

## GenderTime International Conference

September 29-30, 2016

### KEYNOTE

## Scientific excellence, diversity and precarious careers

### ABSTRACT

In the presentation, Marieke van den Brink will discuss what is constructed as academic excellence at the micro-level, how evaluators operationalize this construct in the criteria they apply in academic evaluation, and how gender inequalities are imbued in the construction and evaluation of excellence. She will challenge the view that the academic world is governed by the normative principle of meritocracy in its allocation of rewards and resources. Based on an empirical study of professorial appointments in the Netherlands and an European research on gender and precarious workers ([www.garciaproject.eu](http://www.garciaproject.eu)), Marieke will show that academic excellence is an evasive social construct that is inherently gendered.

**Marieke van den Brink** is professor of Gender & Diversity at Radboud Social and Cultural Research in Nijmegen. She researches the place and functioning of gender and diversity in organizations (especially recruitment and selection) and the possibilities and impossibilities of organizational change. Her research 'Behind the Scenes of Science' focused on the various gender practices tied in with professorial recruitment and selection, such as gatekeeping, micropolitics, informal networks and the construction of scientific excellence. She is currently working on a large scale case study research on diversity, organizational learning and change, and a comparative research on gender and precarious workers in European universities ([www.Garciaproject.eu](http://www.Garciaproject.eu)). Her work has been published in *Journal of Management Studies*, *Organization Studies*, *Organization*, *Human Relations*, *Gender, Work & Organization*, *Social Science & Medicine*, and *Employee Relations*. Marieke is member of the Editorial Board of the *British Journal of Management* and Associate Editor of *Gender Work and Organization*.