

# GENDER PRACTICES IN RECRUITMENT AND SELECTION IN ACADEMIA

Prof. MARIEKE VAN DEN BRINK (Radboud University Nijmegen)



Marieke van den Brink is Professor of Gender & Diversity at the Institute for Social and Cultural Research at Radboud University Nijmegen, in the Netherlands.

Her main research interests are gender and diversity in organisations, organisational learning and processes of power and resistance.

Prof. van den Brink is an elected member of the prestigious Young Academy of the Royal Netherlands Academy of Arts and Sciences. Her work has been published in many journals, including *Journal of Management Studies*, *Organization Studies*, *Organization*, *Human Relations*, *Gender, Work & Organization*, *Social Science & Medicine*, *Employee Relations*.

**T**his presentation will discuss the findings of two studies on gender practices in recruitment and selection of early career researchers and full professors.

In her talk, Prof. Marieke van den Brink 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 recruit-

ment and selection, such as gatekeeping, male networks and the construction of scientific excellence.

**T**his 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.

The same lecture will take place at University of Bern, Main building, Hochschulstrasse 4, room 114, on 5 November, 18.15-19.30.

**November 5th, 2018  
12.15-14.00**

Venue: UNIL Géopolis, room 1620  
Detailed programme and registration:  
[www.lives-nccr.ch/node/3198/](http://www.lives-nccr.ch/node/3198/)

Contacts & informations:  
[equality@lives-nccr.ch](mailto:equality@lives-nccr.ch)

The conference will be followed by a standing lunch

Organised in partnership with:  
- Bureau de l'égalité EPFL  
- Collège des humanités de l'EPFL  
- Plateforme en Etudes genre (PlaGe)  
- Faculté des sciences sociales et politiques, Université de Lausanne