

EAWOP President Election Statement

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Dear Members of the EAWOP Executive Committee,

I would like to submit my application to become the President of the European Association of Work and Organisational Psychology (EAWOP). I have been EAWOP member since 1997, have served as an associate editor of European Journal of Work and Organisational Psychology (EJWOP) for six years, and have delivered several keynote presentations at the EAWOP Congress, Summer School and Worklab. I fully support EAWOP's mission to promote work and organisational psychology in Europe. My mission as president will be to increase the impact of EAWOP and of the discipline of work and organizational psychology in science and society by stimulating high-quality research and providing clear, evidence-based solutions to contemporary organizational/societal problems. With this letter and my short bio **you will see why I consider myself able to fulfill this role and to work towards the realization of my vision.**

I am currently Full Professor of Organisational Behavior and Human Decision Processes in the Dept. of Industrial Engineering & Innovation, at Eindhoven University of Technology, The Netherlands, where I have held academic positions since 2009. I hold a Diploma in Psychology from the University of Crete, and a PhD in work and organisational psychology from the Carl von Ossietzky University Oldenburg. I have been the head of the Human Performance Management Group (of +20 employees) and currently I am the Chief Diversity Officer (CDO) of Eindhoven University of Technology. My colleagues would describe my leadership style as fair, empowering, providing resources to employees but as stimulating efficiency and understanding the political games. In my role as CDO I advise the executive board of the university on how to increase diversity and inclusion in our technology university. Upon my advice, the university introduced the Irene Curie Fellowship which can be considered as a drastic intervention as it opened 100% of the vacancies exclusively for female academics for the first 6 months. Since October 2022, I am a member of the governance committee for Tilburg university. My role here is to reflect on the policy of the university but also to make sure that the university fulfills its academic, educational and organizational goals.

Next to my experience in leadership, my own career and research is an example of impactful research. The JD-R model, which I developed during my PhD, not only has guided my own research but also belongs among the most impactful theories in work and organizational psychology. The theory is not only impactful in science (which can be objectified through the number of citations) but also in practice, as e.g. in The Netherlands it is used by the labor inspection to evaluate the quality of jobs. My work is published in various high impact journals including both EAWOP journals (EJWOP and Organisational Psychology Review). In addition to my intervention research on job crafting, I developed an online training tool to improve employees' wellbeing and performance during the pandemic. I am therefore aware of the challenges of such research and feel capable to motivate others to follow my example.

I let myself be inspired by grant societal challenges and organizational problems and design and investigate evidence-based solutions that can be implemented. This requires contact with organizations and societal partners, implementing high-quality research and collaborating with junior and senior scholars. Also taking advantage of the European context with high social security, diversity in cultures and the democratic but also political rules, are important issues that EAWOP needs to consider in order to increase its impact. All these represent elements that I plan to use in my role as president.

I am passionate to use my expertise and together with the members of EAWOP to contribute to increasing the impact of both the association and the discipline of work and organizational psychology. I would be honored to get the support of EAWOP members in terms of my candidacy and the role as the president. This would give me the opportunity to reciprocate to EAWOP all the benefits I received from participating in the activities of EAWOP.

Yours sincerely,