: A field study of the social psychological consequences of receiving autonomy or dependency aid in Panama. *British Journal of Social Psychology*, 57(2), 327-345.

Gerpott, F. H., Lehmann-Willenbrock, N., Silvis, J. D., & Van Vugt, M. (2018). In the eye of the beholder? An eye-tracking experiment on emergent leadership in team interactions. *The Leadership Quarterly*, 29(4), 523-532.

Grabo, A., & van Vugt, M. (2018). Voting for a Male Warrior or Female Peacekeeper? Testing the Evolutionary Contingency Hypothesis in the 2016 US Presidential Elections. *Evolutionary Psychology*, 16(2), 1474704918773267.

Grotens, R., Dijk, G. V., & Vugt, M. V. (2018). Leadership Practices of Council Secretaries in Turbulent Times; A Case Study. *Journal of Leadership, Accountability and Ethics*, 15(1), 29-42.

Knapen, J. E., Blaker, N. M., & Van Vugt, M. (2018). The Napoleon Complex: When Shorter Men Take More. *Psychological science*, 0956797618772822.

Li, N. P., van Vugt, M., & Colarelli, S. M. (2018). The evolutionary mismatch hypothesis: Implications for psychological science. *Current Directions in Psychological Science*, 27(1), 38-44.

Mashuri, A., van Leeuwen, E., & van Vugt, M. (2018). Remember your crimes: How an appeal to ingroup wrongdoings fosters reconciliation in separatist conflict. *British Journal of Social Psychology*.

Palomo-Vélez, G., Tybur, J. M., & van Vugt, M. (2018). Unsustainable, unhealthy, or disgusting? Comparing different persuasive messages against meat consumption. *Journal of Environmental Psychology*, 58, 63-71.

Smith, J. E., Ortiz, C. A., Buhbe, M. T., & van Vugt, M. (2018). Obstacles and opportunities for female leadership in mammalian societies: A comparative perspective. *The Leadership Quarterly*.

van der Meij, L., Gubbels, N., Schaveling, J., Almela, M., & van Vugt, M. (2018). Hair cortisol and work stress: Importance of workload and stress model (JDCS or ERI). *Psychoneuroendocrinology*, 89, 78-85.

van Dijk-Wesselius, J. E., Maas, J., Hovinga, D., van Vugt, M., & van den Berg, A. E. (2018). The impact of greening schoolyards on the appreciation, and physical, cognitive and social-emotional well-being of schoolchildren: A prospective intervention study. *Landscape and Urban Planning*, 180, 15-26.

Van den Akker, O., van Vugt, M., van Assen, M. A., & Wicherts, J. M. (2018). Sex Differences in Trust and Trustworthiness: A Meta-Analysis of the Trust Game and the Gift-Exchange Game. *PsyArXiv*. October, 19.

van Prooijen, J. W., & Van Vugt, M. (2018). Conspiracy theories: Evolved functions and psychological mechanisms. *Perspectives on Psychological Science*, 1745691618774270.

2017

Antonakis, J., Gardner, W. L., Grabo, A., Spisak, B. R., van Vugt, M., Reh, S., ... & Williams, C. E. (2017). Charisma: New frontiers: A special issue dedicated to the memory of Boas Shamir. *The Leadership Quarterly*, 28(4), 471.

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Popular Science Columns and Blogs

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Book reviews

Van Vugt, M. (2001). Globalization: Public good or bad? *Journal of Peace Psychology*, 7, 91.

Organized Conferences, Symposia, and Workshops

2018	Human Behaviour and Evolution Society, Amsterdam
2017	Workshop Evolution and Leadership, Academy of Management conference
2016	First Governance for Society conference VU University Amsterdam
2015	SESP symposium on evolutionary psychology and intergroup relations
2013	8 th European Human Behaviour and Evolution Conference VU University Amsterdam
2012	Internal Mini conference Department of Social and Organizational Psychology
2012	NIAS/Lorentz/KNAW conference on biological markets
2011	International social dilemma conference (Amsterdam)
2011	Symposium "Darwin voor Leiders" with VU-connected
2010	SESP symposium on Leadership
2008-9	Darwin seminars on "Evolutionary Psychology and Its Applications"
2006	Conference on "Evolution and Group Processes" (funded by EAESP and British Academy)
2005	Government workshop about social change and community cohesion (funded by Leverhume)
2003	Economic and Social research Council funded workshop about social inclusion/exclusion
2001	Workshop on social dilemma dynamics of pro-environmental behaviour, La Sapienza, Rome
2000	<i>Workshop on action research</i> , Free University Amsterdam (with Prof. Bert Klandermans)
1999	Small group conference on social dilemmas, Southampton, UK (EASP-funded)
1993	General Meeting of Netherlands Association for Social Psychologists, Maastricht

Selection of Key Notes Lectures and Conference Presentations

Van Vugt, M. (2021). Leadership and Power. Key note at Annual Evolutionary Biology conference, the Netherlands

Van Vugt, M. (2021). COVID-19 and the workplace; An Evolutionary perspective. Key note at Owens Institute, University of Georgia, US.

Van Vugt, M. (2020). COVID-19 and the workplace; An Evolutionary perspective. Key note at WAOP-conference, Netherlands

Van Vugt, M. (2019, August). Key note at Public Leadership workshop, Ministry of Finance, Copenhagen, Denmark

Van Vugt, M. (2019, April). Key note at the European Human behavior and Evolution association on two evolutionary pathways to leadership.

Van Vugt, M. (2019, March). Invited talks at the University of Aarhus on the evolutionary roots of political leadership.

Van Vugt, M. (2018, May). Invited talk at the European Parliament on the male warrior hypothesis.

Van Vugt, M. (2017). Invited departmental talks at Lausanne University, Oxford University and University of Gottingen on the neurobiology of leadership.

Van Vugt, M. (2017, May). Key note at European School Leaders conference on leadership (Aberdeen, UK).

Van Vugt, M. (2016, February). The evolution and neurobiology of leadership. Talk at various Singapore Universities.

Van Vugt, M. (2016, October). The male warrior hypothesis. Conference talk at SESP (Denver, Colorado)

Van Vugt, M. (2016, March). Key note at Business Leaders conferences in Denmark (Aarhus, Copenhagen).

Van Vugt, M. (2015, December). The evolutionary psychology of leadership. Key note at Gottingen Freiland Tage conference (Gottingen, Germany)

Van Vugt, M. (2014, May). The evolutionary psychology of leadership. Key note at European

conference for PhDs in Biology (Montpellier, France)

Van Vugt, M. (2013, May). Human nature. Key note at conference on sustainability, Poole (UK)

Van Vugt, M. (2012,, June). Human nature: the evolutionary psychology of sustainability. Conference talk at HBES (Montpellier, France)

Van Vugt, M. (2010, 22 April). The Evolutionary psychology of leadership. KLI lecture, the Netherlands.

Van Vugt, M. (2010, 20 August 2010). *Selected: Why some people lead and others follow*. Royal Society lecture, London, UK. Key note

Van Vugt, M. (2010, 14 October). *Naturally Selected: The Evolutionary Science of Leadership*. Minneapolis, USA, SESP conference.

Van Vugt, M. (2010, 20 December). Social brains and social networks. ASPO conference, Enschede, the Netherlands. Key Note

Van Vugt, M. (2010, 20 December). Social brains and social networks. Invited Talk, UvA, Amsterdam, the Netherlands.

Van Vugt, M. Homo Sapiens 2.0. Talk at Darwin symposium. NEMO Amsterdam.(October)

Van Vugt, M. Darwin's Brain child. Talk at International Darwin day. Natural History Museum, London (July).

Van Vugt, M. Priming hawks into doves. Invited talk at SPSP conference, Tampa, Florida. (February)

Van Vugt, M. The evolution of leadership. Invited talk at Evolutionary Psychology Preconference, SPSP, Tampa Florida (February).

Van Vugt, M. Evolutionary psychology and leadership. Presentation at Social Brain conference, Barcelona (November).

Van Vugt, M. The male warrior hypothesis. Department of Psychology. UCL (October)

Van Vugt, M., & Sedikides, C. Evolutionary social psychology. Symposium at BPS conference Kent (September)

Van Vugt, M. The tribal instinct hypothesis. Department of Psychology, University of Southampton (November)

Van Vugt, M. The male warrior hypothesis. Department of Anthropology, UCL, (February)

Van Vugt, M. Evolutionary origins of leadership. SIOP conference, Dallas, TX (May)

Van Vugt, M.. Evolutionary origins of leadership. Biological Sciences. Binghamton University (May)

Van Vugt, M.. Evolutionary origins of leadership. Leadership Centre: University of Richmond (May)

Van Vugt, M. Competitive altruism theory. Department of Psychology, Sussex University (October)

Van Vugt M. With a little help from my friends: Prosocial behaviour in theory and practice. Symposium for General Meeting of EAESP in Wurzburg (July)

Van Vugt, M.. Evolutionary origins of leadership. HBES conference Austin, US (June)

Van Vugt, M.. The social glue hypothesis: Origins of group loyalty. Presentation at Department of Psychology, University of Arkansas (February)

Social change and community cohesion. One day Symposium organized at Department of Trade and Industry, London (November)

Van Vugt, M., Schaller, M., & Park, J. Kinship cues as the basis for prosocial behavior in groups: The familiarity hypothesis. Invited address at workshop on Trust, Hokkaido, Japan (September)

Van Vugt, M. A social dilemma analysis of natural resource problems. Invited presentation at English Nature conference. (May)

Van Vugt, M., & Stiff, C.E. Social exclusion from an evolutionary perspective: The role of commitment. Presentation for ESRC-workshop on social exclusion.

Van Vugt, M. Kinship cues as the basis for prosocial behavior in groups. Presentation at social dilemma conference, Goteborg, Sweden.

Van Vugt, M. An Introduction to Social Dilemmas. Invited Speech at Norwegian Conference of Environmental Management, Oslo.

Van Vugt, M. Leadership in social dilemmas: An evolutionary perspective. Presentation at Leadership workshop, Amsterdam, the Netherlands

Van Vugt, M. *Social identity as social glue: Antecedents of group loyalty.* Presentation at BPS-conference in Bournemouth.

Van Vugt, M. . *Why some groups collapse (and others don't): A theory of group*

maintenance. Presentation at University of Oxford

Van Vugt, M. *Why some groups collapse (and others don't): A theory of group maintenance*. Presentation at University of Sussex

Van Vugt, M. *Social identity as social glue: Antecedents of group loyalty*. Presentation at EAESP-conference, San Sebastian, Spain.

Van Vugt, M. *Autocratic leadership in social dilemmas*. Presentation at BPS-conference, Blackpool.

Van Vugt, M. *Autocratic leadership in social dilemmas*. Presentation at London School of Economics.

Van Vugt, M. *Exit and exclusion in groups and organisations*. Invited symposium at Society for Personality and Social psychology, San Antonio, United States.

Van Vugt, M., & Hulbert, L. The cooperative-competitive group discontinuity. Symposium for the British Psychological Society.

Van Vugt, M. *Leadership and organisational stability: Understanding the exit-problem*. Presentation at Tenth social dilemma conference in Chicago.

Van Vugt, M. *Leadership in social dilemmas: Integrating the self-interest and social identity perspectives*. Presentation at Leicester University.

Van Vugt, M. *Community action and social dilemmas*. Presentation at SPSSI-conference, Minnesota, United States

Van Vugt, M. *Exit or voice? Strategies for change in social groups*. Presentations at Free University Amsterdam and University of Maastricht

Van Vugt, M. *Exit and voice in group dynamics*. Presentation at EAESP-Workshop on Power in Grenoble

Van Vugt, M. *Social dilemmas and natural resource management*. Presentation at Swedish conference on social dilemmas, Stockholm

Van Vugt, M. *Community identification and water conservation*. Presentation for European Association of Experimental social psychology-conference, Oxford

Van Vugt, M. & De Cremer, D. *Leadership in social dilemmas*. Presentation at International conference on social justice, Denver (USA).

Van Vugt, M. & De Cremer, D. *Leadership in social dilemmas*. Presentation at University of Cardiff.

Van Vugt, M. *Why structural solutions to social dilemmas may fail*. Presentations at University of Kent, Oxford, and Sussex.

Van Vugt, M. *Impact of metering on water conservation: A social dilemma perspective*. Presentation at 7th International social dilemma conference, Cairns (Australia),

Van Vugt, M. *A social dilemma analysis of travel mode judgements*. Presentation at 11th Meeting of European Association of Experimental Social Psychology, Gmunden (Austria)

Van Vugt, M. *Privatization of Public Goods*. Presentation at 2nd International Law and Society conference, Glasgow.

Van Vugt, M. *Why structural solutions to social dilemmas may fail: A field experiment on the first carpool lane in Europe*. Presentation at University of Leuven, Belgium

Van Vugt, M. *Transportation as a form of cooperation in large-scale social dilemmas*. Presentation at Texas A & M University, US.

Van Vugt, M. & Van Lange, P. A. M. *Opting for personal convenience or for collective welfare?* Presentation at the Nags Head conference on social orientations, Florida, US

Van Vugt, M. *A multi-attributive model of social dilemmas*. Presentation at fourth international social dilemma conference, Bielefeld, Germany.

University, Departmental and Professional Services

I have served as external PhD examiner for various PhD-theses at different universities in the Netherlands and internationally, such as the University of Leuven (Bel), London Business School (UK), University of Bristol (UK), LaTrobe University (Aus), University of Sussex ((UK), University of Goteborg (Swe), Queen's University Belfast (UK).

2021-present Management team Organizational Psychology-section, VU
2018-present Director and founder Amsterdam Leadership lab (amsterdamleadershiplab.nl)
2017-present Chair Faculty Exam Committee, Behavioral and Movement Sciences, VU
2016-2021 Section head Organizational Psychology, VU
2013-2016 Chair of Faculty Equipment fund (300k€ budget)
2009-2016 Member of Faculty Equipment fund, VU University
2009-2015 Management team, Social and Organisational Psychology, VU University Amsterdam
2006 - 2009 Research Director in Department of Psychology, University of Kent
2005- 2006 Director of Teaching in Department of Psychology, University of Kent
2005 - 2006 Committee for Accreditation of Psychology Courses in the Netherlands

	(QANU)
2005 - 2006	Part-time teaching coordinator, University of Kent
2000 - 2004	Director of Undergraduate Programme, School of psychology (responsible for the coordination of the BSc-programme in Psychology, about 400 students)
2001	Member of the British Psychological Society Social Psychology Section Committee
1996 - 1999	Departmental Postgraduate tutor responsible for the selection, recruitment, and progress of Ph.D.-students within the Department of Psychology (about 70 students)
1996 - 1998	Founder and Coordinator of the Departmental Research Training program for Masters and Postgraduate students (this training program received Mode A status from the ESRC)

Relevant Community and Professional Services

Member of the Advisory Board for Assessment and Consultancy firm LTP (one of the biggest assessment firms in the Netherlands)

Advisory member of football club Altius, Hilversum (2010-2015)

Consultancy for various organisations via **Amsterdam Leadership Lab**, including:

- ABN
- European Parliament
- Dutch Parliament
- Dutch Ministry for Internal Affairs
- Clinicclowns
- FC Twente
- Gasunie
- Jane Goodall Institute
- LTP Business Psychologists
- National Head-teachers association
- Duisenberg Institute of Finance
- UK National Health Service
- UK Environmental Agency
- Dutch Ministry for Traffic and Waterways
- Southampton Football Club
- English Football Association (FA)
- Southern Water Company
- Wartburg School federation

Public Lectures at various places, including

- Comenius Leadership programme
- Avicenna and Focus conferences

- Nyenrode University
- Demos Institute
- Rode Hoed
- European Head Teachers Association
- European Parliament

Media activities (examples)

- Television work for BBC, Channel 4 (TV-series on social dilemmas and evolutionary psychology), ITV, NTR, NPO, KRO-NCRV, RTL
- Radio and television interviews about various psychology topics (BBC, ITV, Channel 4, Sky, TVE, Radio 1,2,4, BNR, ZDF)
- My work has been discussed on internet and television outlets such as BBC, ITV, CNN, Fox, ABC, ZDF, NPO, RTL, ScienceDaily and in numerous international newspapers and popular science magazines such as the New Scientist, Scientific American, Daily Telegraph, the Guardian, Prospect, EoS, Quest, Management, the Times, Intermediar, Volkskrant, het Parool, and various other national and regional newspapers in the Netherlands and abroad.

Hobbies: Youth football coach, football, tennis, guitar

Languages

Fluency in Dutch, English; Getting by in German

References

Upon request