

Abschlussvortrag

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Prof. dr.

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ab 18 Uhr
Aula

**Gender practices in recruitment
and selection in academia**

This presentation will discuss the findings of two studies on gender practices in recruitment and selection of early career researchers and full professors. I will unmask some persistent myths related to recruitment and selection which are often used to explain away the under-representation of women in senior academic positions. These myths are unmasked by revealing the various gender practices tied in with professorial recruitment and selection, such as gatekeeping, male networks and the construction of scientific excellence. This presentation challenges the view of an academic world where the allocation of rewards and resources is governed by the normative principles of transparency and meritocracy, and highlights the distance between the ideal ethos of science and the actuality of social interaction in daily working situations.

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Marieke van den Brink is Professor of Gender & Diversity at the Institute for Social and Cultural Research at Radboud University Nijmegen, the Netherlands. Her main research interests are gender and diversity in organisations, organisational learning and processes of power and resistance. She is an elected member of the prestigious Young Academy of the Royal Netherlands Academy of Arts and Sciences. Her work has been published in a.o. *Journal of Management Studies*, *Organization Studies*, *Organization*, *Human Relations*, *Gender, Work & Organization*, *Social Science & Medicine*, *Employee Relations*. Email: m.vandenbrink@ru.nl.

Key Publications

Herschberg, C., Benschop, Y. & M. van den Brink (forthcoming 2018). Selecting early career researchers: The influence of discourses of internationalisation and excellence. *Higher Education*. <https://doi.org/10.1007/s10734-018-0237-2>.

De Vries, J. & M. van den Brink (2016). Transformative diversity interventions: Linking and extending theory and practice using the 'bifocal approach'. *Equality Diversity Inclusion*, 35(7/8).

Brink, M. van den (2015). The Politics of Knowledge: The Responses to Feminist Research from Academic Leaders. *Equality, Diversity and Inclusion*, 34, 6, 483–495.

Brink, M. van den & Y. Benschop. (2014) Practicing Gender in Academic Networking: The role of Gatekeepers in professional recruitment. *Journal of Management Studies*, 51 (3), 460–492.

Brink, M. van den & L. Stobbe. (2014) The support paradox: Overcoming dilemmas in gender equality programs, *Scandinavian Journal of Management*. 30 (2), 163–174.

Brink, M. van den, M. Thunnissen & B. Fruijtier (2013). Talent management in academia: performance systems and HRM policies. *Human Resource Management Journal*, 23 (2), 180–195.

Brink, M. van den & Y. Benschop (2012), Gender practices in the construction of academic excellence: Sheep with five legs, *Organization*, 19 (4), 507–524.

Brink, M. van den & Y. Benschop (2012). Slaying the seven-headed dragon; the quest for gender change, *Gender, Work & Organization*, 19 (1), 71–92.

Brink, M. van den (2011) Scouting for talent: Appointment practices of women professors in academic medicine, *Social Science & Medicine*, 72 (12), 2033–2040.

Brink, M., van den, Y. Benschop & W. Jansen (2010). Transparency as a tool for gender equality. *Organization Studies*, 31 (11), 1459–1483.