



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**
- Actors 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.
- 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*.

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.