

### Ilka Helene Gleibs

#### *Work*

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#### *Private*

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**Nationality:** German

#### **Research Interest**

Intergroup Relations, Identification and Categorisation Processes, Organisational and Social Change, Longitudinal Research Methods

#### **Education**

- June 2004 – May 2007      Ph.D.  
(thesis is handed in, viva-voce expected in June/July 2007), Friedrich Schiller University Jena  
Major Field of Study: Social Psychology  
Dissertation: "Identification Processes and Intergroup Relations in the Course of a Merger: A longitudinal Study" (Advisors: Amélie Mummendey, Peter Noack)
- 1<sup>st</sup> April 2004                  Diplom (equivalent to M.Sc.), Free University of Berlin  
Major field of study: Psychology, Minor field of study: Political Science  
Diploma Thesis: "National Identity among 14-year-old adolescence in Germany and Italy: Results of the Civic-Education-Study (IEA)" (Advisors: Ernst Hoff, Monika Keller, Detlef Oesterreich)  
Graduated 1.0 (excellent, 1)
- August 2000 - April 2001      Roskilde University Center (Denmark)  
Study project: "Identity in relation to work context" (Supervisor: Finn Bjerke)
- 27<sup>th</sup> July 2000                  Vordiplom (equivalent to B.Sc.)  
Major Field: Psychology  
Graduated 1.4 (excellent, 1)
- 1997 - 1998                      German and English Literature, Philosophy, Carl-von-Ossietzky University, Oldenburg
- 11<sup>th</sup> June 1997                  Abitur (High-school degree)  
Main subjects: German Literature, Politics, Mathematics and Religious Studies  
Gymnasium Ulricianum, Aurich  
Graduated 1.7 (very good, upper 2<sup>nd</sup> )

#### **Professional experiences**

- June 2007-                      Post-doctoral Fellow, International Graduate College "Cooperation and Conflict between Social Groups" (University Jena, University of Sussex, University of Kent at Canterbury and Université Catholique de Louvain)
- June 2004 – May 2007      Graduate Fellow, International Graduate College "Cooperation and Conflict between Social Groups" (University Jena, University of Sussex, University of Kent at Canterbury and Université Catholique de Louvain)
- January 2007                      Organisation "Career Development Workshop" for IGC, 17<sup>th</sup> January held by

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	Dr. Stützer
May 2006 - January 2007	Spokes person for the International Graduate College Fellows
May - June 2006	Research Visit, University of Sussex and University of Kent at Canterbury
2006	Organisation of Graduate Conference of the Section Social Psychology (German Association of Psychology), 19 <sup>th</sup> -21 <sup>st</sup> May
February 2006	Research Visit, Centre for Research on Group Processes, University of Queensland, Brisbane (Australia)
May 2002 - May 2004	Research Assistant at the Max Planck Institute for Human Development, Centre for Educational Research/ Civic Education Project under supervision of Dr. Detlef Oesterreich
November 2001 - May 2002	Research Assistant at the Max Planck Institute for Human Development, Centre for Adaptive Behavior, and Cognition under supervision of Dr. Markus Raab
2000 - 2001	Collaboration at the "International Office" at Roskilde University Centre (Denmark)
2000	Research Stage at the Max Planck Institute for Human Development, Centre for Adaptive, Behavior, and Cognition, under supervision of Dr. Barnaby Marsh
1999	Internship at the Counseling Centre for Children, Adolescence and Parents of the workers' welfare organisation (AWO), Aurich
1994	Internship at the "Cornish Guardian", Newquay (UK)

### Teaching Experience

May 2007	"Multilevel models for change"- Seminar held for the International Graduates College method seminar, Graduate Student Course
2006/2007	Introduction to "Theories and Applications of Social Psychology", Undergraduate Course
2005	Introduction to "Positive and Negative Relations between Social Groups", Undergraduate Course

### Publications

#### I. Publications and Submitted Publications

Gleibs, I., Mummendey, A., & Noack, P. (2007). Predictors of changes in post-merger identification throughout a merger process: A longitudinal study. Manuscript submitted for publication.

Gleibs, I., Noack, P., & Mummendey, A. (2007). Antecedents and consequences of ingroup bias throughout a merger. Evidence from a longitudinal study. Manuscript submitted for publication.

Gleibs, I. (2004). Nationale Identität und Fremdenfeindlichkeit bei Jugendlichen in Deutschland und Italien. [National Identity and Xenophobia among adolescence in Germany and Italy.] Villa Vigoni. Memoranda. Special Edition, VIII, 4, pp. 161-177.

Raab, M., & Gleibs, I. (2002). Das Hot-hand-Phänomen: Warum glauben Zuschauer, Spieler und Trainer, dass Erfolg Erfolg zeugt und Niederlagen Niederlagen? [The hot hand phenomenon. Why spectators, sportsmen, and coaches believe that success follows success and failure failure] In B. Strauß, M. Tietjens, N. Hagemann & A. Stachelhaus (Hrsg.), Expertise im Sport: Lehren – lernen – leisten [Expert's report in Sports: Teaching – learning – performing] (pp. 221-222). Köln: bps-Verlag.

#### II. Manuscripts in preparation

Bianchi, M., Gleibs, I., & Steffens, M. (2007). The level of abstraction and ingroup projection- evidences from IAT's. In preparation; planned submission July 2007

Gleibs, I., Täuber, S., & Viki, G.T. (2007). What we get is what we want? The effect of announced and desired merger pattern on merger support, planned submission early 2007

#### III. Presentations and Posters

Gleibs, I. (2007, September). Chair Symposium "Social Identity at Work", 11<sup>th</sup> Meeting of the Section Social Psychology of the German Psychology Association. Freiburg (Germany)

Paper will be presented: Ingroup bias and a positive stance on a merger- evidence from a longitudinal study.

Gleibs, I., Mummendey, A., & Noack, P. (2007, June). Antecedences and consequences of in-group bias throughout a merger: A longitudinal study. Paper will be present at the 10<sup>th</sup> Jena Meeting of Intergroup Processes, Oppurg (Germany)

Gleibs, I., Mummendey, A., & Noack, P. (2007, January). "To be or to become?"- Change of organizational identification during a merger. Poster presented at the 8<sup>th</sup> Annual Meeting of the Society of Personality and Social Psychology

Täuber, S., Gleibs, I., & Viki, G.T. (2007, January). "What we get is what we want?"- Fit of perceived and desired merger pattern as a predictor of merger support. Poster presented at the 8<sup>th</sup> Annual Meeting of the Society of Personality and Social Psychology

Gleibs, I., Mummendey, A., & Noack, P. (2006, September). Veränderung von organisationaler Identifikation nach einer Fusion- eine längsschnittliche Untersuchung. [Changing organizational identification after a merger- a longitudinal approach]. Paper presented at the 45<sup>th</sup> Meeting of the German Psychology Association, Nürnberg (Germany)

Gleibs, I., Mummendey, A., & Noack, P. (2006, July). Perceived and desired merger patterns as predictors for merger support. Paper presented at the 9<sup>th</sup> Jena Meeting of Intergroup Processes, Oppurg (Germany)

Gleibs, I. (2006, June). Identification matters? Identification processes throughout a merger- a longitudinal field study. Paper presented at the Social, Economic, and Organisational Psychology Research Group, University of Exeter, June 8<sup>th</sup> 2006, Exeter (UK)

Gleibs, I. (2006, February). A royal match? Intergroup Relations in the course of a merger. Paper presented at the Centre for Research on Group Processes, University of Queensland, February 24<sup>th</sup> 2006, Brisbane (Australia)

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Gleibs, I., Mummendey, A., & Noack, P. (2005, September). Beziehungen zwischen Gruppen während einer Fusion. [Intergroup Relations throughout a merger]. Poster presented at the 10<sup>th</sup> Meeting of the Section Social Psychology of the German Psychology Association. Jena (Germany)

Gleibs, I., Mummendey, A., & Noack, P. (2005, September). Veränderung von organisationaler Identifikation während einer Fusion. [Changing organizational identification throughout a merger]. Poster presented at the 4<sup>th</sup> Meeting of the Section Work and Organisational Psychology of the German Psychology Association. Bonn (Germany)

Gleibs, I. (2005, May). "The times they are a-changing?" Intergroup Relations in the course of a merger. Paper presented at the 6<sup>th</sup> Inter-University Graduate Conference, Corpus Christi College, Cambridge (UK)

Gleibs, I., & Oesterreich, D. (2003, July). National Identification among 14-year-old students in Germany and Italy. Paper presented at the 26<sup>th</sup> Annual Meeting of the International Society of Political Psychology, Boston (USA)

### Awards, Grants, and Fellowships

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|-------------|---|
| 2007        | 3rd prize from the <i>Deutscher Studienpreis</i> (German Students Award) on "Focus on people? Concepts, models and ideas on how reconcile work with life" (a nation-wide interdisciplinary research competition provided by the Körber-Stiftung, Germany) |
| 2007        | Student Travel Award awarded by the Society for Personality and Social Psychology (SPSP) to attend 8 <sup>th</sup> Annual SPSP Meeting in Memphis, Tennessee (USA)  |
| 2007        | Post-doctoral Fellowship of the German Research Foundation  |
| 2004 – 2007 | Doctoral Fellowship of the German Research Foundation   |
| 2003        | Travel Grant from the Villa Vigoni (German-Italian Cultural Centre) for 1 <sup>st</sup> European Interdisciplinary Graduate Seminar: Patriotism-National Conscience and European Identity, Menaggio (Italy)   |
| 2002        | Scholarship from L'Instituto Trentino di Cultura; for "Corsi internazionali estivi di Lingua Italiana" [International Summer Courses for the Italian Language], Levico Terme (Italy)  |
| 2000 – 2001 | ERASMUS-scholarship to study at the Roskilde Universitetcenter (Denmark)  |

### Summer Schools, Workshops and Consultation Seminars (selected)

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| 2006 | 5 <sup>th</sup> IGC Consultation Seminar, with Prof. Crisp, Dr. Leach, Dr. P. Rodriguez  |
| 2006 | Workshop on Meta-Analysis conducted by Paige Muellerleile, 4 <sup>th</sup> - 5 <sup>th</sup> November 2006, University of Kent at Canterbury (UK)  |
| 2006 | 4 <sup>th</sup> IGC Summer School, "Threat to Ingroup and Social Identity", Course: Managing Threat through Emotion and Emotion-Based Action, Advisors: Russell Spears, Colin W. Leach, 18 <sup>th</sup> - 25 <sup>th</sup> April 2006, Villa Vigoni, Menaggio (Italy) |
| 2006 | 2 <sup>nd</sup> Australasian Summer School in Social Psychology, Course: Responses to Disadvantage and/or privileged, Advisors: Michael Schmitt, Michelle Ryan, 3 <sup>rd</sup> - 8 <sup>th</sup> February 2006, Kiola (Australia)                                     |
| 2005 | 4 <sup>th</sup> IGC Consultation Seminar, with Dr. M. Hornsey, Prof. J. Jetten, Dr. C. Leach, Prof. D. van Knippenberg   |
| 2004 | 3 <sup>rd</sup> IGC Consultation Seminar, with Prof. R. Brown, Prof. J. Jetten, Dr. C. Leach, Prof. Smith, September 20 <sup>th</sup> -21 <sup>st</sup> 2004, University of Sussex   |

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- 2004 Workshop on SEM conducted by Ron Bond, September 17<sup>th</sup>-19<sup>th</sup> 2004, University of Sussex (UK)
- 2004 3<sup>rd</sup> IGC Summer School "Stability and Change in intergroup relations", Course: Dilemma in Social Change, Advisors: Stephen C. Wright, Amélie Mummendey, 24<sup>th</sup> - 30<sup>th</sup> June 2004, Luckenwalde (Germany)
- 2004 2<sup>nd</sup> European Interdisciplinary Graduate Seminar: Identity in Europe-European Identity, 6<sup>th</sup> -10<sup>th</sup> June 2004, Villa Vigoni, Menaggio (Italy)
- 2003 1<sup>st</sup> European Interdisciplinary Graduate Seminar: Patriotism-National Conscience and European Identity, 9<sup>th</sup> - 13<sup>th</sup> June 2003, Villa Vigoni, Menaggio (Italy)
- 2003 Workshop - Social Construction: On the Cutting Edge of Theory and Practice. Conducted by Kenneth J. Gergen, 13<sup>th</sup> - 14<sup>th</sup> October 2003, Wilhemshaven (Germany)

### Association Membership

- 2005 - present European Association of Experimental Social Psychology (EAESP)
- 2005 - present Society for Personality and Social Psychology (SPSP)

### Volunteer experiences

- 1999 Woodlands Network, Bandarawela (Sri Lanka)

### Language Skills

- German Mother Tongue
- English Proficient User
- Italian Independent User
- Danish Basic user

### Computer Skills and Statistical Packages

SPSS, AMOS, HLM, Microsoft Office Package, Internet Applications, Online Survey Software (Unipark)

### Referees

Prof. Amélie Mummendey, University of Jena, Institute of Social Psychology, Humboldtstr. 26, 07743 Jena (Germany), Tel.: +49-(0)3641-945251, amelie.mummendey@uni-jena.de

Prof. Peter Noack, University of Jena, Institute of Educational Psychology, Humboldtstr. 27, 07743 Jena (Germany), Tel.: +49-(0)3641-94524, peter.noack@uni-jena.de

Dr. G.T. Viki, Department of Psychology, Keynes College, The University of Kent at Canterbury, Canterbury, Kent (UK), Tel.:+44-1227824110, g.t.viki@kent.ac.uk