

Naomi Ellemers is a social and organizational psychologist, working as a Distinguished University Professor at the University of Utrecht in the Netherlands, and Honorary Professor at the University of Queensland, Australia. For eight years (2015-2023), she was member of the external supervisory board of PwC in the Netherlands, as an expert on behavior and organizational culture change.

Her research connects psychophysiological indicators of group processes and intergroup relations to practical issues in work teams and organizations. She developed the Behavioral Regulation Theory, to explain how group-level moral norms impact on the cognitions, emotions, and behavioral choices of individuals. Her work on the psychology of morality offers a new perspective on the impact of organizational cultures on work behavior (relating to diversity and inclusion, and workplace integrity) and on organizational and citizen compliance with legal guidelines.

She has developed long-standing research collaborations with practitioners, policy makers and regulators to develop and test effective interventions, addressing a broad range of issues relating to diversity and social safety, work ethics and socially responsible behavior in organizations. She is co-founder of Athena's Angels: Four women who work towards equal opportunities for women in science (<https://www.athenasangels.nl/nl/>), and of the NIM: The Netherlands Inclusiveness Monitor for organizations (<https://nederlandseinclusiviteitsmonitor.nl/>)

She is chair of the board of the SCOOP research consortium, initiated to develop a longstanding multi-site, multi-disciplinary research program on sustainable cooperation for a resilient society. She also chaired the committee that was invited by the Ministry of Education to advise about the national policy on Social Safety in Academia.

The relevance and contribution of her work has been recognized with multiple substantial grants and honors. These include an Honorary Doctorate from UC Louvain in Belgium, as well as her election as a member of the Netherlands Royal Academy of Arts and Sciences (KNAW), the British Academy (FBA), the Academia Europaea (MAE), the American Academy of Arts and Sciences (AAAS), and the American Philosophical Society (APS).

Recent key publications

Books:

- Ellemers, N., Pagliaro, S. , & Van Nunspeet, F. (Eds). (2023). *International Handbook of the Psychology of Morality*. Routledge. Doi: 10.4324/9781003125969
- Ellemers, N., & De Gilder, D. (2022). *The moral organization: Key issues, analyses and solutions*. Cham: Springer publishers.
- Ellemers, N. (2017). *Morality and the regulation of social behavior: Groups as moral anchors*. Milton Park, UK: Routledge.

Journal articles and book chapters:

- Ellemers, N., & Chopova, T. (2021). social responsibility of organizations: Perceptions of organizational morality as a key mechanism explaining the relation between CSR activities and stakeholder support. *Research in Organizational Behavior*, 41, 100156.
- Ellemers, N. (2021). Science as collaborative knowledge generation. *British Journal of Social Psychology*, 60, 1-28.
- Ellemers, N., & Van Nunspeet, F. (2020). Neuroscience and the social origins of (im)moral behavior: How neural underpinnings of social categorization and conformity affect every day (im)moral behavior *Current Directions in Psychological Science*, 29, 513-520.
- Ellemers, N., Fiske, S., Abele, A.E., Koch, A., & Yzerbyt, V. (2020). Adversarial alignment enables competing models to engage in cooperative theory-building, toward cumulative science. *Proceedings of the National Academies of Sciences*, 117, 7561-7567.
- Ellemers, N., & De Gilder, D. (2020). Categorization and identity as motivational principles in intergroup relations. *Social Psychology: Handbook of Basic Principles* (pp 452-472). Third edition. P. Van Lange, E.T. Higgins, & A. Kruglanski (Eds.) New York: Guilford Press.
- Ellemers, N., Van der Toorn, J., Paunov, Y., & Van Leeuwen, T. (2019). The psychology of morality: A review and analysis of empirical studies published from 1940 through 2017. *Personality and Social Psychology Review*, 23, 332-366.
- Ellemers, N. (2018). Morality and social identity. In: M. Van Zomeren & J. Dovidio (Eds.). *The Oxford Handbook of the Human Essence* (pp. 147-158). Oxford Library of Psychology, Oxford University Press.
- Ellemers, N. (2018). Gender stereotypes. *Annual Review of Psychology*, 69, 275-298.
- Ellemers, N., & Rink, F. (2016). Diversity in work groups. *Current Opinion in Psychology*, 11, 49-53.
- Ellemers, N., & Van der Toorn, J. (2015). Groups as moral anchors. *Current Opinion in Behavioral Sciences*, 6, 189-194.
- Ellemers, N., & Barreto, M. (2015). Modern discrimination: How perpetrators and targets interactively perpetuate social disadvantage. *Current Opinion in Behavioral Sciences*, 3, 142-146.
- Ellemers, N. (2014). Women at work: How organizational features impact career development. *Policy Insights from Behavioral and Brain Sciences*, 1, 46-54.