

## Curriculum Vitae

### Jorg Johannes Maria Massen, Ph.D.

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### Current positions:

Associate Professor, Animal Behaviour and Cognition Group, Utrecht University.  
ORCID: 0000-0002-1630-9606

<http://www.jorgmassen.com>

[https://www.researchgate.net/profile/Jorg\\_Massen](https://www.researchgate.net/profile/Jorg_Massen)

<http://scholar.google.nl/citations?user=DfseeVQAAAAJ&hl=nl>

### PERSONAL

Place of birth Sittard, The Netherlands  
Date of birth 13 March 1981  
Citizenship Dutch  
Family status Married to Kim Dusch,  
Father of Ole Mas Dusch (born 8 Feb. 2017) and Lou Sen Dusch (21 Nov. 2018)

### EDUCATION

2026 **Senior Research Qualification**, (SKOz: Senior Kwalificatie Onderzoek), Department of Biology, Utrecht University, The Netherlands.  
2022 **University Teaching Qualification**, (BKO: Basis Kwalificatie Onderwijs), Department of Biology, Utrecht University, The Netherlands.  
2006-2010 Ph.D. in **Behavioural Biology**, Utrecht University, The Netherlands.  
*Received degree on 23 June 2010.*  
2005-2006 M.Sc. **Sci. Communication**, Utrecht University, The Netherlands. *Not finished.*  
2002-2004 M.Sc. Degree in **Behavioural Ecology**, Utrecht University, The Netherlands.  
1999-2002 B.Sc. Degree in **Biology**, Utrecht University, The Netherlands.

### GRANTS & AWARDS (total amount € 2 087 928)

#### *External:*

2026 **An Open Competition ENW M Weave (NWO/DFG) grant** (in collaboration with Claudia Fichtel of the German Primate Centrum (DPZ), Göttingen): **€ 710 769** *3-year postdoc (UU) & 3-year Ph.D position (DPZ)*  
2020 Grant of the Dutch Organisation of Science (NWO) to host a Scientific Meeting in the Domain Science: **€ 8 250**  
2020 Research Grant of the Lucy Burgers Foundation for Comparative Behaviour Research, Arnhem, The Netherlands: **€ 6 021**.  
2019 Research Grant of the Dr. J.L. Dobberke Stichting voor Vergelijkende Psychologie (Foundation for Comparative Psychology), part of the Royal Dutch Academy of Sciences (KNAW): **€ 5 439**.  
2018 **Niko Tinbergen Award** of the Ethologische Gesellschaft: **€ 1 500**.  
2017 **Early Career Award**, The Cognition, Behavior & Evolution Network (CBEN), The Netherlands.  
2015 Research Grant of the Ethologisches Gesellschaft e.V.: **€ 2 000**.

- 2015 Research Grant of the International Primatological Society (IPS): € 1 320.
- 2014 Stand-alone Project of the Fonds zur Förderung der wissenschaftlichen Forschung (FWF)(Austrian Science Foundation: grantnr: P 26806): € 356 000 3-year post-doc & 3-year Ph.D position.
- 2014 **Young Investigators Award**, Faculty of Life Sciences, University of Vienna: € 7 000
- 2013 PRIMOCID grant from EUPRIM-Net under the EU contract RII3-026155 of the 6th Framework Programme: € 46 000.
- 2011 Lise Meitner Fellowship of the FWF (Austrian Science Foundation: grantnr: M 1351): € 135 000 2-year post-doc.
- 2010 Research grant of the Lucy Burgers Foundation for Comparative Behaviour Research, Arnhem, The Netherlands: € 68 000 1-year post-doc.
- 2008 Awarded **best public speaker**, Utrecht University.
- 2006 Awarded **most promising Ph.D.**, Helmholtz summer school.
- 2003 Erasmus grant for an internship abroad: € 750.

*Internal:*

- 2024 **Public Engagement Seed Fund** of Utrecht University to build a touchscreen for visitors of Avifauna for “Changing the reputation of vultures through science”: € 10 000.
- 2024 **Large Equipment Grant** of the Department of Biology (UU) allowing the AB&C group to buy a Tobii Spectrum 300Hz eye-tracker: € 28 217
- 2023 Nominated **Supervisor of the Year** of the Graduate School of Life Sciences (UU).
- 2023 Personal **starters and incentive grant** by the Ministry of Education, Culture and Science of the Netherlands: € 300 000
- 2022 Investment into establishment of an **observation post** at a newly developed Rüppell’s vulture aviary at Avifauna bird park, to allow **observational course work** of UU-students: € 25 000.
- 2022 Investment into **experimental compartments** at a newly developed Rüppell’s vulture aviary at Avifauna bird park, to allow **socio-cognitive experimental work** with said vultures: € 25 000.
- 2021 Investment of the department allowing the AB&C group to buy a **thermal camera for practical teaching**: € 12 500.

*As co-applicant*

- 2024 **Utrecht Education Incentive Fund (fUSO)** for “Combining Neurobiology and Behaviour in the Biology curriculum”, led by Ron Habets: € 16 000
- 2024 European Cooperation in Science and Technology: COST Action CA23106: “An Evolutionary View to Understanding Affective States across Species”, led by *Tom Smulders*.
- 2020 Host/Supervisor of the **Marie Skłodowska-Curie Individual Fellowship** (EU: H2020-MSCA-IF-2019) of *Debottam Bhattacharjee*: € 175 572.
- 2017 Uni:docs grant of the University of Vienna with Lisa-Claire Vanhooland: € 125 486 4-year Ph.D.-position
- 2017 Together with E. Bliss-Moreau and M.E. Kret, we were awarded a Workshop at the Lorentz Center, Leiden, NL: € 22 104

**(RESEARCH) EXPERIENCE**

- 2026 – present **Associate Professor** at the Animal Behaviour and Cognition Group, Utrecht University, The Netherlands.
- 2024 – present **Board Member** of the Dobberke Stichting voor Vergelijkende Psychologie (Dobberke Foundation for Comparative Psychology), KNAW.
- 2023 – present **Lab manager** of the **Vulture Cognition Lab**, a collaborative lab of Utrecht University, Avifauna Bird Zoo, Alphen a/d/ Rijn, and Blijdorp Zoo, Rotterdam.

- 2021 – present **Academic Editor at PeerJ.**
- 2020 – present **Board Member** of the Cognition, Behavior and Evolution Network (CBEN).
- 2019 – 2026 **Assistant Professor** at the Animal Behaviour and Cognition Group, Utrecht University, The Netherlands.
- 2024 – 2025 Member of the **Knowledge Team “Wolf”** for the **Raad voor de Dierenaangelegenheden**, the Hague, The Netherlands
- 2023 – 2024 **Member of the Departmental Advisory Committee (DAC)** of the department of **Biology, Faculty of Science**, Utrecht University, The Netherlands.
- 2016 – 2024 **Secretary General** of the **Austrian Research Center for Primatology**, Affenberg Landskron, Austria.
- 2023 – 2024 **Interim head** of the **Animal Behaviour and Cognition Group**, Utrecht University, The Netherlands.
- 2022 – 2023 **President** of the European Federation for Primatology (**EFP**).
- 2022 – 2023 **Editorial Board Member** of the “Behavior Biology” section of **Biology** (MDPI)
- 2020 – 2023 **Editorial Board Member** of the “Human-Animals Interactions, Animal Behaviour and Emotion” and the “Birds” section of **Animals** (MDPI).
- 2020 – 2023 **Member of the Advisory Committee** of the **Educational Program of Biology** (De Opleidingsadviescommissie Biologie (OAC-B)), Utrecht University.
- 2019 – 2022 **Member of the Financial Committee** of the Dutch Society of Behavioural Biology (NVG: the Nederlandse Vereniging voor Gedragsbiologie).
- 2018 – 2019 **Assistant Professor** at the Cognitive Psychology Unit, Psychology Institute, Leiden University, The Netherlands.
- 2017 **Paternity Leave** (7 months).
- 2014 – 2018 **Lab manager** of the **Azure-winged magpie lab**, UZA1, Animal care facilities, University of Vienna, Austria.
- 2014 – 2018 **Senior post-doctoral research fellow** (Universitätsassistent) at the department of Cognitive Biology, University of Vienna, Austria.
- 2014 – 2017 **Principle Investigator and Research Group Leader** at the department of Cognitive Biology, University of Vienna, AT. Project: **The evolution of prosocial concern**. Funded by a Stand-alone grant of the FWF.
- 2012 – 2014 **Post-doctoral research fellow** at the department of Cognitive Biology, University of Vienna, Austria. Project: **Cooperation, collaborators and cognition in ravens**. Funded by the Lise Meitner program of the FWF.
- 2010 – 2011 **Post-doctoral research fellow** at the department of Behavioural Biology, Utrecht University, The Netherlands; Project: **Chimpanzee pro-sociality and personality**. Funded by the Lucy Burgers Foundation for Comparative Behaviour Research, Arnhem, The Netherlands.
- 2006 – 2010 **Ph.D. candidate** at the department of Behavioural Biology, Utrecht University, The Netherlands; Project: **“That’s what friends are for.” Acceptance of underbenefiting in friendships of human and non-human primates**. Funded by an Evolution and Behaviour grant of the NWO (Dutch Organization of Science) to E.H.M. Sterck.
- 2003 – 2004 **M.Sc. Research on the development of feeding competence in wild immature orangutans**; internship at the Department of Behavioural Biology, Utrecht University, the Netherlands, in collaboration with the Borneo Orangutan Survival Foundation, Kalimantan, Indonesia.
- 2003 **M.Sc. Research on begging and provisioning of the Blue Tit (*Parus caeruleus*)**; internship at the Department of Animal Population Biology, NIOO (Netherlands Institute of Ecology), Heteren, the Netherlands.

**PUBLICATIONS** 3867 citations; h-index = 37; i10 index = 62 (Google scholar)

I have published **93 papers** in internationally peer-reviewed journals and scientific books

*Selected papers (for full list, please see publication list at the end of this C.V.):*

Bhattacharjee, D., Zijlstra, T.W., Roth, T.S., Belli, E., Calis, S., Escriche Chova, P., Cousin, E., de Jong, J.A., De Laat, E.J.A.M., Guðjónsdóttir, A.R., Janmaat, K.R.L., Jeunick, E.J., Kluiver, C., Kuijer, P., Middelburg, E., Pflüger, L.S., Schroderus, V., van Dijk, E. S. J., Verspeek, J., Waasdorp, S., Zeeman, A., Sterck, E.H.M., van Leeuwen, E.J.C. & **Massen, J.J.M.** (*accepted*). Despotism promotes dyadic cooperation through enhanced interdependencies in non-human primate societies. *Nature Communications*

Bhattacharjee, D., Guðjónsdóttir, A.R., Escriche Chova, P., Middelburg, E., Jäckels, J., de Groot, N., Wallner, B., **Massen, J.J.M.**<sup>‡</sup>, & Pflüger, L.S.<sup>‡</sup> (2024). Behavioural, physiological and genetic drivers of coping. <sup>‡</sup> *Shared senior authors. iScience*, 27(2), 108890. doi: 10.1016/j.isci.2024.108890 **9 citations**

**Massen, J.J.M.**, Hartlieb, M., Martin, J.S., Leitgeb, E.B., Hockl, J., Kocourek, M., Olkowicz, S., Osadnik, C., Verkleij, J.W., Zhang, Y., Bugnyar, T., Němec, P. & Gallup, A.C. (2021). Brain size and neuron numbers drive differences in yawn duration across mammals and birds. *Communications Biology*, 4, 503. doi: 10.1038/s42003-021-02019-y **42 citations**

Horn, L., Bugnyar T., Griesser, M., Hengl, M., Izawa, E.I., Oortwijn, T., Rössler, C., Scheer, C., Schiestl, M., Suyama, M., Taylor, A.H., Vanhooland, L.-C., vonBayern, A.M.P., Zürcher, Y. & **Massen, J.J.M.** (2020). Sex-specific effects of cooperative breeding and colonial nesting on prosociality in corvids. *eLife*, 9, e58139. doi: 10.7554/eLife.58139 **65 citations**

**Massen, J.J.M.**, Behrens, F., Martin, J.S., Stocker, M. & Brosnan, S.F. (2019). A comparative approach to affect and cooperative decision-making. *Neuroscience & Biobehavioural Reviews*, 107, 370-387. doi:10.1016/j.neurobiorev.2019.09.027. **56 citations**

**Massen, J.J.M.**, Ritter, C. & Bugnyar, T. (2015). Tolerance and reward equity predict cooperation in ravens (*Corvus corax*). *Scientific Reports*, 5, 15021. doi: 10.1038/srep15021. **155 citations**

**Massen, J.J.M.** & Koski, S.E. (2014). Chimps of a feather sit together. Chimpanzee friendships are based on homophily in personality. *Evolution and Human Behavior*, 35: 1- 8. doi: 10.1016/j.evolhumbehav.2013.08.008. **258 citations**

### **COMMISSIONS OF TRUST**

**Advisory:** German Primate Center, Thesis Advisory committee; University of Auckland, PhD defence committee & opponent; National University of Singapore, PhD defence committee & opponent; Lund University, PhD defence committee & opponent, and job applications; Utrecht University, Constitution Committee of new Chair, and PhD defence committee & opponent; Veterinary University Vienna, PhD defence committee & opponent, and PhD applications; Leiden University, PhD defence committee.

### **Academic Editor**

- PeerJ

### **Guest editor:**

Neuroscience & Biobehavioral Reviews: Special issue entitled “Building a Truly Comparative Affective Science”, together with M.E. Kret & E. Bliss-Moreau.

<https://www.sciencedirect.com/journal/neuroscience-and-biobehavioral-reviews/special-issue/10Q4N0GFXM7>

Ethology: Special issue (volume 126, issue 2) entitled “Studying the evolution of cooperation and prosociality in birds.” <https://onlinelibrary.wiley.com/toc/14390310/2020/126/2>

**Review editor:**

Frontiers in Comparative Psychology; Frontiers in Evolutionary Psychology and Neuroscience.

**Ad hoc reviewer:**Journals:

Nature Human Behavior, Nature Communications; Proceedings of the National Academy of Sciences; Current Biology; PLoS Biology; eLife; Journal of Personality and Social Psychology; Philosophical Transactions of the Royal Society of London B; Proceedings of the Royal Society of London B; Current Opinions in Behavioural Sciences; The American Naturalist; Scientific Reports; Biology Letters; Animal Cognition; PLoS ONE; Physiology and Behavior; Frontiers in Zoology; Animal Behaviour; Royal Society Open Science; American Journal of Primatology; Current Zoology; PeerJ; Behavioral Ecology; Birds; Journal of Comparative Psychology; Ethology; Behaviour; International Journal of Primatology; Journal of Visualized Experiments; Interaction Studies; Social Justice Research; Journal of Child and Adolescent Behavior; Wilson Journal of Ornithology; Evolutionary Psychological Science.

Grants:

US National Science Foundation (NSF); Swiss National Science Foundation (SNF); Deutsche Forschungsgemeinschaft (DFG; German Research Foundation); Stand-alone project- and Research Training Group (RTG) proposals; The Leakey Foundation, SA; The Natural Environment Research Council of the UK (NERC); Graduate Women in Science (GWIS), USA.

**COLLABORATIONS**

**Prof. Dr. T (Thomas) Bugnyar**, Professor at the Cognitive Biology department, University of Vienna, Austria. Topic: **Social Cognition of Corvids**.

**Dr. A.C. (Andrew) Gallup**, Assistant Professor of Psychology Program at SUNY College at Oneonta, NY, USA. Topic: **Functional Explanations of Contagious Yawning**.

**Prof. Dr. M.E. (Mariska) Kret**, Professor at the Cognitive Psychology Unit, Leiden University, Leiden, The Netherlands. Topic: **Contagious behaviours in apes**.

**Dr. D. (Debottam) Bhattacharjee**, Postdoctoral Researcher at the Jockey Club College of Veterinary Medicine and Life Science, Dept. of Infectious Disease and Public Health, City University of Hong Kong.

**Dr. N.G. (Natasja) de Groot**, Senior Researcher, Dept. of Comparative Genetics and Refinement at the Biomedical Primate Research Centre, Rijswijk, NL. Topic: **Genetics of Primate Behaviour**.

**Dr. P. (Philippe) Helsen**, Postdoctoral researcher and coordinator of Conservation Genetics at the Antwerp Centre for Research and Conservation, Antwerp, BE. Topic: **Vulture Sociality**.

**Dr. L.S. (Lena) Pflüger**, Scientific director of the Affenberg Zoobetriebsgesellschaft mbh, Landskron, Austria. Topic: **Behavioural, hormonal and genetic measures of tolerance in macaques**.

**CONFERENCES, SYMPOSIA AND WORKSHOPS ORGANIZED**

Bhattacharjee, D., Šlipogor, V. & **Massen, J.J.M.** (organisers): Symposium on “*The Role of Personality on Cognition*” at the EFP conference 2026, 29 June – 3 July 2026, Montpellier, France.

Koops, K. & **Massen, J.J.M.** (organisers): Symposium on “*Dr Sonja Koski’s research legacy: From chimpanzee conflicts to human-horse relationship*” at the EFP conference 2026, 29 June – 3 July 2026, Montpellier, France.

Engelhardt, S.C., Fichtel, C. & **Massen, J.J.M.** (organisers): Symposium on ‘*Prosociality in Primates*’, at the EFP conference 2024, 5-7 June 2024, Lausanne, Switzerland.

Adriaense, J.E.C. & **Massen, J.J.M.** (organisers): Symposium on ‘*Emotion research across phylogeny: integrating cross-disciplinary theoretical and empirical approaches*’, at Behaviour 2023, 14-20 Aug. 2023, Bielefeld, DE.

- Massen, J.J.M.** & Sterck, E.H.M. (organisers): **EFP/GfP conference 2022**, a joint meeting of the European Federation of Primatology and the Gesellschaft für Primatologie; 1-3 June 2022, Royal Burgers' Zoo, Arnhem, NL
- Massen, J.J.M.** & Sterck, E.H.M. (organisers): EFP/GfP 2021 online seminar series, a joint seminar series to promote young European primatologists and their work, every Wednesday of February 2021.
- Tybur, J.M., **Massen, J.J.M.**, & Ploeger, A. (organisers): November CBEN month, an online seminar series of the Cognition, Behavior and Evolution Network, every Friday of November 2020.
- Heinrich, J.F., Sack, A., **Massen, J.J.M.**, Billeter, J.C., & Krabbendam, L. (organisers): Brain, Cognition and Behaviour Nederland platform (BCB-NL) start Event; 4 Nov. 2020.
- Bliss-Moreau, E., **Massen, J.J.M.** & Kret, M.E. (organisers): 5-day Workshop “*Comparative affective science: the intersection of biology and psychology*”, at the Lorentz Center, 24-28 July 2017, Leiden, NL.
- Majolo, B., Marshall-Pescini, S. & **Massen, J.J.M.** (organisers): Symposium on ‘*Studying animal cooperation in the wild and in the lab*’, at the 8<sup>th</sup> European Conference on Behavioural Biology; ECBB 2016, 12-15 July 2016, Vienna, AT.
- Massen, J.J.M.** & Bugnyar, T. (organisers): Symposium on ‘*Relationship Quality and Social Bonds*’, at the 33<sup>rd</sup> International Ethological Conference; Behaviour 2013, 4-8 Aug. 2013, Newcastle/Gateshead, UK.
- Massen, J.J.M.** & Claidaire, N. (organisers): Workshop on ‘*Comparative Cognition. Bringing primates and corvids together*’, at Edinburgh Zoo, 3 Aug. 2013, Edinburgh, UK.

### **(INVITED) TALKS**

I have given > **65 oral presentations** at (inter)national conference and seminar series of international universities out of which **35 were invited**.

*Selection of invited talks (keynote or plenary\*):*

\* Interdependency as a driver for the evolution of cooperation in primates and birds. *Biopsychology Research Colloquium*, (Jan. 2026) Ruhr Universität, Bochum, DE.

\* Emotions and awareness in animals. *Symposium in honour of Frans B.M. de Waal, University for Humanistic Studies* May (2024), Utrecht, NL.

\*The role of personality, prosociality and interdependence in cooperation among primates and birds. *14<sup>th</sup> Congress of the Association of Primatologists in Italy* (API; Sept. 2022), Turin, Italy.

\*Prosociality in parrots and corvids. The joint conference of the Dutch Royal Society of Zoologists (KNDV) and the Netherlands Society for Behavioural Biology (NVG; Nov. 2019), Groningen, NL.

\*Studying the evolution of prosociality and cooperation in birds. **Niko Tinbergen Award** talk *9<sup>th</sup> European Conference on Behavioural Biology* (ECBB; Aug. 2018), Liverpool, UK.

\*The evolution of prosociality. **Early Career Award talk**, *The Evolution of Cooperation Conference of the Cognition, Behavior & Evolution Network* (CBEN; Nov. 2017), Leiden, NL.

## **NON-SCIENTIFIC PUBLIC OUTREACH**

**(Online) Magazines:** *New York Times* (May 2025); *RTV Utrecht* (May 2025); *Libelle* (Apr. 2025); *Trouw* (Feb. 2025); *NOS Jeugdjournaal* (Jan. 2025); *Zoek het uit! UMU* (Jan. 2025); *De Limburger* (June 2024); *De Standaard, BE* (June 2024); *Quest* (Mar. 2024); *Nemo* (Dec. 2023); *NRC* (Oct. 2023); *Natur* (Mar. 2023); *Gehirn & Geist, Spektrum* (Mar. 2023); *Quest* (Feb. 2022); *Scientias* (Dec. 2021); *NOS Jeugdjournaal* (May 2021); *NOS online* (May 2021); *Scientias* (Dec. 2020); *EOS* (Nov. 2020); *Onder Professoren, Algemeen Dagblad* (Oct. 2020); *ETHologisch.de* (Oct. 2020); *Bionieuws* (Oct. 2020); *Scientias* (Sept. 2020); *Volkscrant* (Jul. 2020); *Volkscrant* (Mar. 2020); *Trouw* (Oct. 2019); *Volkscrant Magazine* (May 2018); *Heureka, Falter* (Nov. 2017); *Nature, latest news* (Oct. 2017); *Times Higher Education* (Oct. 2017); *National Geographic* (June 2017); *Science Magazine, AAAS* (June 2017); *Heureka, Falter* (Nov. 2015); *Il Venerdì, La Repubblica* (Nov. 2015); *BBC Earth* (Nov. 2014); *Guokr, China* (Nov. 2014); *Discover Magazine* (Nov. 2014); *Experience Life Magazine* (Oct. 2014); *Heureka, Falter* (Jun. 2014); *ABC, Spain* (May 2014); *Medical News Today* (May 2014); *Le Temps, Media Suisse de Reference* (Apr. 2014); *The Conversation, UK* (Apr. 2014); *NRC Handelsblad* (Apr. 2014); *Discovery News* (Oct. 2013) *Psychologie Magazine, yr. 32, nr. 7* (July 2013); *New Scientist* (July 2012); *VPRO-gids, yr. 6, nr. 4* (Jan. 2011); *Intermediar, nr. 25* (June 2010); *Quest, yr. 7* (June 2010); *Psychologie Magazine, yr. 28, nr. 12* (Dec. 2009).

**(Online) TV:** *Universiteit van Nederland, nu.nl* (Dec. 2023); *Klokhuis, TikTok-serie* (May 2023); *EditieNL, RTL4* (Apr. 2023); *NOS Jeugdjournaal, NPO Zapp* (May 2022); *NOS Jeugdjournaal, NPO Zapp* (Apr. 2022); *Nano, 3sat/ZDF* (Aug 2021); *EditieNL, RTL4* (May 2021); *Tijd voor Max, Omroep Max, NPO1* (May 2021); *De Nieuws BV, BNNVARA, NPO2* (Dec. 2020); *De Nieuws BV, BNNVARA, NPO2* (Oct. 2020); *De Kennis van Nu, NTR, NPO2* (Jul. 2020); *Nationale Wetenschaps Agenda, YouTube* (Jan. 2020); *YouTube* (Oct. 2019); *NZZ Format, SRF1* (Sep. 2018); *Entdeckung der Welt, ARTE* (Oct. 2017); *TEDx, Arnhem* (Oct. 2016); *Faszination Wissen, Bayerische Rundfunk* (May 2016); *De Kennis van Nu, NPO2* (Oct. 2015); *ORF2, ZIB1* (Oct. 2015); *Reuters, UK* (Jan. 2014); *SBS6, Drukke in de dierentuin* (May 2011).

**Radio / Podcasts:** *Nieuws en Co, NOS/NTR, NPO1* (June 2025); *Nieuwe Feiten, VRT Radio 1* (May 2025); *NOS Journaal, NPO Radio 1* (Jan. 2025); *Wetenschap Vandaag, BNR* (Sep. 2023); *Met het Oog op Morgen, NPO Radio 1* (Aug. 2023); *Nieuwe Feiten, VRT Radio 1* (May 2022); *WiWaWeekendShow, NPO Radio 3* (Nov. 2021). *De Coen en Sander show, 538* (Oct. 2021); *Wout2Day, NPO Radio 2* (May 2021); *De Veronika Middagshow, Veronika* (May 2021); *Dolfijn FM, Curacao* (May 2021); *Nieuwe Feiten, VRT Radio 1* (May 2021); *Nieuws en Co, NOS/NTR, NPO1* (May 2021); *De Nieuws BV, BNNVARA, NPO1* (Dec. 2020); *Nieuws en Co, NOS/NTR, NPO1* (Nov. 2020); *PAWS Podcast* (Oct. 2020); *De Nieuws BV, BNNVARA, NPO1* (Oct. 2020); *Nieuwe Feiten, VRT Radio 1* (Oct. 2020); *BNR* (Sept. 2020); *Podcast, PAWS Animal Concepts* (Jul. 2020); *BNR* (May 2020); *Bayerische Rundfunk* (Apr. 2019); *Radio Eins, RBB* (Mar. 2018); *Vroege Vogels, NPO1* (Jan. 2018); *Science Update, AAAS* (June 2017); *Rudi Radiohund, Ö1, ORF* (Jan. 2016); *Von Tag Zu Tag (live), Ö1, ORF* (Dec. 2015); *WDR5, Leonardo* (Nov. 2015); *Österreich 1, ORF* (Oct. 2015); *Irish National Radio, RTE* (July 2015); *The PrimateCast, CICASP and Kyoto University* (Oct. 2014); *Schweizer radio und fernsehen, SRF 1* (Oct. 2014); *Swedish Radio* (Apr. 2014); *Österreich 1, Die Ö1-Kinderuni* (Nov. 2013); *ORF FM4, Reality Check* (Oct. 2013); *Omroep Gelderland, Vandaag de dag* (Oct. 2011); *VPRO, Radio 1 FM, Noorderlicht* (Mar. 2010).

**Seminars:** *Childrens Museum Night, workshop at the University Museum Utrecht* (Feb. 2026); *Panel discussie @ BetWeter Festival, Tivoli Vredenburg, Utrecht* (Sep. 2025); *KennisKnetters, Kinder Wetenschapsfestival, Tivoli Vredenburg, Utrecht* (May. 2024); *Wetenschapscommunicatie onder de loep, UMuseum, Utrecht* (Jan. 2024); *Betweter Festival, Tivoli Vredenburg, Utrecht* (Sep. 2023); *Tegenlicht meet-up "De stem van de natuur", Pakhuis de Zwijger, Amsterdam* (Apr. 2023); *Kom d'r in, Nieuwkoop* (Dec. 2021); *OBS Prins Claus, Linschoten* (Oct. 2021); *Studium Generale, UU* (Sept. 2021); *TEDx, Arnhem* (Oct. 2016); *Rotary Club Pechtoldsdorf, AT* (Jan. 2016); *KinderUni Amltal, KLF, Grünau, AT* (July 2015); *KinderUni, University of Vienna* (July 2013);

**Contributions to Popular Science books:** *"De getemde mens" – Martin Harlaar (2021, Humanistisch Verbond)*; *"Het beest in ons – Liefdeslessen uit het dierenrijk" – Dagmar van der Neut (2013, De Bezige Bij)*.

## TEACHING

I teach biology and psychology related classes at both the **Bachelor and Master level**. So far have taught and/or mentored in **27 different courses** and **coordinated 5** of those.

## MENTORING

Currently, I am the mentor of one Assistant Professor, and I supervise **1 post-doc, 4 PhD students**, and I act as **co-supervisor for 2 additional PhD student**. Before, I have supervised **2 Postdoc** and co-supervised **3 PhD student**. Moreover, by now I have supervised **> 100 Master students** at the dept. Animal Behaviour and Cognition (formerly Behavioural Biology), Utrecht University, NL; the dept. Cognitive Biology, University of Vienna, AT; and the Cognitive Psychology Unit, Leiden University, NL.

## PROFESSIONEL COURSES, SUMMERSCHOOLS & WORKSHOPS

2022-23 **Research Leadership**, Utrecht University, NL.  
2020 **Management Support for Future Leaders**, Utrecht University, NL.  
2019-20 **Teaching in Higher Education (UTQ, in Dutch BKO)**, Utrecht University, NL.  
Dec'16 **Workshop: Primate Social Relations**, Göttingen, DE.  
Feb'14 **Introduction to GLMM in R**, Dept. of Cognitive Biology, Univ. Vienna, AT.  
Jan'10 **Academic writing in English**, James Boswell Institute, Utrecht, NL.  
Feb'09 **INCORE workshop: Feathered apes meet furry corvids**, Strasbourg, F.  
Aug'08 **TECT-INCORE summerschool**, Obernai, F.  
Oct'07 **Helmholtz autumnschool**, Doorwerth, NL.  
Feb'07 **Course on Longitudinal and incomplete data**. Leiden University, NL.  
Oct'06 **Workshop: The Biology of Thrust and the resolution of conflict**, Atlanta, Georgia, USA.  
Aug'06 **Helmholtz summerschool**, Utrecht, NL.  
Jun'06 **Course on Biostatistics for Researchers**. Utrecht University, The Netherlands.  
Apr'06 **Course for Art. 9 W.O.D.** (Dutch Law on animal experiments, European Law: FELASA C). Utrecht University, NL.

## PROFESSIONAL MEMBERSHIP

International Primatological Society (IPS)  
The Ethologische Gesellschaft  
The Cognition, Behavior & Evolution Network (CBEN)  
Nederlandse Vereniging voor Gedragsbiologie (NVG: Dutch Society of Behavioural Biology)  
The Gesellschaft für Primatologie (GfP)

## LANGUAGES

<b>Dutch</b>	mother language	<b>German</b>	fluent
<b>English</b>	fluent	<b>Indonesian</b>	basic
<b>French</b>	little		

## MISCELLANEOUS

Driving license, First Aid license, PADI Advanced Open Water Diving license

## FULL PUBLICATION LIST

### *Papers*

2026

93. Escriche Chova, P., Bhattacharjee, D., Andres, T.J., Sterck, E.H.M., Schel, A.M., & **Massen, J.J.M.** (*in press*). Motherhood and sex predict emotional reactivity during a predator confrontation in two macaque species. *American Journal of Primatology*
92. Bhattacharjee, D., van Dijk, E.S.J., de Vries, R.E.M., Kluiver, C.E., Valomy, M., Zeeman, A.N., & **Massen, J.J.M.** (*in press*). Many facets of self-directed behaviour in macaques. *Royal Society Open Sciences*
91. Bhattacharjee, D., Zijlstra, T.W., Roth, T.S., Belli, E., Calis, S., Escriche Chova, P., Cousin, E., de Jong, J.A., De Laat, E.J.A.M., Guðjónsdóttir, A.R., Janmaat, K.R.L., Jeunick, E.J., Kluiver, C., Kuijper, P., Middelburg, E., Pflüger, L.S., Schroderus, V., van Dijk, E. S. J., Verspeek, J., Waasdorp, S., Zeeman, A., Sterck, E.H.M., van Leeuwen, E.J.C. & **Massen, J.J.M.** (*accepted*). Despotism promotes cooperation through enhanced interdependencies in non-human primate societies. *Nature Communications*
90. Roth, T.S., **Massen, J.J.M.**, & Samara, I. (*in press*). Inconsistent use of evolutionary frameworks in accounts of romantic relationships. *Behavioral and Brain Sciences*.

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89. De Laat, E.J.A.M., Waasdorp, S., Roth, T.S., **Massen, J.J.M.** † & Sterck, E.H.M. † (2025). Despotic long-tailed macaques benefit others in a group service paradigm. ‡ *Shared senior authors. Behaviour*, 162(15), 1079-1107. doi: 10.1163/1568539X-bja10338
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87. Brucks, D., Dam, N.C.P., Krasheninnikova, A., McGregor, B., Tsvilin, H., von Bayern, A.M.P., & **Massen, J.J.M.** (2025). Exploring the drivers of inter- and intraspecific differences in prosociality in four parrot species. *Scientific Reports*, 15, 23558. doi: 10.1038/s41598-025-04115-z.
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85. Vanhooland, L-C., Mager, C., Teuben, A., Bugnyar, T. & **Massen, J.J.M.** (2025). Comparing the performances of chimpanzees (*Pan troglodytes*) and gorillas (*Gorilla gorilla gorilla*) in two self-awareness tasks. *American Journal of Primatology*, 87(3), e70010. doi: 10.1002/ajp.70010
84. Gill, T., Guatam, A., **Massen, J.J.M.** & Bhattacharjee, D., (2025). Personality assessment of synanthropic rhesus macaques: implications and challenges. *American Journal of Primatology*, 87(4), e70034. doi: 10.1002/ajp.70034
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69. Vanhooland, L-C., Szabo, A., Bugnyar, T. & **Massen, J.J.M.** (2023). A comparative approach of mirror self-recognition in three corvid species. *Animal Cognition*. *26*, 229–248. doi: 10.1007/s10071-022-01696-4

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63. Boucherie, P., Gallego-Abenza, M., **Massen, J.J.M.** & Bugnyar, T. (2022). Dominance in a socially dynamic setting: how do ravens cope with changing group compositions and dependent ranks? *Philosophical Transactions of the Royal Society B*. 377, 20200446. doi: 10.1098/rstb.2020.0446
62. Miller, R., Lambert, M.L., Frohnwieser, A., Brecht, K.F., Bugnyar, T., Crampton, I., Garcia-Pelegrin, E., Gould, K., Greggor, A., Izawa, E.-I., Kelly, D.M., Li, L., Lou, Y., Luong, L., **Massen, J.J.M.**, Neider, A., Reber, S., Schiestl, M., Seguchi, A., Sepehri, P., Stevens, J.R., Taylor, A.H., Wang, L., Wolff, L.M., Zhang, Y., & Clayton, N.S. (2022). Socio-ecological correlates of neophobia in corvids. *Current Biology*, 32, 74-85. doi: 10.1016/j.cub.2021.10.045

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59. Stocker, M, Prösl, J., Vanhooland, L-C., Horn, L., Bugnyar, T., Canoine, V.# & **Massen, J.J.M.**# (2021). Measuring salivary mesotocin in birds - Seasonal differences in ravens' peripheral mesotocin levels. # both authors contributed equally. *Hormones & Behavior*, 134, 105015. doi: 10.1016/j.yhbeh.2021.105015
58. Sigmundson, R., Stribos, M., Hammer, R., Herzele, J., Pflüger, L.S., & **Massen, J.J.M.** (2021). Exploring the cognitive capacities of Japanese macaques in a cooperation game. *Animals*, 11, 1497. doi: 10.3390/ani11061497
57. Horn, L., Zewald, J.S., Bugnyar, T., & **Massen, J.J.M.** (2021). Carrion crows and azure-winged magpies show no prosocial tendencies when tested in a token exchange paradigm. *Animals*, 11, 1526. doi: 10.3390/ani11061526
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54. Šlipogor, V., **Massen, J.J.M.**, Schiel, N., Souto, A., & Bugnyar, T. (2021). Temporal consistency and ecological validity of personality structure in common marmosets (*Callithrix jacchus*): a unifying field and laboratory approach. *American Journal of Primatology*, e23229. doi: 10.1002/ajp.23229
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