



LNVH Spring Symposium 2018 – Preliminary programme
Friday 25 May 2018
Academy Building Leiden University – Klein Auditorium

**Challenging poor behaviour in academia
How to tackle and prevent intimidation and abuse of power**

- 12.30u Welcome with coffee and tea
- 13.00u Opening by LNVH chair **Hanneke Takkenberg**
- 13.10u Word of welcome by **Carel Stolker**, Leiden University Board
- 13.20u Keynotes by
- Oscar David** 'The Integrity of Power'
- Claartje Vinkenburg** 'Sex-based harassment in the Academy: signals and strategies'
- 14.00u Plenary workshop 'The active bystander training' by **Scott Solder**:
- 15.30u Coffee/tea
- 16.00u Panel discussion – **Storytelling**
- Het Acteursgenootschap will play out cases of poor behaviour, misconduct and harassment. Together with the audience, an expert panel discusses logical courses of action and how to tackle and prevent these situations.
- Panelists include:
- Leo ten Brink** - President of the Dutch Association of Confidential Counsellors (LVV)
 - Anneriek de Heer** - directeur Personeel en Organisatie Radboud Universiteit Nijmegen, voorzitter HRNU-overleg (VSNU)
 - Richard Korver** - lawyer (specialised in sexual harassment cases)
 - Petra Meier** - professor University of Antwerp, EU project EGERA: Recommendations to prevent and fight sexual harassment in academia
 - Ingeborg van der Ven** - author of the series on sexual harassment in the academic world in *ScienceGuide*
- 17.30u Closing statements: **Pieter Duisenberg** (president VSNU) reflects on ways of tackling and preventing intimidation and abuse of power in academia
- 17.45u Round up by **Hanneke Takkenberg**
- 17.45u Drinks

LNVH Spring Symposium 2018 - Speakers

Carel Stolker has been Rector Magnificus and President of the Executive Board of Leiden University since 8 February 2013. In June 2016 he was appointed for a second term by the Board of Governors, for the period from 2017 to 2021. Stolker is a Professor of Private Law. He is also deputy judge at the Court of Law of North Holland and deputy justice at the Court of Appeal in 's-Hertogenbosch. Stolker was the first board member of a Dutch university to speak out in this subject in the ScienceGuide series on intimidation and (sexual) harassment in academia.

Claartje Vinkenburg, PhD, is affiliated with VU Amsterdam SBE as an associate professor of organizational behavior and works as an independent expert consultant. Her research activities, partly funded by the European Research Council, deal with gender and ethnic diversity in academic careers. She critically explores the impact of implicit bias, normative beliefs, and discursive practices on career systems, patterns, and outcomes. With a primary focus on systemic diversity interventions, Claartje works together with research organizations to promote diversity and inclusion in recruitment, selection, and career advancement. In working on gender equality and bias mitigation in science communities, such as Astrophysics and Life Sciences, Claartje has collected various individual and institutional strategies to reduce sex-based harassment and to improve work-place cultures.

Oscar David (1965) is an organization psychologist, executive coach, boardroom consultant and speaker in the field of leadership and change. During the past 25 years, he has guided leaders and professionals in top positions of a large number of international businesses, ministries and other government organizations and care institutions. Oscar David is also an Adjunct Professor at TIAS School for Business and Society for the executive leadership programs. As a PhD candidate his research is focused on ethical leadership. The main research question is what supports senior executives to exercise power with integrity. Oscar David is author and co-author of several books. In 2014 he published *Macht!, van instinct tot integriteit* (Mediawerf, 4th print). The international English version *The Integrity of Power* (Warden Press) was released in 2016.

Scott Solder is an executive coach, trainer and facilitator, specialising in advanced communication, performance and problem solving. With fifteen years of coaching experience, he has worked with leaders in a number of key sectors - including Financial, Digital, Technology, Energy, Education, Government and Media. As well as large commercial companies, his client portfolio includes/has included 10 Downing Street, The Cabinet Office, The City of London Corporation, News UK - and the BBC. Scott provides one to one coaching and group training for executives and staff at all levels - and designs and delivers training workshops in challenging inappropriate behaviours, leadership, presentation & public speaking, time management, delegation, influencing and media skills. He is co-author of a globally published book on personal/professional development and persuasive communication. *You Need This Book To Get What You Want* (Simon & Schuster) has been translated into several languages, including Dutch. In the Netherlands, it is published by Paradigma - with the title, *Dit Boek Moet Je Hebben Om Te Bereiken Wat Je Wilt*.

Leo ten Brink has been working as an independent legal advisor at Rechtskundig Adviesbureau Ten Brink in Almere since 1993. This bureau is specialized in labour law, civil servants law and administrative law. Ten Brink has been working for many years on issues of inappropriate conduct and has provided trainings for confidential counsellors. Since 2014, he chairs the Dutch Association of Confidential Counsellors.

Anneriek de Heer is HR Director (since September 2016) at the Radboud University Nijmegen. She is responsible for HR policy and instruments for employment conditions, talent development, training, salary processing at university level. She chairs the assembly of HR directors ('HRNU-overleg') of the Association of Universities in the Netherlands (VSNU).

Richard Korver LLM has been a lawyer in Amsterdam since 2000. Among his clients you will find victims, suspects but also institutions, organisations and companies. He initiated the special post doc education from the Erasmus University and The Willem Pompe Institute to become a victim lawyer and is highly specialised in vice and liability cases. He is also Chairman of LANGZS, and vice president of the Victim Of Crime Association of Lawyers.

Petra Meier is Full Professor in Politics and (since 2012) Chair of the Department of Political Science, Faculty of Social Sciences, University of Antwerp. Her research focuses on the representation of gender+ in politics and policies. She has published (in English, Dutch, and French) a number of monographs and edited volumes/special issues and numerous articles in international journals, mainly in political sciences and in gender studies. Within the Faculty of Social Sciences, Petra Meier chairs the research group Citizenship, Equality & Diversity. From 2008-2016 she also chaired the Belgian association of gender studies (Sophia), and just got elected onto the Executive Committee of the European Consortium for Political Research (ECPR). She is a board member of the Belgian Federal Council of Equal Opportunities for Men and Women, and acted as expert for the Council of Europe, the European Gender Institute, the European Parliament, International IDEA, ODIHR, the IPU, and various Belgian institutions and policy actors.

Coming from a public management background, journalist and researcher **Ingeborg van der Ven** has an eye for finding the connection between stories and the organizational context. Ingeborg graduated at Leiden University specialising on the topic of academic leadership in relation to the risk of mental health for PhDs. In light of the #MeToo movement she investigated (sexual) intimidation and power abuse inside academia. Dozens of female researchers shared their stories. Paired up with further policy research and interviews with academic leaders the interviews resulted in a series of articles starting with 'He is a professor, you are just an associate' (ScienceGuide, November 2017). Without using names or incriminating scholars the series revealed the serious gaps in the internal procedures of academic institutions to protect employers from (sexual) harassment.

Pieter Duisenberg has been a member of the Dutch parliament (for the People's Party for Freedom and Democracy, VVD) since 2012, where his portfolio is Higher Education and Science. He also chairs the Finance Committee. During the past five years, he has been the driving force in parliament behind the Student Advance Grant (social lending system) implemented to raise the quality of education. He has also been successful in pleading for more academically formed teachers in secondary education, in furthering internationalisation for students and for establishing a stronger role for Education Committees. Before he entered parliament, Pieter worked for more than twenty years in the business sector holding positions in Shell, McKinsey & Company and Eneco. Pieter is currently a guest lecturer at the VU Amsterdam.