

CURRICULUM VITAE

MARIEKE VAN DEN BRINK

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EDUCATION

2009	PhD in Management Sciences, Nijmegen School of Management, Radboud University Nijmegen. " <i>Behind the Scenes of Science. Gender practices in the recruitment and selection of professors in the Netherlands</i> ".
2000-2003	MA in Social Sciences, <i>Cum Laude</i> , department of Culture Organization and Management, Free University of Amsterdam. The title of the Master thesis: <i>Paradoxes in Gender Subtext; A research on gender subtext in relation to the career choices of female students of Earth Sciences</i> .
1996-2000	BA in Communication Studies, Fontys University of Professional Education Eindhoven. The title of the Bachelor thesis: <i>Organizational Culture in relation to the implementation of a team based structure in Higher Education</i> .
1990-1996	pre-university education (atheneum) Canisius College Mater Dei, Nijmegen.

PhD Courses

2007	Cambridge Proficiency Examination (CPE), Radboud University Nijmegen.
2006	NWO Talent classes: How to network & Write it right. Utrecht.
2005	Master Course: Has Feminism Changed Science, by Londa Schiebinger (Stanford University), University of Groningen.
2005	Working with Reference Manager, University of Groningen.
2005	Working with Atlas-Ti software. Kwalon Research School, Utrecht.
2005	Qualitative Interviewing. Kwalon Research School, Utrecht.
2004	Statistics in a nutshell. IOPS. University of Groningen.
2004	Writing in English for Academic Purposes. University of Groningen.
2004	Course: Equal Opportunities: The Complementarity's of Equality and Diversity. Netherlands Research School of Women's Studies (NOV).

WORK AND RESEARCH EXPERIENCES

- Dec 2008 – present Postdoctoral researcher at the Nijmegen School of Management
- Oct 2006 – Dec 2008 PhD candidate at the Nijmegen School of Management and the Institute for Gender Studies of the Radboud University Nijmegen, (1,0 fte). Title of PhD theses: *Behind the scenes of science, gender practices in the recruitment and selection of professors in the Netherlands*. Supervision: Prof. dr. Y. W.M. Benschop and Prof.dr. W.H.M. Jansen.
- Jan - Feb 2006 Visiting researcher at the department of Anthropology and Sociology, University of British Columbia, Canada. Research topic: double standards in the assessment of male and female applicants. Invited by: Prof. dr. M. Foschi.
- June 2004 – Aug 2006 Researcher at the faculty of Behavioural and Social Sciences, University of Groningen (0,8 fte) on a national research on professorial recruitment and selection practices (Gender & Excellence) commissioned by the Dutch Ministry of Education. Supervision: dr. M.L.M. Brouns.
- Dec 2003 – Dec 2004 Junior lecturer and researcher at the department of Culture, (from June 2004 0,2 fte) Organization and Management, Free University of Amsterdam (0,8 fte) on a research on the upward mobility of female physicists commissioned by the Foundation of Fundamental Research on Mater (FOM), and supervision of MA students.
- Dec 2003 – Dec 2004 Freelance communication advisor (0,2 fte). Writing and editing various web texts, editing of a PhD thesis, constructing and assessing NIMA – communication exams.
- March – July 2003 Research assistant at the consultancy bureau 'VanDoorne-Huiskes & partners' in Utrecht (0,4 fte) on a research on careers of men and women in the Earth Sciences commissioned by a.o. Shell, NAM, University of Utrecht.
- Sept 2000 – Nov 2003 Consultant at 'Michels Communication BV' in Eindhoven (0,4-0,6 fte). Preparation of communications and PR-plans, (final) editing various textbooks, execute communication and media research, writing and editing articles, leaflets and brochures.

PUBLICATIONS

Academic publications

M. van den Brink & L. Stobbe (2008). Doing gender in academic education: the paradox of visibility, forthcoming *Gender Work & Organization*.

Brink, M. van den. (2007). De poortwachters van de wetenschap. Een genderanalyse van de wervingspraktijken voor hoogleraren, *Tijdschrift voor Genderstudies*, Vol. 10, 3, p. 8-20.

Brink, M. van den, M. Brouns & S. Waslander (2006). Does Excellence have a Gender? A National Research on Recruitment and Selection Procedures for Professorial Appointments in the Netherlands. *Employee Relations*, Vol. 28, 6, p. 523-539.

Brink, M. van den (2004). Paradoxen in gendersubiekst; een antropologisch onderzoek naar genderonderscheid in het universitair onderwijs. *LOVA*, Vol. 24, 1, p. 3-11.

Under review

L. Stobbe & M. van den Brink. Formal Gender Policies in Dutch Academia. From the 'getting help dilemma' to the support paradox, under review *Equal Opportunities International*.

Other publications

Brink, M. van den (2007). Mythes ontkracht 2. Op zoek naar de beste. *Raffia*, Vol. 19,3, p. 3-5.

Brink, M. van den (2007). Het belang van '82, *NRC*. Brievenrubriek Wetenschapskatern, March 10.

Brink, M. van den (2007). Mythes ontkracht. Cijfers en trends omtrent de doorstroom van vrouwen naar hogleraarposities, *Raffia*, Vol. 19, 1, p. 3-4.

Brink, M. van den & M. Brouns (2006). *Gender & Excellence. Een landelijk onderzoek naar benoemingsprocedures van hoogleraren*. (report) p.1-151. Den Haag, Ministry of Education, Culture and Science (OCW). http://www.minocw.nl/documenten/gender_excellence.

Brouns, M. & M. van den Brink (2005). Bij vrouwen werken prestaties lang niet altijd in hun voordeel. *Volkskrant*, forumpagina 3 mei 2005.

Stobbe, L., M. van den Brink & S. van Duijnhoven (2004). *Images of science, scientific practice and femininity amongst physicists*. (report) p. 1-47. Utrecht, Foundation of Fundamental Research on Matter (FOM). http://www.iiav.nl/epublications/2004/IMAGES_OF_SCIENCE.pdf

CONFERENCE PAPERS AND SEMINARS

Brink, M. van den & Y. Benschop (2008) Practicing gender in academic gatekeeping. Presented at the *Academy of Management Meeting*, August 8-10, Anaheim, USA.

Brink, M. van den, Y. Benschop & W. Jansen. (2008) Transparency in academic recruitment: a tool for gender equality? Presented at the 24th *EGOS Colloquium*, July 10-12, Amsterdam, the Netherlands.

Brink, M. van den (2007). In Search for the Best. A research on Professorial Recruitment and Selection Practices in Dutch Academia. Presented at the *Fifth Conference on Gender Equality in Higher Education*, August 28 – September 1, Humboldt University Berlin.

Brink, M. van den. (2007) Practicing Gender in Academic Gatekeeping, a Gender Research on Recruitment and Selection Practices at Dutch universities. Presented at the *Gender Work and Organizations Conference*, 27-29 June, Keele, UK.

Brink, M. van den. (2007) The Black Box of Academic Organizing: a Research on Recruitment and Selection Practices at Dutch Universities. Presented at the *seminar research management, Free University Universiteit/Rathenau Institute*, 1st June 2007. (invited lecture)

Brink, M. van den. (2007) Gatekeeping, Social Capital and the Rise of Scouting. A research on Professorial Recruitment and Selection practices in Dutch Academia. Presented at the *seminar in Higher Education at the Centre de Sociologie des Organisations (CNRS)* in Paris, 6th April 2007. (invited lecture)

Brink, M. van den & M. Brouns. (2006) Behind the Scenes of Science: A research on Professional Recruitment and Selection Practices in Dutch Academia. Paper presented at the 6th *European Gender Research Conference*, August 30 – September 4, Lodz, Poland.

Brink, M. van den. (2006) Different Faces of Science: A Research on Academic Recruitment Practices in Four Academic Disciplines. Paper presented at the 22th *EGOS Colloquium*, 6-8th July, Bergen, Norway.

Stobbe, L. & M. van den Brink (2005). Formal Gender Policies in Dutch Academia. From the 'getting help dilemma' to the support paradox. Paper presented at the *Gender Work and Organizations Conference*. Gender & Management track, 22-24 June, Keele, UK.

Brink, M. van den & M. Brouns (2005). Does Excellence have a Gender? A national research on recruitment and selection procedures for professorships at Dutch Universities. Paper presented at the *fourth Conference on Gender Equality in Higher Education*, August 31- Sept 3, Oxford, UK.

Brink, M. van den & L. Stobbe (2004). *Paradoxes in Gender Subtext*. Paper presented at the *2004 EURAM conference, Gender and Management Track, 5-8 May, St. Andrews, Scotland*.

PUBLIC LECTURES

- 2009 Lecture 'The Dutch Experience: Professorial recruitment in the Netherlands' at the SANPAD Women in Research Workshop, Durban, South Africa, (January 30th)
- 2008 Lecture 'Genderprocessen in (onderzoeks)organisaties at the Reimier van Arkel Group, Den Bosch (November 17th),
- 2008 Lecture 'Gatekeeping and networking in scientific careers' at the NWO (Netherlands Organization for Scientific Research) symposium 'Women in Chemistry: The elements of success'. (November 14th)
- 2008 Lecture at the European Platform for Women Scientists: Gatekeeping in academic recruitment, Brussels (April 14th)
- 2008 Public Lecture 'Gender & Excellence in Medicine', at the scientific general practitioners meeting, Utrecht (April 1st)
- 2007 Key note speaker 'Entrance to the Top. Insights, Strategies and possibilities to change' on the 'women's network day', University of Utrecht (November 1st)
- 2007 Panelist and speaker 'Scientific Excellence in the Making: a case study from the Netherlands' in the session 'Measuring Excellence' organized by European Platform of Women Scientists during the Wiser festival in Maastricht (October 5th).
- 2007 Public lecture 'Genderanalyse in de Praktijk' at the European Equal meeting 'Genderanalyse van organisatie, procedures en beleid, hoe doe je dat?' Erasmus University Rotterdam (April 12th)
- 2007 Public lecture 'The rise of scouting in academic recruitment' at the Evaluation of the mentor-mentee program of the University of Tilburg. (March 15th)
- 2007 Public lecture 'Entrance to the top' at International Women's day at the University of Leiden, Faculty of Social Sciences, the Netherlands (March 8th).
- 2007 Public lecture 'VNGW' (women's network humanities), 'Gender & Excellence, how to break through', University of Amsterdam, (March, 7th).

TEACHING EXPERIENCE

- 2005-2006 Guest lecturer in the course 'Gender & Diversity' at the department of Behavioural Sciences at the University of Groningen. Course organizer: dr. Ine Gremmen. Diverse courses on gender practices in academia.
- 2004 Assistant lecturer at the course 'Interventions in Organizations' at the Department of Culture, Organization and Management, Free University of Amsterdam.

Supervision MA/MSc students

<i>Period</i>	<i>Name [study]</i>	<i>Topic</i>
2004-2005	Alice Nieuwpoort Culture, Organization & Management (VU)	Organizational culture and organizational change
2004-2005	Ellen Rozeman Culture, Organization & Management (VU)	Organizational identity and commitment
2004	Leontie Kemper Culture, Organization & Management (VU)	Organizational culture and organizational change
2003-2004	Alejandra Ferrari Culture, Organization & Management (VU)	Cultural diversity and organizational change
2003-2004	Suzanne van Duijnhoven Culture, Organization & Management (VU)	Upward mobility of female physicists in the Netherlands

COMMITTEE WORK / EDITORSHIPS

- 2008-present Associate Editor Gender Work and Organization
- 2007-present Editorial staff member Tijdschrift voor Genderstudies (Dutch Journal of Gender Studies), The Netherlands.
- 2007-present Reviewer Gender Work & Organization.
- 2007 Organizer Critical Management Seminar with Patricia Yancey Martin 'Saying and Doing, gender practices and practicing gender' at the Nijmegen School of Management, 13th November.
- 2006 Junior stream convener of the 6th European Conference on Gender Research, track: Brain Drain in Europe and Scientific Excellence, August 31-September 3, Lodz, Poland.
- 2004-2006 Advisory member of the Academic Committee for Equal Opportunities (UCE), University of Groningen.

ACADEMIC MEMBERSHIPS

- 2008 – present Academy of Management (AoM)
2007- present Netherlands Association Women's Studies (Nederlands Genootschap Vrouwenstudies)
2006- present European Group of Organizational Studies (EGOS).
2006-present PARTNER research group, Faculty of Management Sciences, Nijmegen.

ACADEMIC PRICES & GRANTS

- 2008 Katrien van Munsterfonds 2008, Radboud University Nijmegen; stipendium for enhancement and recognition of the scientific career of female scientists. 11.500 euro.
2008 European Commission, 7th Framework Program: Meta Analysis of Gender and Science. 2008-2010: 24.000 euro.
2007 dr. I.B.M. Frye Stipendium 2007, Radboud University Nijmegen; stipendium for promising, young female researchers for the enhancement of their scientific career. 3.500 euro.

PRESS/ INTERVIEWS

- 2009 Interviewed by Frieda Pruim, Opzij, maartnummer 2009.
2008 Interviewed for Vrij Nederland 'Topvrouwen in de wetenschap: het academische glazen plafond, by Padu Boerstra, 17/01/09
2008 Interviewed for Norwegian e-magazine by Anna Vibeke Lorentzen <http://kvinnerforskning.no/nyhet/vis.html?tid=54807>
2008 Interviewed for BNR Nieuwradio, 19/05/08
2008 Interviewed for Campus Radio University of Utrecht 16/05/08
2008 Interviewed for newspaper DAG 15/05/08
2008 Interview for university magazine VOX
2007 Interviewed for journal/magazine LOVER
2007 Interviewed for magazine PANDORA