



Contact Information

Professor in Psychology, Chair in Work and Organizational Psychology and Evolutionary Psychology

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Personal details

Date of Birth: May 9, 1967

Place of Birth: Amsterdam, the Netherlands

Nationality: Netherlands

Marital Status: Married

Academic Positions

2009-present Professor of Psychology, VU University Amsterdam, NL

(Chair in Evolutionary Psychology, Work and Organizational Psychology)

2004 - 2009 Professor of Social Psychology, University of Kent, UK

2000 - 2004 Senior Lecturer, University of Southampton, UK
1995 - 2000 Lecturer, University of Southampton, UK

Education

2015 Certificate of Higher Education (BKO), VU University
1991-1996 PhD, Department of Health Education and Psychology
University of Maastricht, NL Chair: Gerjo Kok; Committee: Ree Meertens, Paul van Lange
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

Publications

To date, I have published 10 authored and edited books, 4 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-factor is 63 and total number of citations > 15k.

Grants

To date, I have received in total approximately €8 million in research funding for various projects from national and international research councils such as NWO, NUFFIC, ESRC, British Academy, ONR, and EU as well as from local and national governments in the Netherlands, Germany, UK, US, Singapore, from the private sector and from charities.

Public Lectures, Seminars

Each year, I give a number of public lectures such as at management conferences, scientific festivals, schools and universities (once per month). The publication of my latest popular science book [*Mismatch*] in 2018 sparked considerable media interest, and resulted in my having a large number of radio and TV interviews, as well as associated articles and commentaries in national and international newspapers/magazines and internet blog sites (e.g., PsychologyToday, BBC, New Scientist).

Postgraduate Students

I have supervised 18 PhD students to completion, and I currently supervise 10 PhD students (as either primary or secondary supervisor). Of the current cohort, 5 are international students. Six of my former PhD-students have been promoted to full professors at various institutions around the world.

Awards, Honours, and Professional Roles

2019	Honorary professor at Crown Prince Frederik Public Leadership Center, University of Aarhus (DK)
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	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)
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

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 Prislin, 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

American Psychological Association

Association of Netherlands Social Psychologists

British Psychological Society

Cognition, Behavior, and Evolution Society (founding member)

European Association of Social Psychology

European Human Behaviour and Evolution Association (founding member)

Human Behavior and Evolution Society

Institute for Brain and Behavior Amsterdam (board member)

Society for Experimental Social Psychology

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

Consulting and Guest Editor for:

Journal of Personality and Social Psychology (2001-2008; 2012-now)

Frontiers in Neuroscience and Evolutionary Psychology (2009-now),

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)

Teaching

*Selection of Undergraduate Courses**

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

*Selection of Masters and Postgraduate Courses**

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

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

Research Supervision

PhD-students Supervised to Completion

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


Gert-Jan Munneke: Evolutionary psychology of morality (UvA scholarship)

Ard Barends: Personality assessment and serious games (LTP funded scholarship)

Gonzalo Paloma Velez: Evolutionary psychology of sustainability (Chilean government scholarship)

Ting-ting Ji: Intergroup relations and emotions (CSC scholarship)

Janke Wesselius: Greening schoolyards (Pro-RAAK)



Sofial Schlamp: women leadership (self-funded)

Max Wildschut: Evolutionary leadership theory (self-funded)

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

Publications

Books

Giphart, R., & Van Vugt, M. (2018). Mismatch: How we are deceived daily by our Stone age brain. London: Litte, brown publishers.

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.

Buunk, A. P., & Van Vugt, M. (2013). *Applying Social Psychology: From Problems to Solutions*. London: Sage (undergraduate/postgraduate text); Second edition.

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. (2002). Cooperation in the 21st Century: Fostering community action and civic participation. *American Behavioral Scientist*, 45, 761-918.

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)

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.

de Waal-Andrews, W., & van Vugt, M. (2019). The Triad Model of Follower Needs: Theory and Review. *Current opinion in psychology*.

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

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.

de Vries, R. E., van Vugt, M., van Prooijen, J. W., Kwint, J., de Joode, M., Fraats, R., & Fiszter, C. (2017). Politieke persoonlijkheden: Perceptie van de publieke persoonlijkheid van partijleiders uit de Nederlandse politiek voorafgaand aan de 2017 Tweede Kamer verkiezingen.

Grabo, A., Spisak, B. R., & van Vugt, M. (2017). Charisma as signal: An evolutionary perspective on charismatic leadership. *The Leadership Quarterly*, 28(4), 473-485.

Mehta, P. H., DesJardins, N. M. L., van Vugt, M., & Josephs, R. A. (2017). Hormonal underpinnings of status conflict: Testosterone and cortisol are related to decisions and satisfaction in the hawk-dove game. *Hormones and behavior*, 92, 141-154.

Ronay, R., Oostrom, J. K., Lehmann-Willenbrock, N., & Van Vugt, M. (2017). Pride before the fall:(Over) confidence predicts escalation of public commitment. *Journal of Experimental Social Psychology*, 69, 13-22.

Salam, A. P., Rainford, E., van Vugt, M., & Ronay, R. (2017). Acute Stress Reduces Perceived Trustworthiness of Male Racial Outgroup Faces. *Adaptive Human Behavior and Physiology*, 1-11.

Van Vugt, M. (2017). Evolutionary psychology: theoretical foundations for the study of organizations. *Journal of Organization Design*, 6(1), 9.

2016

De Vries, R. E., Tybur, J. M., Pollet, T. V., & Van Vugt, M. (2016). Evolution, situational affordances, and the HEXACO model of personality. *Evolution and Human Behavior*.

Gavrilets, S., Auerbach, J., & Van Vugt, M. (2016). Convergence to consensus in heterogeneous groups and the emergence of informal leadership. *Scientific Reports*.

Grabo, A. E., & Van Vugt, M. (2016). Charismatic leadership and the evolution of cooperation. *Evolution and Human Behavior*, 37, 399-406.

Van der Meij, L., Schaveling, J., & Van Vugt, M. (2016). Basal testosterone, leadership and dominance: A field study and meta-analysis. *Psychoneuroendocrinology*, 72, 72-79.

Von Rueden, C., & Van Vugt, M. (2016). Leadership in small-scale societies: Some implications for theory, research, and practice. *The Leadership Quarterly*.

[doi:10.1016/j.leaqua.2015.10.004](https://doi.org/10.1016/j.leaqua.2015.10.004)

2015

Smith, J. E., Gavrilets, S., Borgerhoff Mulder, M., Hooper, P. L., El Moulden, C., Nettle, D., Hauert, C., Hill, K., Perry, S., Pusey, A. E., Van Vugt, M., & Smith, E. A. (2015). Leadership in mammalian societies: Emergence, distribution, power, and pay-off. *Trends in Ecology and Evolution*, *31*, 54-66. doi:10.1016/j.tree.2015.09.013

Forsyth, D. R., Van Vugt, M., Schlein, G. and Story, P. A. (2015). Identity and sustainability: Localized sense of community increases environmental engagement. *Analyses of Social Issues and Public Policy*, *15*, 233-252. doi: 10.1111/asap.12076.

Rusch, H., Leunissen, J. M., & Van Vugt, M. (2015). Historical and experimental evidence of sexual selection for war heroism. *Evolution and Human Behavior*, <http://dx.doi.org/10.1016/j.evolhumbehav.2015.02.005>

Spisak, B., O'Brien, M., Nicholson, N., & Van Vugt, M. (2015). Niche-construction and the evolution of leadership. *Academy of Management Review*, *40*, 291-306.

Van Vugt, M., & Grabo, A. E. (2015). The many faces of leadership: An evolutionary psychology approach. *Current Directions in Psychological Science*, *25*, 484-489.

2014

Price, M. E. & Van Vugt, M. (2014). The evolution of leader-follower reciprocity: The theory of service-for-prestige. *Frontiers of Human Neuroscience*, doi: 10.3389/fnhum.2014.00363.

Spisak, B. R., Grabo, A., Arvey, R., & Van Vugt, M. (2014). The age of exploration and exploitation: Younger looking leaders endorsed for change and older looking leaders endorsed for stability. *Leadership Quarterly*, *25*, 805-816.

Vugt, M. van, Griskevicius, V. & Schultz, P. W. (2014). Naturally green: Harnessing stone age psychological biases to foster environmental behavior. *Social Issue and Policy Review*, *8*, 1-32.

Van Vugt, M., & Ronay, R. D. (2014). The Evolutionary Psychology of Leadership: Theory, Review, and Roadmap. *Organizational Psychology Review*, *4*, 74-95. doi: 10.1177/2041386613493635

2013

Blaker, N. M., Rompa, I., Dessing, I. H., Vriend, A. F., Herschberg, C., & Van Vugt, M. (2013). The height leadership advantage in men and women: Testing evolutionary psychology predictions about the perceptions of tall leaders. *Group Processes and Intergroup Relations*, *16*, 17-27. doi: 10.1177/1368430212437211

Cartwright, E., Gillet, J., & Van Vugt, M. (2013). Leadership by example in the weak-link game. *Economic Inquiry*, 51, 2028-2043. DOI: 10.1111/ecin.12003

Engelhard, N.P., Wal, A.J. van der & Vugt, M. van (2013). Competitief altruïsme op de werkvloer: Een evolutionair psychologische benadering. *Gedrag en Organisatie*, 26, 292-309.

Johnson, D. D. P., Price, M. E., & Van Vugt, M. (2013). Darwin's invisible hand: Market competition, evolution and the firm. *Journal of Economic Behavior and Organization*, 90, S128-S140. <http://dx.doi.org/10.1016/j.jebo.2012.12.016>

Ohlsen, G., Van Zoest, W., & Van Vugt, M. (2013). Gender and facial dominance in gaze cuing: When emotional context matters in the eyes that we follow. *PLOS-One*. 10.1371/journal.pone.0059471

Van Vugt, M. & Griskevicius, V. (2013). UNESCO World Social Science Report: Changing global environments. *Going green: Using evolutionary psychology to foster sustainable lifestyles*. : ISSC.

Van Vugt, M., & Iredale, W. (2013). Men behaving nicely: Public goods as peacock tails. *British Journal of Psychology*, 104, 3-13. doi:10.1111/j.2044-8295.2011.02093

Van der Wal, A., Krabbendam, A.C., Schade, H., & van Vugt, M. (2013). Do Natural Landscapes Reduce Future Discounting in Humans? *Proceedings of the Royal Society-B*. 280(1773).

2012

Griskevicius, V., Cantu, S. M., & Van Vugt, M. (2012). The evolutionary bases for sustainable behavior: Implications for marketing, policy, and social entrepreneurship. *Journal of Public Policy and Marketing*, 31, 115-128.

McDonald, M., Navarrete, C. & Van Vugt, M (2012). The male warrior hypothesis. *Philosophical Transactions*. vol. 367 no. 1589 670-679; doi: 10.1098/rstb.2011.0301

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2. Van Vugt, M., Van Lange, P. A. M., Meertens, R. M. and Joireman, J. A. (1996). Why structural solutions to social dilemmas might fail: A field experiment on the first carpool priority lane in Europe. *Social Psychology Quarterly*, 59, 364-374.

1. Van Vugt, M., Meertens, R. M. and Van Lange, P. A. M. (1995). Car versus public transportation? The role of social value orientations in a real-life social dilemma. *Journal of Applied Social Psychology*, 25, 258-278.

3. Book chapters

2017

Van Vugt, M. (2017). Evolutionary, Biological, and Neuroscience Perspectives. The Nature of Leadership, 189.

2015

Van Vugt, M. & Tybur, J. M. (2014). Evolution of status, hierarchy, dominance, and leadership. D. Buss (Ed.), *Handbook of Evolutionary Psychology*.

Price, M., & Van Vugt, M. (2015). The service-for-prestige theory of leadership. In R. Arvey & S. Colarelli. *The Biological Foundations of Organizational Behavior*. Chicago: Chicago University Press.

2014

Blaker, N. M., & Van Vugt, M. (2014). The Status-Size Hypothesis: How cues of physical size and social status influence each other. In J. T. Cheng, J. L. Tracy, & C. Anderson (Ed.), *The Psychology of Social Status* (pp. unknown). New York: Springer.

Van Vugt, M. (2014). On gazes, faces, votes and followers: Evolutionary and neuroscience approaches to leadership. In: J. Decety and Y. Christen. *New frontiers in Social Neuroscience* (pp. 93-110). Heidelberg: Springer. (IPSEN foundation). ISBN: 0945-6082

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Iredale, W., & Van Vugt, M. (2010). The peacock's tail of human altruism. In C. Roberts, *Applied Evolutionary Psychology*.

Spisak, B., Nicholson, N., & Van Vugt, M. (2010). Evolutionary perspectives on leadership. In G. Saad (Ed.), *Evolutionary Psychology of Business and Management*.

Van Vugt, M., & Kameda, T. (2010). Evolutionary approaches to Group Dynamics. In J. Levine (Ed.), *Handbook of Group Processes*.

Van Vugt, M. (2010). The Male Warrior Hypothesis. In J. Forgas et al. *Eds.), *Sydney Symposium on Aggression and Violence*.

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Van Vugt, M., Johnson, D., Kaiser, R., & O'Gorman, R. (2009). The mismatch hypothesis: An evolutionary social psychological perspective on leadership (pp. 267-282). In D. Forsyth, A. Goethals, & C. Hoy. *Social Psychology and Leadership*. New York: Praeger.

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Van Vugt, M., & Kurzban, R. K. (2007). Cognitive and social adaptations for leadership and followership: Evolutionary game theory and group dynamics. In J. Forgas, W. von Hippel, & M. Haselton, Sydney symposium of Social Psychology, Vol. 9: The evolution of the social mind: Evolutionary psychology and social cognition (pp. 229-243). Hove: Psychology Press.

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Van Vugt, M., Roberts, G., & Hardy, C. (2007). Competitive altruism: Reputation-based cooperation in groups. In R. Dunbar & L. Barrett, *Handbook of Evolutionary Psychology* (pp. 531-540). Oxford: Oxford University Press

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Van Vugt, M., & Van Lange, P. A. M. (2006). Psychological adaptations for prosocial behavior: the altruism puzzle. In M. Schaller, D. Kenrick, & J. Simpson, *Evolution and Social Psychology*, pp. 237-261. New York: Psychology Press

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Van Vugt, M., & Gramzow, R. (2004). Social value orientation in social dilemmas: A survey practical. In G. Breakwell, *Doing social psychology* (pp. 128-153). London: BPS-press.

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Van Vugt, M., Biel, A., Snyder, M., & Tyler, T. (2000). Cooperation in modern society: Helping the self, the community, and society. In Van Vugt, M. et al. (Eds.), *Co-operation in modern society: Promoting the welfare of communities, states, and organizations* (pp.3-24). London: Routledge.

Van Lange, P.A.M., Van Vugt, M., & De Cremer, D. (2000). The transportation dilemma. In Van Vugt, M. et al. (Eds.), *Co-operation in modern society* (pp. 45-63). London: Routledge.

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Van Vugt, M. (1999). Solving natural resource dilemmas through structural change. In M. Foddy, M. Smithson, S. Schneider, and M. Hogg (Eds.), *Solving Social Dilemmas* (pp. 121-133). Sydney: Psychology Press.

1994

Van Vugt, M., Meertens, R. M. and Van Lange, P. A. M. (1994). Commuting by car or public transportation? An interdependence theoretical approach. In U. Schulz, W. Albers, & U. Mueller (Eds.), *Social dilemmas and co-operation* (pp. 291-309). Berlin: Springer-Verlag.

Popular Science Columns and Blogs

Psychology Today. Naturally Selected. <http://www.psychologytoday.com/blog/naturally-selected>

Trouw Science column Hoofdzaak

Volkskrant VONK (major Dutch newspaper). *Hoofdzaak*.

Management Team (2013-16). De Natuurlijke Leider. <http://www.mt.nl/522/de-natuurlijke-leider>

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 Klendermans)
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. (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).

2017-present Chair Faculty Exam Committee

2017-present Head Organizational Psychology Section, VU

2013-present Chair of Faculty Equipment fund (300k€ budget)

2009-present Member of Faculty Equipment fund, VU University

2009-present Deputy Head of Department, 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 (Laboratory for Applied Psychology)

Consultancy for various organisations, including:

- ABN
- European Parliament
- Dutch Parliament
- Dutch Ministry for Internal Affairs
- Cliniclowns
- FC Twente
- Gasunie
- LTP Business Psychologists
- National Headteacher 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

- Biweekly column Trouw Hoofdzaak (100,00 copies)
- Monthly column in journal Management Team “De Natuurlijke Leider” (200,000 copies per month)
- Regular blog at Volkskrant.nl “Hoofdzaak”
<http://www.volkskrant.nl/vk/nl/11304/Vonk/article/detail/3549542/2013/11/22/Wat-is-er-geworden-van-de-vriendschapsbelofte-van-Facebook.dhtml>

- Periodic blog at Psychology Today; <http://www.psychologytoday.com/blog/naturally-selected/>
- 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.

Other extra-curricular activities: Youth football coach, membership of Fair-Play committee amateur football club, veteran football-player, tennis player, guitar player.

Languages

Fluency in Dutch, English; Getting by in German and French

References

Upon request