

# Dr. *Erdem* Ozan Meral

University of Amsterdam, Department of Psychology  
Work & Organizational Psychology Research Groups  
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## Professional Experience

2024-present **University of Amsterdam (NL)**. Assistant Professor, Department of Psychology.  
2022-2024 **University of Amsterdam (NL)**. Postdoctoral researcher, Department of Psychology.  
2017-2023 **Tilburg University (NL)**. PhD student, Department of Social Psychology.  
2015-2017 **Boğaziçi University (TR)**. Teaching and research assistant, Department of Psychology.  
2014 **TOBB University (TR)**. Research Assistant (April-July), Cognitive Psychology Laboratory.  
2013 **Human Rights in Mental Health Initiative (TR)**. Internship (June-July).

## Education

2017-2023 **Tilburg University (NL)**. PhD in Social Psychology.  
*Supervisors: Prof. Dr. Ilja van Beest, Prof Dr. Eric van Dijk, Dr. Donging Ren, Dr. Yvette van Osch*  
2014-2017 **Boğaziçi University (TR)**. M.A. in Psychological Sciences.  
2009-2014 **Middle East Technical University (TR)**. B.Sc. in Psychology.

### ADDITIONAL TRAINING

2020 European Association of Social Psychology (EASP) Summer School 2020. Social Cognition Workshop

## Grants & Awards

2024 Best Dissertation in Social Psychology 2023 by ASPO (Associatie van Sociaal Psychologische Onderzoekers)  
2023 Small Research Grant by A Sustainable Future initiative (ASF), financed by the faculty of Economics & Business at the University of Amsterdam (NL) (received by Moore, H. L. & **Meral, E. O.**)  
2022 Society for Personality and Social Psychology, Graduate Registration Stipend  
2020 EASP Seedcorn Summer School Grant (received by the research group: Valmori, A., **Meral, E. O.**, Hale, ML., under the supervision of Rusconi, P., Brambilla, M.)  
2019 Society for the Improvement of Psychological Science, travel award  
2014 Middle East Technical University, High Honor Student

## Research

### PUBLICAITONS

2025 Witmer, J., Rosenbusch, H., **Meral, E. O.** (2025). The relative importance of looks, height, job, bio, intelligence, and homophily in online dating: A conjoint analysis *Visual Cognition*. <https://doi.org/10.1016/j.chbr.2024.100579>

- 2024 Valmori, A., **Meral, E. O.**, Hale, ML., Rusconi, P., Brambilla, M. (2024). On the influence of implicit race attitudes on trustworthiness judgments: An investigation of the race and gender intersection. *Visual Cognition*. <https://doi.org/10.1080/13506285.2024.2315800>
- 2023 **Meral, E. O.** (2023) Talking about belonging: Whether, why, and how people talk about social exclusion. *Doctoral dissertation*, [link](#).
- 2023 **Meral, E. O.**, Ren, D. , van Osch, Y., van Dijk, E., van Beest, I. (2023). Do targets of ostracism truthfully communicate their emotional reactions to sources? *Acta Psychologica*, 237, 103956. <https://doi.org/10.1016/j.actpsy.2023.103956>.
- 2023 **Meral, E. O.**, Vranjes, I., van Osch, Y., Ren, D., van Beest, I. (2023). Intent, intensity and ambiguity: Appraisals of workplace ostracism and coping responses. *Aggressive Behavior*, 49, 127-140. <https://doi.org/10.1002/ab.22060>.
- 2023 **Meral, E. O.**, van Beest, I., Karaduman, C. (2023). Raising awareness about social exclusion in schools through experiential learning. *Social Psychology of Education*, 26, 367-381. <https://doi.org/10.1007/s11218-022-09746-y>.
- 2022 Jaeger, B.\*, **Meral, E. O.\***, (2022). Who can be fooled? Modeling perceptions of gullibility from faces. *Social Cognition*, 40(2), 127-149, <https://doi.org/10.1521/soco.2022.40.2.127>. [postprint](#). \*equal contributions
- 2021 **Meral, E. O.**, van Osch, Y. ,Ren, D. , van Dijk, E., van Beest, I. (2021). The anticipated social cost of disclosing a rejection experience. *European Journal of Social Psychology*, 51(7), 1181-1197 [link](#)
- 2018 Saribay, S. A., Biten, A. F., **Meral, E. O.**, Aldan, P., Třebický, V., & Kleisner, K. (2018). The Bogazici face database: Standardized photographs of Turkish faces with supporting materials. *PloS one*, 13(2), e0192018. [link](#)

#### PREPRINTS & UNDER REVIEW

- under review **Meral, E. O.**, Moore, H. L., den Hartog, D. N., Homan, A. C., van Kleef, G. A. A scoping review of research on social dynamics of unethical behavior: Misalignment of theory and methods and how to fix it
- under review **Meral, E. O.**, Moss-Racusin, C. A., & van der Toorn, J. More biased, yet more informed? Documenting me-search stigma primarily inked to researchers' own group memberships
- 2022 **Meral, E. O.**, Rosenbusch, H., Kip, A., Ren, D., van Dijk, E., & van Beest, I. (2022). Social Ball: An immersive research paradigm to study social ostracism. <https://doi.org/10.31234/osf.io/v8kwx>

#### ONGOING WORK & IN PREP

- in prep Moore, H. L., **Meral, E. O.**, Homan, A. C., den Hartog, D., & van Kleef, G. A. The ripple effect of unethical behavior in organizations: A systematic review
- ongoing Vranjes, I., & **Meral, E. O.** Ain't no evidence strong enough: What influences believability of sexual harassment claims.

#### CONFERENCE PRESENTATIONS

- 2024 **Meral, E. O.**, & Moore, H. L. (July, 2024). Misaligned theory and operationalization: A scoping review on social dynamics of unethical behaviors. In Academy of Management Proceedings (Vol. 2024, No. 1, p. 19155). Valhalla, NY 10595: Academy of Management.
- 2024 Moore, H. L., **Meral, E. O.**, Homan, A. C., den Hartog, D., & van Kleef, G. A. (June, 2024) The ripple effect of unethical behavior in organizations: A systematic review Talk presented at the 16th European Association of Occupational Health Psychology (EAOHP) in Granada, Spain.

- 2024 **Meral, E. O.**, Moss-Racusin, C. A., & van der Toorn, J. (February, 2024). Me-search matters: Queer researchers, bias, and social justice. Talk presented at The Society for Personality and Social Psychology (SPSP) Pre-Conference on "Advancing LGBTQ+ Research."
- 2023 **Meral, E. O.** & Kip, A. (July, 2023). Co-discussant at the Symposium titled "Social exclusion, ostracism, and rejection research - Part I" at the 19th General Meeting of The European Association of Social Psychology (EASP). Kraków, Poland.
- 2023 **Meral, E. O.**, van der Toorn, J., & Moss-Racusin, C. A. (June, 2023). More biased yet more informed: Perceptions of lesbian and gay "me-searchers." Talk presented at The LGBTQI+ Studies PreConference at the 19th General Meeting of The European Association of Social Psychology (EASP). Kraków, Poland.
- 2022 **Meral, E. O.**, van Osch, Y., Ren, D., van Dijk, E., & van Beest, I. (June, 2022). Interpersonal communication: An overlooked response in social exclusion research. Talk presented at the annual ASPO conference - summer event (Associatie van Sociaal Psychologische Onderzoekers). Tilburg, The Netherlands.
- 2019 **Meral, E. O.**, van Osch, Y., Ren, D., van Dijk, E., van Beest, I. (December, 2019). Social sharing of rejection: Targets perceive talking about rejection as a costly undertaking. Talk presented at the symposium on "Inclusion and exclusion: Many facets of the need to belong" at the annual ASPO conference (Associatie van Sociaal Psychologische Onderzoekers). Wageningen, The Netherlands. (*Symposium co-chair*.)
- 2018 **Meral, E. O.**, Ren, D., van Osch, Y., van Dijk, E., van Beest, I. (December, 2018). Reluctant communication of social exclusion. Talk presented at the symposium on "Inclusion and exclusion: How the need to belong shapes social life" at the annual ASPO conference (Associatie van Sociaal Psychologische Onderzoekers). Nijmegen, The Netherlands. (*Symposium co-chair*.)
- 2017 **Meral, E. O.**, Saribay, A., Ayhan, I., Dotsch, R. (December, 2017). Mental representations of gay men: The role of willingness to contact and disgust sensitivity. Talk presented at the symposium on "Social Face Perception" at the annual ASPO conference (Associatie van Sociaal Psychologische Onderzoekers). Amsterdam, The Netherlands.

#### POSTER PRESENTATIONS

- 2024 **Meral, E. O.**, Moore, H. L., Homan, A. C., den Hartog, D., & van Kleef, G. A. (June, 2024) (Mis)aligned theorizing and operationalizing: A scoping review of work on the social dynamics of unethical behaviors. Poster presented at the 16th European Association of Occupational Health Psychology (EAOHP) in Granada, Spain.
- 2024 **Meral, E. O.**, Moore, H. L., Homan, A. C., den Hartog, D., & van Kleef, G. A. (May, 2024). Misaligned theorizing and operationalizing: A scoping review of work on the social dynamics of unethical behaviors. Poster presented at the Kurt Lewin (KLI) Conference. Utrecht, The Netherlands.
- 2023 **Meral, E. O.**, Rosenbusch, H., Kip, A., Ren, D., van Dijk, E., & van Beest, I. (July, 2023). Social Ball: An immersive research paradigm to study social ostracism. Poster presentation at the 19th General Meeting of The European Association of Social Psychology (EASP). Kraków, Poland.
- 2022 **Meral, E. O.**, Vranjes, I., van Osch, Y., Ren, D., van Beest, I. (February, 2022). Intent, intensity and ambiguity: Appraisals of workplace ostracism relate to coping. Poster presentation at the annual SPSP Convention (Society for Personality and Social Psychology).
- 2021 **Meral, E. O.**, Ren, D., van Osch, Y., van Dijk, E., van Beest, I. (February, 2021). Gaming emotions after social exclusion. Poster presentation at the annual SPSP Convention (Society for Personality and Social Psychology).
- 2020 **Meral, E. O.**, van Osch, Y., Ren, D., van Dijk, E., van Beest, I. (July, 2020). Talking about rejection is costly. Poster presentation at the General Meeting of EASP (European Association of Social Psychology). Krakow, Poland. (*Meeting postponed due to Covid-19*)

- 2017 **Meral, E. O.**, Abacioglu, C., Gunaydin, G., & Selcuk, E. (July, 2017). Width or Weight? Facial adiposity accounts for width-to-height ratio's association with trustworthiness but not aggression. Poster presentation at the 18th General Meeting of The European Association of Social Psychology (EASP). Granada, Spain.
- 2016 **Meral, E. O.**, Yildirim, I., & Boduroglu, A. (November, 2016) Are individual and mean identity representations immune to changes in emotional expressions? Poster presentation at the Annual Meeting of Object Perception, Attention and Memory (OPAM), Boston, MA.

## Teaching

### SUPERVISION

- 2017-present Master theses (x7 @UvA), Bachelor theses (x16 @TiU), Psychological research internship groups (x4 @TiU), Voluntary Research Internship (x5 @TiU)

### COURSES

- 2024-2025 Current Topics: Equity, Diversity, and Inclusion in the Workplace @University of Amsterdam
- 2024-2025 Teams in Organizations @University of Amsterdam
- 2021-2022 Cross-Cultural Skills (master-level) @Tilburg School of Economics and Management

### SEMINARS @ TILBURG UNIVERSITY, DEPARTMENT OF SOCIAL PSYCHOLOGY

- 2019-2021 Work Psychology (x2)
- 2017-2021 Group Dynamics (x4)
- 2017-2019 Introduction to Psychology for International Students (x2)
- 2017-2019 Social Cognition (x3)

### TEACHING ASSISTANTSHIP @ BOĞAZIÇI UNIVERSITY

- 2015-2017 Experimental Psychology (x4), Introduction to Psychology II, Life Span Development

## Services, Valorization, & Memberships

### COMMITTEES & SERVICES

- 2023-present (Inter)national guest committee at Work and Organizational Psychology group, UvA
- 2018-2020 Tilburg School of Social and Behavioral Sciences PhD Council
- 2018-2020 ASPO Dissertation Award Committee - member and co-chair

### AD-HOC REVIEWER

European Journal of Social Psychology, Journal of Managerial Psychology, Journal of Experimental Social Psychology, Personality and Social Psychology Bulletin, Social Psychology, Time-sharing Experiments for the Social Sciences (TESS), Heliyon, Personality and Individual Differences, Acta Psychologica, Cogent Psychology, Team Performance Management, Computers in Human Behaviors Reports, Journal of Further and Higher Education.

## OUTREACH

- 2022 **Meral, E. O.** Will talking about rejection get you rejected? (*SPSP, Character & Context Blog*). [link](#)
- 2021 **Meral, E. O.**, van Der Toorn, J. (2021) LGBTQ+ Employee Resource Groups: What does the science say? (*New Horizons Online*). [link](#)

## PROFESSIONAL MEMBERSHIPS

- current Academy of Management (AOM), Kurt Lewin Institute (KLI), Society for the Psychological Study of Social Issues (SPSSI), Society for Personality and Social Psychology (SPSP)

## Skills

- Data collection & Study design Lab & online experiments: Prolific, Qualtrics. PsychoPy, JPsychomorph. Reverse Correlation to visualize mental representations of facial stereotypes.
- Data analysis R, SPSS, JASP, Jamovi. Power analysis, Multilevel Modeling, Bayesian Analysis.
- language Turkish (native), English (fluent), Dutch (intermediate)

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