

# NAOMI ELLEMERS



Naomi Ellemers is Distinguished Professor of Social and Organizational Psychology at Utrecht University, where she has been based since 2015. An internationally recognized expert on social safety, diversity and inclusion, integrity, and ethical climate, her work examines how people live and work together in groups and how social contexts shape individual and collective behaviour.

## ACADEMIC AND PROFESSIONAL CAREER

Trained at Rijksuniversiteit Groningen, Ellemers moved on to hold a professorship at Vrije Universiteit Amsterdam and then at Universiteit Leiden. Her research integrates fundamental social psychological theory with real-world organizational challenges. Combining experimental studies—including research on brain activity and physiological stress—with field research in professional settings, she investigates how group norms, identity, and leadership influence behaviour at work.

Her scholarship focuses particularly on diversity and inclusion, and on integrity and ethical behaviour in organizations. She studies diversity and innovation in teams, career development of women and ethnic minorities, motivation and commitment in work groups, and the development of ethical standards in professional contexts. A central theme in her work is that sustainable culture change requires more than appealing to individual morality; it depends on creating shared norms and institutional conditions that support appropriate behaviour.

Ellemers' scientific contributions have received wide recognition. She was awarded the prestigious NWO-Spinoza Award, the highest scientific distinction in the Netherlands, and is a member of the Royal Netherlands Academy of Arts and Sciences, a corresponding fellow of the British Academy, and an international member of the American Academy of Arts and Sciences. In 2023, she was appointed Chief Scientific Advisor to the European Commission's Scientific Advice Mechanism and elected to the American Philosophical Society. Since 2024, she has also served as a Crown-appointed member of the Dutch Social and Economic Council (SER).

In addition to her academic work, Ellemers contributes actively to public debate and organizational practice, advising institutions on culture, leadership, and ethical climate, and helping translate scientific insights into sustainable cooperation and inclusive organizational change.

## AWARDS AND HONORS

- 2023 Elected Member, American Philosophical Society
- 2022 International Member, American Academy of Arts and Sciences
- 2022 Society for Personality and Social Psychology Heritage Wall of Fame
- 2020 Member, Academia Europaea
- 2019 Aristotle Prize, European Federation of Psychology Associations
- 2019 Senior Career Contribution Award, Society for Personality and Social Psychology
- 2019 ISA Medal for Science, University of Bologna (Institute for Advanced Studies)
- 2019 Honorary Doctorate, Université catholique de Louvain
- 2014 Corresponding Fellow, British Academy
- 2011 Member, Royal Netherlands Academy of Arts and Sciences
- 2010 NWO-Spinoza Award
- 2010 Merian Award, Royal Netherlands Academy of Arts and Sciences
- 2009 Member, Society for Experimental Social Psychology
- 2009 Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- 2008 European Award for Significant Contribution, European Association of Social Psychology
- 2000 Honorary Fellow, Association for Psychological Science
- 1990 European Award for Early Achievement, European Association of Social Psychology
- 1991 Psychology Teaching Award, Vrije Universiteit Amsterdam