

Esther van Leeuwen

Contact

Email: E.A.C.van.Leeuwen@fsw.leidenuniv.nl

Website: www.esthervanleeuwen.nl

Education

1990 – 1996 MA in social and organisational psychology at Leiden University

PhD

date 1 Jan. 1997 – 1 Jan. 2001 (degree: 26 June 2001)

title Preserving identity when groups combine: An investigation of group-based reactions to mergers

promotor Prof. dr. N. Ellemers (Leiden University)

co-promotor Prof. dr. D. van Knippenberg (Erasmus University Rotterdam)

Academic appointments

2014 – present Assistant professor at Leiden University, department of social and organisational psychology

2001 – 2014 Assistant professor at VU University Amsterdam, department of social and organisational psychology

2001 Assistant professor at Leiden University, department of social and organisational psychology

1997 – 2000 PhD candidate, department of social and organisational psychology at Leiden University

1994 – 1996 Research assistant, centre for energy and environmental research at Leiden University

Research interests

Intergroup helping

In our globalising world, there is an increasing need for groups to collaborate. Whereas social norms often prescribe that we should take care of others within the same group (*intragroup helping*), such norms are far weaker with respect to the helping of other groups (*intergroup helping*). As a consequence, intergroup helping often reflects acts of generosity that appear prosocial on the surface, but that are driven by more strategic or ingroup-serving motives. In a series of laboratory and field studies (in collaboration with Susanne Täuber,

Katherina Alvarez, Ali Mashuri, Mark van Vugt, and Wilco van Dijk) I catalogue various strategic motives for helping other groups, including the desire to present the own group as powerful, warm, or competent, and the desire to provide meaning to the own group. We are currently using these insights in projects dealing with broader issues with more apparent societal relevance. In Katherina Alvarez's PhD project, we are studying Spanish and indigenous welfare recipients in Panama, who are living in extreme poverty, to investigate the psychological consequences of welfare support from the (Spanish) government. In Ali Mashuri's PhD project, we investigate intergroup helping in the broader context of separatism in Indonesia, looking at both the majority's willingness to help the separatist provinces (Aceh, West-Papua), as well as the latter's interpretation of and response to this help.

Corporate reputation

The reputation of an organisation is everything. Organisations suffering from a negative image lose their ability to attract qualified personnel, and become less attractive as collaborative partners. In prior research (with Emanuele Castano, Marieke van den Bosch, and Petra Hopman), I studied the effectiveness of various responses to ingroup deviants in protecting the public image of a group. In another line of research (with Astrid Homan), I also showed that organisations that are known to be loyal to their members are viewed not only as warm, kind, and attractive employers, but also as competent and successful organisations. The existing literature on corporate reputation is vast, but suffers from a lack of theoretical foundations, and poor integration. My aim for future research is to integrate insights from the corporate reputation literature with stereotyping research. Such an integration should yield useful insights for corporate reputation management and consumer psychology.

Employer loyalty

'Loyalty' is a term that is typically used for an individual's commitment to an organisation or a higher order goal. The opposite, that is, loyalty of an organisation towards its individual members, has been virtually ignored in scientific research. Together with Astrid Homan, I am investigating the concept of organisational loyalty and demonstrate that it is conceptually different from related concepts such as organisational support and respect. In a series of field studies in commercial companies and sections of the Dutch army, we show that employees who view their superior as loyal to them, are more committed, satisfied, and willing to exert themselves on behalf of their unit or company. The aim for future research is to gain more insights into the precise underlying mechanisms of employer loyalty (e.g., why is it so important? in what way is it conceptually different from support or respect?).

Publications

Under review

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

Journal articles

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

Mashuri, A., & van Leeuwen, E. (2017). Uncovering separatism motives: Predicting support for reconciliation in separatist conflict. *Personality and Social Psychology Bulletin*. Advance online publication.

Täuber, S., & van Leeuwen, E. (2017). Intergroup helping exchanges as hierarchy organizing processes. *Social Psychology*, 48, 279-292.

Mashuri, A., & van Leeuwen, E., & Hanurawan, F. (2016). How morality threat promotes reconciliation in separatist conflict: A majority group perspective. *Group Processes & Intergroup Relations*. Advance online publication.

Burhan, O., & van Leeuwen, E. (2016). Altering perceived cultural and economic threat can increase immigrant helping. *Journal of Social Issues*, 72, 548-565.

van Leeuwen, E., & Harinck, F. (2016). Increasing intergroup distinctiveness: The benefits of third party helping. *Personality and Social Psychology Bulletin*, 42, 1402-1415.

van Leeuwen, E., Oosterhuis, M., & Ruyter, S. (2016). Anxiety and categorisation effects in student nurses' attitudes towards young and older patients: A dual pathway model. *Nurse Education Today*, 39, 170-175.

van Leeuwen, E., & Jongh, L. (2015). The effects of negative images on young people's willingness to help elderly people. *Journal of Community and Applied Social Psychology*. *Journal of Community and Applied Social Psychology*, 25, 276-281.

Alvarez, K.T., & van Leeuwen, E. (2015). Paying it forward: How helping others can reduce the psychological threat of receiving help. *Journal of Applied Social Psychology*, 45, 1-9.

van Leeuwen, E., Ashton-James, C., & Hamaker, R.J. (2014). Pain reduces discrimination in helping. *European Journal of Social Psychology*, 44, 602-611.

van Leeuwen, E., Oostenbrink, J.J., & Twilt, A. (2014). The combined effects of meta-stereotypes and audience on intergroup helping. *Group Dynamics: Theory, Research, and Practice*, 18, 189-202.

van Leeuwen, E., & Mashuri, A. (2013). Intergroup helping in response to separatism. *Personality and Social Psychology Bulletin*, 39, 1647-1655.

van Leeuwen, E., van Dijk, W., & Kaynak, Ü. (2013). Of saints and sinners: How appeals to collective pride and guilt affect outgroup helping. *Group Processes and Intergroup Relations*, 16, 781-796.

- Mashuri, A., Burhan, O., & van Leeuwen, E. (2013). The impact of multiculturalism on immigrant helping. *Asian Journal of Social Psychology, 16*, 207-212.
- van Leeuwen, E., & Täuber, S. (2012). Outgroup helping as a tool to communicate ingroup warmth. *Personality and Social Psychology Bulletin, 38*, 772-783.
- van Leeuwen, E., & Mashuri, A. (2012). When common identities reduce between-group helping. *Social Psychological and Personality Science, 3*, 259-265.
- Täuber, S., & van Leeuwen, E. (2012). When high group status becomes a burden: Requesting outgroup help and spying by members of high and low status groups. *Social Psychology, 43*, 98-107.
- van Leeuwen, E., Täuber, S., & Sassenberg, K. (2011). Knocking on the outgroup's door: Seeking outgroup help under conditions of task or relational conflict. *Basic and Applied Social Psychology, 33*, 266-278.
- Alvarez, K.T., & van Leeuwen, E. (2011). To teach or to tell? Consequences of receiving help from experts and peers. *European Journal of Social Psychology, 40*, 1-7.
- van Leeuwen, E., & Täuber, S. (2011). Demonstrating knowledge: The effects of group status on outgroup helping. *Journal of Experimental Social Psychology, 47*, 147-156.
- van Leeuwen, E., van den Bosch, M., Castano, E., & Hopman, P. (2010). Dealing with deviants: The effectiveness of rejection, denial, and apologies on protecting the public image of a group. *European Journal of Social Psychology, 40*, 282-299.
- Hopman, P., & van Leeuwen, E. (2009). Who do we inform? The role of status and target in intergroup whistle-blowing. *Group Processes & Intergroup Relations, 12*, 605-618.
- de Cremer, D., van Knippenberg, D., van Dijk, E., & van Leeuwen, E. (2008). Cooperating if one's goals are collective-based: Social identification effects in social dilemmas as a function of goal-transformation. *Journal of Applied Social Psychology, 38*, 1562-1579.
- van Leeuwen, E. (2007). Restoring identity through outgroup helping: Beliefs about international aid in response to the December 2004 tsunami. *European Journal of Social Psychology, 37*, 661-671.
- Reitsma-van Rooijen, M., Semin, G.R., & van Leeuwen, E. (2007). The effect of linguistic abstraction on interpersonal distance. *European Journal of Social Psychology, 37*, 817-823.
- Hornsey, M.J., van Leeuwen, E., & van Santen, W. (2003). Dragging down and dragging up: How relative group status affects responses to common fate. *Group Dynamics: Theory, Research, and Practice, 7*, 275-288.
- van Leeuwen, E., van Knippenberg, D., & Ellemers, N. (2003). Continuing and changing group identities: The effects of merging on social identification and ingroup bias. *Personality and Social Psychology Bulletin, 26*, 679-690.
- van Leeuwen, E., & van Knippenberg, D. (2002). How a group goal can reduce matching in group performance: Shifts in standards for determining a fair contribution of effort. *The Journal of Social Psychology, 142*, 73-86.
- Staats, H., van Leeuwen, E., & Wit, A. (2000). A longitudinal study of informational interventions to save energy in an office building. *Journal of Applied Behavior Analysis, 33*, 101-104.

van Dijk, E., Engelen, M., van Leeuwen, E., Monden, L., & Sluyter, E. (1999). Distributive justice and the allocation of costs, losses and profits. Special issue on Justice in positive and negative outcome allocation. *Social Justice Research*, 12, 1-15.

Books, or contributions to books

van Leeuwen, E. (2017). The SOUTH model: On the pros and cons of strategic outgroup helping. In: E. van Leeuwen & H. Zagefka (Eds.), *Intergroup Helping*. New York: Springer (pp. 131-158).

van Leeuwen, E. & Zagefka, H. (2017). Introduction to Intergroup Helping. In: E. van Leeuwen & H. Zagefka (Eds.), *Intergroup Helping*. New York: Springer (pp. v-x).

van Leeuwen, E. & Zagefka, H., Eds. (2017). *Intergroup Helping*. New York: Springer.

van Leeuwen, E., Täuber, S. (2010). The strategic side of outgroup helping. In: S. Stürmer & M. Snyder (Eds.). *The psychology of prosocial behavior: Group processes, intergroup relations, and helping* (pp 81 - 99). Chichester, UK: Wiley-Blackwell.

Klavina, L., & van Leeuwen, E. (2006). Waar rook is, is vuur: Een intergroepspectief op het effect van gevraagde en ongevroegde hulpverlening op waargenomen competentie. In: R. W. Holland, J. Ouwerkerk, C. van Laar, R. Ruiters, & J. Ham (Eds.), *Jaarboek Sociale Psychologie 2005*. Groningen: ASPO pers.

Hopman, P., & van Leeuwen, E., (2005). Graaien voor de groep: In hoeverre zetten leden van meer en minder prototypische subgroepen zich in voor de belangen van de gemeenschappelijke groep? In: E. Gordijn, R. Holland, A. Meijnders, & J. Ouwerkerk (Eds.), *Jaarboek Sociale Psychologie 2004*. Groningen: ASPO pers.

van Rooijen, M., van Leeuwen, E., & Semin, G.R. (2004). Schept taal afstand? In: D. Wigboldus, M. Dechesne, E. Gordijn, & E. Kluwer (Eds.), *Jaarboek Sociale Psychologie 2003*. Groningen: ASPO pers.

van Leeuwen, E., & van Knippenberg, D. (2003). Organizational Identification following a Merger: The Importance of Agreeing to Differ. In: S.A. Haslam, D. van Knippenberg, M. Platow, & N. Ellemers (eds.) *Social Identity at Work: Developing Theory for Organizational Practice*. New York: Psychology Press (pp. 205-221).

van Leeuwen, E., & Täuber, S. (2003). Hulp vragen en geven tussen groepen. In: E. van Dijk, E. Kluwer & D. Wigboldus (Eds.), *Jaarboek sociale psychologie 2002*. Delft: Eburon.

van Knippenberg, D., & van Leeuwen, E. (2001). Organizational identity after a merger: Sense of continuity as the key to post-merger identification. In: Hogg, M., & Terry, D. (eds.) *Social Identity Processes in Organizational Contexts*. Philadelphia: Psychology Press (pp. 249-264).

Staats, H., & van Leeuwen, E. (2001). Energiebesparing in utiliteitsgebouwen. De effectiviteit van communicatieve instrumenten op gedragsverandering en gedragsbehoud. In: van Engelen, E. W. L., de Ferrante, E., de Knecht, D., Welleweerd, H., & Elfrink, H. (eds.), *Handboek Energie en Milieu*. The Hague: ten Hagen & Stam.

van Leeuwen, E., van Knippenberg, D., & Wilke, H.A.M. (1999). Sociale identificatie na fusie: De tegenstrijdige effecten van vóór-fusie identificatie op identificatie met de

- fusiegroep. In: C.G. Rutte, D. van Knippenberg, C. Martijn, & D. Stapel (eds.), *Fundamentele sociale psychologie, deel 13*. Tilburg: Tilburg University Press.
- van Leeuwen, E., & van Knippenberg, D. (1997). Goal setting en groepsmotivatieverliezen: Een vergelijking van prestaties op individuele en groepstaken. In: C.K.W. de Dreu, N.K. de Vries, D. van Knippenberg, & C. Rutte (eds.), *Fundamentele sociale psychologie, deel 11*. Tilburg: Tilburg University Press.
- van Dijk, E., Engelen, M., van Leeuwen, E., Monden, L., & Sluyter, E. (1996). Distributieve rechtvaardigheid en de verdeling van kosten, verliezen en winsten. In: N.K. de Vries, C.K.W. de Dreu, W. Stroebe, & R. Vonk (eds.), *Fundamentele sociale psychologie, deel 10*. Tilburg: Tilburg University Press.
- Daamen, D.D.L., Hollemans, G., & van Leeuwen, E.A.C. (1996). Evaluatie van de energieheffing en energiebesparing. Publicatierreeks lucht & energie (nr. 123). The Hague: VROM.
- Daamen, D.D.L., & van Leeuwen, E.A.C. (1996). Veronderstellingen, houdingen en beleidsvoorkeuren van de Nederlander betreffende de elektriciteitsvoorziening en broeikas effect. Publicatierreeks lucht & energie (nr. 125). The Hague: VROM.

Grants and scholarships

- | | |
|------|--|
| 2016 | Grassroots grant for teaching innovation. Leiden University, Faculty of Social and Behavioural Sciences. (€ 1.000,-) |
| 2014 | LPDP PhD funding, with Bramesada Prasastyoga, MSc and Dr. Fieke Harinck. Project topic: A psychological investigation and intervention of the survival mode phenomenon among micro enterprises in Indonesia. (± € 85.000,-). |
| 2015 | CvB Leiden University, part of Teacher's Academy Fellowship awarded to Dr. J. Groeneweg. Project title (in Dutch): Het meten van de invloed van onderwijs gericht op het veranderen van de attitude en gedrag van studenten ten opzichte van arbeidsmarktoriëntatie. (€ 25.000,-). |
| 2014 | LPDP PhD funding, with Omar Burhan, MSc and dr. Daan Scheepers. Project topic: The causes and consequences of nepotism in organisations. (± € 85.000,-). |
| 2013 | Nuffic NFP PhD funding, with Ali Mashuri, MSc. Project title: Dealing with separatism conflict in Indonesia: Examining an interactive model of separatism conflict de-escalation and resolution (€ 85.000,-). |
| 2011 | NWO Mosaic grant, with Katherina Alvarez, MSc, and Prof. Mark van Vugt. Project title: The social psychology of intergroup helping: Overcoming psychological obstacles to receiving aid (€ 200.000,-). |

2009	Research grant from the Panamanian research council SENACYT for studying the effectiveness and psychological consequences of different forms of help in a poverty reduction programme in Panama (€ 40.000,-).
2002	Innovation grant VENI, Netherlands Organisation for Scientific Research (NWO). Project title: Strategic and prosocial determinants of positive intergroup behaviour (€ 200.000,-).
2002	Financial support for organising International Expert Meeting, Netherlands Organisation for Scientific Research (NWO; € 4.600).
2000	International Travel Grant, Leiden University Fund (Luf).
1998	International Travel Grant, Netherlands Organisation for Scientific Research (NWO).

Awards

2012	Departmental award for excellence in teaching, VU University Amsterdam
------	--

Professional activities

2016 – present	Member of Psychology works council ('Instituutsraad'), Leiden University.
2013 – present	Secretary, Associatie van Sociaal-Psychologische Onderzoekers (ASPO; Dutch Association of Social Psychological Researchers)
2012 – 2017	Associate Editor, British Journal of Social Psychology.
2014 – 2016	Member and coordinator (since 2015) of a development team of a new teaching programme to stimulate early career orientation among university students, Leiden University
2014 – 2015	Coordinator of biannual social and organisational psychology career and alumni meetings, Leiden University.
2012 – 2014	Faculty coordinator of student research participation system, VU University Amsterdam.
2010 – 2014	Coordinator of the social psychology Master's programme, VU University Amsterdam.
2010 – 2013	Associatie van Sociaal-Psychologische Onderzoekers (ASPO; Dutch Association of Social Psychological Researchers), member of governing board.
2009 – 2010	Coordinator of the social psychology Bachelor's programme, VU University Amsterdam.
2001 – 2012	Coordinator of faculty research laboratories, VU University Amsterdam.

2001 – 2009	Faculty equipment committee, member, VU University Amsterdam.
2004 – 2009	Research master's in social psychology admission committee, member, VU University Amsterdam.
2001 – 2002	Committee for development of social psychology bachelors' programme, member, VU University Amsterdam.
2000 – 2001	Committee to relocate psychology into the science department, member, Leiden University.
1999 – 2000	Committee for allocation of departmental research funds (VCOB), member, Leiden University.

Membership

- Kurt Lewin Institute (full member)
- European Association of Social Psychology (full member)
- Dutch Association of Social Psychological Researchers (full member)

PhD supervision

B. Prasastyoga	Co-promotor. Project title: A psychological investigation and intervention of the survival mode phenomenon among micro enterprises in Indonesia. Start date: 1 February 2016.
O. Burhan	Co-promotor. Project title: The causes and consequences of nepotism in organisations. Start date: 1 September 2015.
A. Mashuri	Co-promotor. Project title: Dealing with separatism conflict. Promotor: prof. M. van Vugt. Start date: 1 September 2013.
K. Alvarez	Co-promotor. Project title: The social psychology of intergroup helping: Improving welfare through overcoming psychological obstacles to receiving aid. Promotor: prof. M. van Vugt. Start date: 1 January 2012.
P. Hopman	Co-promotor. Project title: Group members reflecting on intergroup relations. Promotor: prof. P. van Lange. Graduation date: 1 October 2010.
M. Reitsma-van Rooijen	Co-promotor. Project title: Consequences of the Linguistic Intergroup Bias: Investigation of emotional, motivational, and behavioural consequences of linguistic variations in communication. Promotor: prof. G. Semin. Graduation date: 14 February 2008.

Dissertation committees

T. James	2015. Royal Holloway University London, United Kingdom
----------	--

J. Sierksma	2015. Utrecht University, the Netherlands
D. Beudeker	2014. Leiden University, the Netherlands
R. van der Lee	2013. Leiden University, the Netherlands
J. van Raes	Catholic University Leuven, Belgium
R.J. Renes	VU University Amsterdam, the Netherlands

Teaching

2015 - present	Perspective on career planning (developer, coordinator and teacher). Lectures and workgroups in the 2 nd year of the bachelor's programme psychology (Leiden University).
2015 - present	Social psychology in organisations (developer, coordinator and teacher). Specialisation course social and organisational psychology. Lectures and workgroups in the 3 rd year of the bachelor's programme psychology (Leiden University).
2015 - present	The art of applying (guest lecturer).
2014 - present	Introduction to social and organisational psychology (teacher). Lectures introducing organisational psychology in the 1 st year of the bachelor's programme psychology (Leiden University).
2014 - present	Supervision of masters' theses and internships (Leiden University).
2014 - 2015	Organisational management (developer, coordinator and teacher). Theoretical and practical course on the science of managing organisations. Master social and organisational psychology (Leiden University).
2014	Social judgement and decision making (teacher). Thematic workgroup writing a research proposal. Bachelor psychology (Leiden University).
2012 - 2014	Academic presentation skills (developer, coordinator and teacher). Research Master's in social psychology, year 1 (VU University Amsterdam). ± 15 students. Mean evaluations (5-point scale): course content: 4,82, teacher: 4,91.
2007 - 2014	The social animal (developer, coordinator and teacher). Thematic course on group processes. Bachelor psychology, year 2 (VU University Amsterdam). ± 25 students. Mean evaluations (5-point scale): course content: 4,20, teacher: 4,52.
2006 - 2014	Group processes (developer, coordinator and teacher). Theoretical course on group processes and intergroup relations. Research Master's in social psychology, year 2 (VU University Amsterdam). ± 15 students. Mean evaluations (5-point scale): course content: 4,08, teacher: 4,33.

2003 - 2014	Supervision or research projects. Research Master's in social psychology, year 1 and year 2 (VU University Amsterdam).
2000 - 2014	Supervision of masters' theses and internships (VU University Amsterdam and Leiden University).
2011	Introduction to psychology (guest lecturer). Bachelor in Health Sciences, year 1 (VU University Amsterdam). ± 200 students.
2009 - 2011	Advanced research methods (developer, coordinator and teacher). Combined course for Master social psychology and Research Master's in social psychology, year 1 (VU University Amsterdam). ± 25 students. Mean evaluations (5-point scale): course content: 3.51, teacher: 4,14.
2005 - 2008	Research methods (developer, coordinator and teacher). Bachelor psychology, year 3 (VU University Amsterdam). ± 25 students. Mean evaluations (5-point scale): course content: 4,43, teacher: 4,71.
2007	Change processes in organisations (guest lecturer). Bachelor psychology, year 3 (University of Amsterdam). ± 40 students.
2001 - 2004	Group dynamics (developer, coordinator and teacher). Bachelor psychology, year 3 (VU University Amsterdam). ± 60 students.
2001	Scientific writing (teacher). Bachelor psychology, year 2 (Leiden University).
2001	Survey research (teacher). Bachelor psychology, year 2 (Leiden University). ± 25 students.
1999	Applied group dynamics (teacher). Bachelor psychology, year 3 (Leiden University). ± 20 students.
1999	Supervision or research project. Bachelor psychology, year 2 (Leiden University).
1998	Experimental programming using Authorware (co-coordinator & teacher). Course in experimental programming for ± 10 visiting students from the University of Skövde, Sweden.

International visits

2008	Short visit to University of Dundee, UK
2007	Short visit to University of Koblenz-Landau, Germany
2005	Short visit to Friedrich Schiller University, Germany
2003	Short visit to University of Queensland, Australia
2002	Short visit to Friedrich Schiller University, Germany
2000	Short visit to Australian National University, Australia
2000	Four-month visit to University of Queensland, Australia

Blogs

- 7/5/2015 Valorisatie is leuk. Appeared in ASPO nieuwsbrief mei 2015 and www.esthervanleeuwen.nl
- 21/2/2015 De paper of het paper? Appeared on www.esthervanleeuwen.nl
- 14/2/2015 Pay it forward! Appeared on www.leidenpsychologyblog.nl and www.esthervanleeuwen.nl
- 20/9/2014 Why does Russia keep sending aid convoys to Ukraine, and why does Ukraine resist? Appeared on www.leidenpsychologyblog.nl and www.esthervanleeuwen.nl

Colloquia

- May 2015 Leiden University, the Netherlands
- December 2008 University of Dundee, UK
- May 2007 University of Koblenz-Landau, Germany
- November 2004 VU University Amsterdam, the Netherlands
- May 2003 Leiden University, the Netherlands
- May 2003 Tilburg University, the Netherlands
- April 2003 The University of Queensland, Australia
- April 2002 Friedrich Schiller Universität Jena, Germany
- April 2000 The University of Queensland, Australia
- March 2000 Australia National University, Australia

Conference organisation

- December 2016 Member of organisation committee of the annual conference of the Dutch Association of Social Psychological Researchers (Associatie van Sociaal-Psychologische Onderzoekers, ASPO).
- May 2012 Member of organisation committee of departmental mini-symposium at VU University Amsterdam.
- December 2009 Member of organisation committee of the annual conference of the Dutch Association of Social Psychological Researchers (Associatie van Sociaal-Psychologische Onderzoekers, ASPO).
- September 2002 Member of organisation committee of NWO-funded Expert Meeting: "Outgroup as part of the self? The role of outgroups in self-conception and group behaviour".

Conference presentations

- van Leeuwen, E. (2014). Outgroup helping increases intergroup distinctiveness. Paper presented at the General Meeting of the European Association of Social Psychology, 9 - 12 July, Amsterdam, the Netherlands.
- van Leeuwen, E. & Mashuri, A. (2013). Helping in response to separatism. Paper presented at EASP medium sized group meeting on intergroup conflict: The cognitive, behavioral and emotional consequences of communication, 27-30 June, Soesterberg, the Netherlands.
- van Leeuwen, E. & Mashuri, A. (2012). How helping can negate separatism threat. Paper presented at SPSSI-EASP small group meeting on proactive behaviour across group boundaries, 20 November - 2 December 2012, Stony Brook, USA.
- van Leeuwen, E., & Täuber, S. (2012). The power of support. Paper presented at the small group meeting on power, control and intergroup relations, 2 - 5 July, Kazimierz Dolny, Poland.
- van Leeuwen, E. & Mashuri, A. (2012). How helping can negate separatism threat. Paper presented at the Lorentz Center workshop on ostracism, exclusion and rejection, 21-25 May, Leiden, the Netherlands.
- van Leeuwen, E., & Mashuri, A. (2012). How helping can negate separatism threat. Paper presented at the Kurt Lewin Institute conference, 10-11 May, Zeist, the Netherlands.
- van Leeuwen, E., & Homan, A. (2012). Organisational loyalty. Paper presented at the departmental mini-conference, 20 April, Amsterdam, the Netherlands.
- van Leeuwen, E. & Mashuri, A. (2011). Een gemeenschappelijke groepsidentiteit vermindert hulpverlening tussen groepen. Paper presented at the annual ASPO conference, 15-16 December, Tilburg, the Netherlands.
- van Leeuwen, E. (2011). Dealing with deviants. Paper presented at the 13th Jena workshop on intergroup relations, 1-5 July, Oppurg, Germany.
- van Leeuwen, E. (2010). Eén voor allen of allen voor één? Paper presented at the ASPO Blits conference, 16 September, Amsterdam, The Netherlands.
- van Leeuwen, E. (2010). The strategic side of outgroup helping. Paper presented at the departmental mini-conference, 26th October, Amsterdam.
- van Leeuwen, E. (2010). Outgroup helping as an impression management tool. Paper presented at the Annual Conference of the British Psychological Society, Social Psychology Section, 7 – 9 September, Winchester, UK.
- van Leeuwen, E., & Täuber, S. (2008). Intergroup helping: Strategic motives for seeking and providing help. Paper presented at the 11th Jena workshop on intergroup relations, 19-23 June, Oppurg, Germany.
- van Leeuwen, E., & Täuber, S. (2008). The strategic side of helping. Paper presented at the general meeting of the European Association for Social Psychology, 10-15 June, Opatija, Croatia.

- van Leeuwen, E., Täuber, S., Alvarez, K., & Oostenbrink, J. (2007). The ingroup serving functions of outgroup helping. Paper presented at the 10th Jena workshop on intergroup relations, 15-19 June, Oppurg, Germany.
- van Leeuwen, E., & Täuber, S. (2006). Helping as an impression management strategy: The ingroup serving functions of outgroup helping. Paper presented at the small group meeting on group-level perspectives on giving and receiving help, 4-6 October, Kiel, Germany.
- van Leeuwen, E. (2006). Restoring identity through intergroup helping: Beliefs about international aid in response to the December 2004 tsunami. Paper presented at the SPSSI 2006 biannual convention 'Social Justice: Research, Action, and Policy', 22-25 June, Long Beach, California, US.
- van Leeuwen, E., & Oostenbrink, J. (2005). The effects of meta-stereotypes and audience on intergroup helping. Paper presented at the 14th General Meeting of the European Association for Social Psychology, 19-23rd July, Wuerzburg, Germany.
- van Leeuwen, E. (2005). Helping outgroup members: An impression management strategy. Paper presented at the KNAW Academy Colloquium 'Social Identity in Organizations', 8 – 10 June, Amsterdam, the Netherlands.
- van Leeuwen, E. (2004). Helping outgroup members: Strategy or morality? Paper presented at the conference of the British Psychological Society, 1 – 3 September, Liverpool, United Kingdom.
- van Leeuwen, E., & Schaapman, M. (2003). Subgroups in social dilemmas: Does subgroup prototypicality lead to cooperation or greed? Paper presented at the 6th Jena meeting on intergroup processes, Oppurg, Germany.
- van Leeuwen, E., & Täuber, S. (2002). Hulp vragen en geven tussen groepen. Paper presented at the annual conference of the Associatie voor Sociaal Psychologische Onderzoekers (ASPO), Utrecht, the Netherlands.
- van Leeuwen, E., van Knippenberg, D., Ellemers, N., & Täuber, S. (2002). After the merger: From reducing resistance to promoting performance and helping. Paper presented at the 13th General Meeting of the European Association for Social Psychology, 26-29 June, San Sebastian, Spain.
- van Leeuwen, E., van Knippenberg, D., Ellemers, N., & Täuber, S. (2002). Combining groups into one: Identification, performance, and helping. Paper presented at an EAESP funded Small Group Meeting on inter- and intra-group differentiation, Porto, Portugal.
- van Leeuwen, E., van Knippenberg, D., & Ellemers, N. (2001). Continuing and changing group identities: The effects of merging on social identification and ingroup bias. Paper presented at the conference of the European Association for Work and Organisational Psychology, Prague, Check Republic.
- van Leeuwen, E., van Knippenberg, D., & Ellemers, N. (2001). Preserving distinctiveness when two groups merge. Paper presented at the conference of the Kurt Lewin Institute, Zeist.
- van Leeuwen, E., van Knippenberg, D., & Ellemers, N. (2000). Preserving identity in times of change: The effects of subgroup distinctiveness in asymmetric mergers. Paper

- presented at a Small Group Meeting on Social Identity Processes in Organisations, Amsterdam, the Netherlands.
- van Leeuwen, E., van Knippenberg, D., & Ellemers, N. (2000). Harmony and conflict after asymmetric mergers. Paper presented at the 3rd Jena meeting on intergroup processes, Jena, Germany.
- van Leeuwen, E., van Knippenberg, D., & Ellemers, N. (2000). Social identification after asymmetric mergers: The role of representation in the merger group. Paper presented at the annual meeting of the Society for Australasian Social Psychologists, Fremantle, Australia.
- van Leeuwen, E., van Knippenberg, D., & Ellemers, N. (1999). The effects of integration on post-merger identification. Paper presented at the 12th General Meeting of the European Association for Social Psychology, Oxford, UK.
- van Leeuwen, E., van Knippenberg, D., Ellemers, N., & Wilke, H. (1999). Issues of external validity in organisational research. Paper presented at a biannual meeting of the Kurt Lewin Institute, Soesterberg, the Netherlands.
- van Leeuwen, E., van Knippenberg, D., & Wilke, H. (1998). Sociale identificatie na fusie: De tegenstrijdige effecten van vóór-fusie identificatie op identificatie met de fusiegroep. Paper presented at the annual conference of the Associatie voor Sociaal Psychologische Onderzoekers (ASPO), Amsterdam, The Netherlands.
- van Leeuwen, E., & van Knippenberg, D. (1997). Sociale waarde oriëntaties en groepsmotivatieverliezen. Paper presented at a biannual conference of the Kurt Lewin Institute, Beekbergen, the Netherlands.
- van Leeuwen, E., & van Knippenberg, D. (1996). Goal setting en groepsmotivatieverliezen: Een vergelijking van prestaties op individuele en groepstaken. Paper presented at the annual conference of the Associatie voor Sociaal Psychologische Onderzoekers (ASPO), Leiden, the Netherlands.
- van Leeuwen, E., & Daamen, D. (1995). Publieksoordelen over energiewinning in Nederland. Paper presented at the biannual conference of the werkgroep voor Sociaal Wetenschappelijk onderzoek voor Milieu en Energie (SWOME), The Hague, the Netherlands.
- van Leeuwen, E., & Staats, H. (1992). An informational approach to energy preservation in office buildings. Paper presented at the biannual conference of the werkgroep voor Sociaal Wetenschappelijk onderzoek voor Milieu en Energie (SWOME), Leiden, the Netherlands.