

Curriculum Vitae

Personal Details

Dr. F. A. (Floor) Rink
29-09-1975, Dutch

Education

2005 PhD in Social Psychology, Leiden University, The Netherlands (Cum Laude)
1998 MSc in Organizational Psychology, University of Groningen, The Netherlands

Work Experience*

2015 Full professor in Organizational Behavior, FEB, University of Groningen: 55% research, 25% teaching, 20% administration
2009 Associate professor in Organizational Behavior, FEB, University of Groningen (tenured; 50% research, 30% teaching, 20% administration)
2007 Assistant professor in Organizational Behavior and Rosalind Franklin Fellow, FEB, University of Groningen (50% research, 50% teaching)
2004 NWO Postdoctoral Fellow in Social Psychology, Leiden University (80% research, 20% teaching)

Short Biography

Floor Rink is full professor at the faculty of Economics and Business from the University of Groningen (The Netherlands), where she serves as the research director of the Organizational Behavior department. Floor applies psychology theory to explain people's responses to organizational and economic phenomena. She uses both quantitative and qualitative methods in her research (e.g., surveys, experiments, ESM, archival data, case studies). Floor's two main areas of expertise are; (1) issues related to social inequality (e.g. diversity, status and power dynamics, identity processes) and (2) strategic leadership and governance (e.g., CEO/board decision making, ethics). Her findings have been published in academic journals like the *Academy of Management Journal*, *Organization Science*, *Psychological Science*, *Organizational Behavior and Human Decision Processes* & the *Academy of Management Annals*. Floor's work has received recognition from several (inter) national scientific associations (e.g., SOM research Institute, American Psychology Association, Top100 HR network), and obtained funding from multiple agencies (e.g., the Dutch Science Foundation, the Dutch Central Bank, the Foundation for Auditing Research). To help bridge science and practice, Floor regularly shares her findings with the media, gives public speeches, and provides strategic management advice to organizations (including board evaluations). Floor received her master in Psychology from the University of Groningen, and her PhD at Leiden University (with distinction, 2005). She has held visiting positions at Kellogg Business School and Exeter University and is currently a research affiliate of the Global Institute for Women's Leadership at the Australian National University (ANU). Floor served as an Associate Editor of the *Academy of Management Journal* from 2019 to 2022. She will continue this role in the new editorial team (2022-2025), with a specific emphasis on transparency and cross-boundary research.

Leadership experience

- Part of the management team of the OB/HRM department as program research director (40 staff members)

Main Research Teams

Diversity & Well Being, PhD students:

Dagmar Beudeker (2013), Merly Kosenkranius (2023), Edwina Wong (2024), Kyra van Hinsbergen (2023), Yezi Kangyezi (2026)

Power & Status Differentiation, PhD students:

Yeliz Cantimur (2015), Joost van de Brake (2019), Jacoba Oedzes (2020), James Zhang (2022), Martin Pit (2023), Yhao TongTong (2026)

Behavioral Governance, PhD students:

Melanie de Waal (2020), Maxim Laurijssen (2023), Julia Prompeler (2023), Fabian Ahrens (2023), Michelle Weck (2023), Sylvia Xu (2025)

International Outreach and Service to Academia

Invited international keynote talks (21)

- 2023 Technical University München, School of Management, Germany
UT Dallas, US
- 2022 Vienna University, Austria
Hong Kong Polytech University, Hong Kong
IE Business School, Spain
- 2021 Cornell University, US
INSEAD, France
Carlson School of Business, US
- 2020 Exeter University, UK
Ministry of Economic Affairs UK, Behavioral Insights Team (BIT)
ESMT, Germany
- 2017 University of Giessen, Germany
- 2016 Leuven University, Belgium
- 2014 Yale University, US
- 2012 Harvard Business School, US
- 2011 Exeter University, UK
- 2008 Carnegie Mellon Tepper School of Business, US
- 2007 Cornell University, US
Exeter University, UK
- 2005 Pittsburgh University, US
Kellogg School of Business, US

International professional memberships

- Academy of Management (AOM)
- European Association of Social Psychology (EASP)
- European Association for Work and Organizational Psychology (EWAOP)
- Interdisciplinary Network for Group Research (INGROUP)
- Strategic Management Society (SMS)

International academic service

- 2021 Journal of Organizational Behavior best paper 2020 award committee
- 2019 Organized co-sponsored KNAW/EASP small group symposium, Utrecht
- 2018 - Member of the Social Sciences Steering Committee of Belgium's National Science Foundation.
- 2018 - Ad hoc international member of tenure committees (e.g., LSE, Leuven University, Exeter University, INSEAD, Technical University München)
- 2015 - Expert reviewer for European Research Council (ERC) innovation grants, National Science Foundations Switzerland, UK
- 2014 Member of EASP conference selection committee, Amsterdam
- 2007-2009 Member of the American Psychology Association (APA) dissertation award committee
- 2006 Organizer co-sponsored KNAW/EASP small group colloquium, Amsterdam
- 2005 - Organized > 15 conference symposia (e.g. at EASP, AOM, SIOP, INGROUP, EWAOP)

International editorial services

- 2019 - 2025 Associate Editor Academy of Management Journal
2017 - ERB (Editorial Review Board) member Organizational Behavior and Human Decision Processes
2017 - ERB member Journal of Organizational Behavior
2013 - 2019 ERB member Academy of Management Journal
2011 - 2019 ERB member European Journal of Social Psychology
2009 - 2019 ERB member Journal of Personnel Psychology
2007 - 2019 ERB member British Journal of Management

Ad hoc reviewing for international management and OB journals

Journal of Management • Strategic Management Journal • Group and Organization Management • Personnel Psychology • Journal of Applied Psychology • Journal of Management Studies • Journal of Occupational and Organizational Psychology • Leadership Quarterly • Organization Science • European Journal of Work and Organizational Psychology

Ad hoc reviewing for international psychology journals

Psychological Science • Basic and Applied Social Psychology • British Journal of Social Psychology • Group Dynamics • Group Processes and Intergroup Relations • Human Relations • Journal of Applied Social Psychology • Journal of Personality and Social Psychology • Personality and Social Psychology Bulletin • Personality and Social Psychology Compass • Personality and Social Psychology Science • Small Group Research • Social Influence

National outreach and service to academia

Invited (keynote) academic talks (36)

- 2023 University of Rotterdam, School of Management
U4 leadership program, RUG
Diversity week, RUG
Free University of Amsterdam, Zijlstra centrum
2022 University of Amsterdam, Faculty of Economics and Business
2021 ENLIGHT, RUG
International Corporate Governance Society – annual conference
Kurt Lewin Institute - annual conference
2019 FEB mini-symposium for the University Board, RUG
Eindhoven University of Technology, organizational behavior department
2018 Tilburg University, management department
KNAW, Symposium on Diversity in Science
2017 Behavioral Governance symposium, Faculty of Law, RUG
FEBRI annual conference, RUG
mini-symposium Board Effectiveness signature area, RUG
2016 Leiden University
2015 Night of Science, RUG
2014 Honours forum, RUG
2013 Tilburg University, gender inequality symposium
2012 Kurt Lewin Institute, symposium on diversity
2011 NWO, Dynamism in Innovation symposium II
ABRI research school, Free University Amsterdam
2009 HRM Expertise Center, RUG
OB/marketing symposium, RUG
Social psychology department, RUG
2008 Marketing department, RUG
2007 Organizational psychology department, RUG
FEB opening academic year, RUG

- 2006 Farewell symposium Rector Magnificus Prof. Dr. Breimer, Leiden University
 NWO, symposium on Dynamism in Innovation I
 Organizational Behavior department, RUG
 Leiden University, day of science
 Organizational psychology department, University of Amsterdam
 Association of Social Psychology (ASPO) annual conference, organizer
 ASPO conference, dissertation award presentation
- 2005 Social psychology department, Leiden University

Professional national memberships

- Association of Social Psychology (ASPO)
- Kurt Lewin Institute (KLI)
- Association of Work and Organizational Psychology (WAOP)
- SOM research institute for economics and business (SOM)

Examples national academic service

- 2021 - Central scientific integrity committee, RUG
- 2020 - 2021 Diversity & Inclusion committee, FEB, RUG
- 2014-2021 Reviewer for grant applications, member of NWO VIDI selection committee
- 2017 - Co-founder of interdisciplinary research signature area 'Board Effectiveness' (15 members, with Prof. Dr. N. Hermes)
- 2008 Co-founder FEB collaboration lab for fundamental behavioural research (with Prof. Dr. Nijstad)
 The lab offers advanced research facilities (i.e., testing cubicles, audio video break out rooms and autonomous measures for physiological research) to over 50 FEB faculty members and PhD students in the fields of Marketing, Management, Operations and HRM/OB.
- 2007- Member of national/international selection advisory committees and visitation committees > 40
- 2007- 2011 Board member of Dutch Association for Social Psychology (ASPO)

Awards

- 2020 Outstanding Senior Researcher Award SOM - SOM is the research school of FEB and consists of the Research Institute, the Graduate School of Economics and Business and SOM Applied Research.
- 2019 HRtop100 scientist of the year award - HRtop100 is the main Dutch association for practitioners in HRM
- 2007 Rosalind Franklin Fellowship, RUG
- 2006 Best dissertation award, Dutch Association for Social Psychology
- 2005 Best dissertation award, American Psychology Association

PhD degree committee memberships (24)

- 2022 Coffeng, T. (University of Utrecht), van Toorn, C. (Free University of Amsterdam), Van den Adel (University of Groningen)
- 2021 Schlamp, S. (Free University of Amsterdam), Slooten, D. & van Hoendervanger, G. J. (University of Groningen), TaeJin (TJ) Hwang (Washington University, St. Louis)
- 2020 Feenstra, S. (University of Groningen) & Van Toor, C. (Free University of Amsterdam)
- 2019 Wohrle, J., Bakker, D. & Levy, A. (University of Groningen)
- 2018 Scholten, W. (Leiden University), Armenta Gutiérrez, B. (University of Groningen) & Theodorou, A. (Sapienza University of Rome)
- 2017 Septer, T., Manheim, N. & Turner Zwinkels, F. (University of Groningen)
- 2016 Grow, A. & Ruepert, A. (University of Groningen)
- 2015 Jansen, W. (University of Groningen)
- 2014 Koudenburg, N. (University of Groningen, cum laude)
- 2013 Grutterink, H. & Jans, L. (University of Groningen), Hooper, M. (Queensland University, Australia) & Meeuwis, L. (Leuven University, Belgium)

2012 Day, A. & Hofhuis, J. (University of Groningen)

Grants

2021	Research grant VTW (PI) The VTW is the Governance Association in the Dutch Housing Sector	€ 30.000
2018	Research grant IMD Business school	€120.000
2016	PhD grant, Foundation for Auditing Research NWO VIDI scheme for excellent researchers (PI, top 10%)	€200.000 €800.000
2015	Finalist outstanding junior FEB researcher, University of Groningen	
2014	PhD grant, Dutch Central Bank	€180.000
2013	Research grant from Palumbo Donahue School of Business, US Research grant from Vlerick Gent Management School, Belgium	€ 45.809 € 30.000
2012	Research grant from the Dutch Police Academy Research grant from Netherlands Organisation for Applied Scientific Research (TNO)	€ 50.000 €100.000
2011	Post doc grant, Dutch Ministry of Internal Affairs	€245.000
2005	NWO Post doc grant on “Dynamism from Innovation”, PI	€289.682

National Outreach and Service to Practice

2021	Award committee Best Dutch Chief HR Officer 2020, HRtop100
2018 -	Strategic advice to governance bodies of profit and not for profit organizations (e.g., in healthcare, housing, financial, and cultural sector)
2019 -	Scientific member of independent integrity committees to evaluate board practices
2018 -	Member scientific council of the Dutch Governance Association in the Healthcare sector (NVTZ).
2020 - 2023	Scientific advisor of NVTZ-VTW alliance (Dutch Governance Association in the housing corporation sector) to investigate governance relations over time.

Executive Governance Education

2020 -	Initiator senior executive governance program ‘Board Dynamics’, University of Groningen Business School, RUG
2016 -	Guest lectures in leadership programs for RUG staff (policy advisors, medical professionals and academic staff)
2014 -	Guest lecturer private executive programs (e.g., Comenius)

Policy reports

<https://www.nvtz.nl/kennisbank/signalement-war-2018-2019/>
<https://www.nvtz.nl/kennisbank/signalement-2019-2020/>
<https://www.nvtz.nl/kennisbank/signalement-2020-2021/>
<https://vtw.nl/publicaties/media/2015/rapport-rug-vtw-feb-2022.pdf>
<https://indd.adobe.com/view/31d3ea48-64bc-47b0-8546-b77dceb24a9b>
<https://vtw.nl/nieuwsbrief/167/artikel/1343>

Minkman, M., van Dijk, G., Heeren, T., Janssen, R., Rink, F., Tonkens, E., & Westert, G. (in press)
Toezen op samenwerken: naar een verantwoord samenspel. NVTZ Policy Book, 133 pages.

Invited stakeholder keynotes since 2017

2023	Workshop executive board Achmea Workshop executive board Empatec NV Zorgmanagement Neyenrode
2022	Association for directors in Higher Education WOON Twente network Port of Harlingen CINOP

- NR governance
Workshop Gasunie
- 2021 Dutch Ministry of Defense
Dutch Trade Union Federation (FNV)
Dutch Pension Association
Aedes (Executive Association for Housing Corporations)
Dutch Risk & Compliance Institute
- 2020 Governance workshop for Dutch post-secondary vocational education colleges
National workshop on Diversity for Dutch political leaders
NVWB conference housing corporations
Annual conference for politicians in Northern Dutch Region
Hemingway Governance
EY board of directors, Round Table session on Diversity
- 2019 KPMG Governance workshop
EY board of directors, Round Table session on Cultural Change
Governance Innovation Forum
Annual conference VTW
'Vrijplaats' workshop for housing corporations
- 2018 Annual conference of the Central Dutch Governance Association
KPMG conference on diversity, Amstelveen
Authority for Financial Markets (AFM), Amsterdam
Ministry of Infrastructure and Water Management
Annual conference of The Royal Dutch Dental Association (KNMT)
Gasunie N.V. – speaker on diversity
- 2017 Platform for Innovation and Small Businesses, Northern Dutch Region
Annual conference medical specialists, UMCG
Workshop Nijestee Housing Corporation

Media coverage

De Pers (2008), Elsevier (2009), Trouw (2009; 2011), ScienceGuide (2009), Ukrant (2009, 2017), De Standaard (2009), Radio 1 (2009, 2018), Dagblad van het Noorden (2009; 2011, 2017), Opzij (2009, 2012), Intermediair (2008, 2009, 2011, 2012), Holland Management Review (2012), Volkskrant (2011, 2019, 2022), NRC (2012, 2015), Women's Health (2013), Buitenblad BZ (2014), Radio KidX (2014), NRCQ (2014, 2015), NRC.next (2015), Interview Unifocus RUG (2015, 2019, 2021), Het Financieel Dagblad (2014, 2019, 2020), Trouw (2019), HRactueel (2018).

Yearly blogs for HRM Expertise Center (2010-2023), podcasts and interviews for University of Groningen (2012, 2016, 2018, 2019, 2020), HRtop100 (2019), HR-Watwerkt? (2020)

Scientific Academic Output

Key selection of refereed international journal publications (ais > .90, 18)

Prömpeler, J., Rink, F., Veltrop, D., & Stoker, J. I. (in press). Striving for sustainable development at the top: Exploring the interplay of director and CEO values on environmental sustainability focus. *Business Strategy and The Environment*.

Kosenkranius, M., Weigelt, O, Rink, F., & Bloom, J. D. (in press). Crafting and human energy: Needs-based crafting efforts across life domains shape employees' daily energy trajectories. *Journal of Occupational Health Psychology*

Gray, S., Bunderson, S., Rink, F., & van der Vegt, G. (2022). Knowledge diversity and information sharing in hierarchically differentiated teams: The critical role of hierarchy stability. *Academy of Management Journal*

- Van de Brake, J., Walter, F., Rink, F., Essens, P., & van der Vegt, G. (2020). Benefits and Disadvantages of Individuals' Multiple Team Membership: The Moderating Role of Organizational Tenure. *Journal of Management Studies*. <https://doi.org/10.1111/joms.12539>
- Oedzes, J., van der Vegt, G., Rink, F., & Walter, F. (2019). On the origins of informal hierarchy: The interactive role of formal leadership and task complexity. *Journal of Organizational Behavior*, *40*(3), 311-324. <https://doi.org/10.1002/job.2330>
- Steffens, N. K., Fonseca, M. A., Ryan, M. K., Rink, F. A., Stoker, J. I., & Nederveen Pieterse, A. (2018). How feedback about leadership potential impacts ambition, organizational commitment, and performance. *The Leadership Quarterly*, *29*(6), 637- 647. [https://doi.org/\(...\)j.leaqua.2018.06.001](https://doi.org/(...)j.leaqua.2018.06.001)
- Van de Brake, H. J., Walter, F., Rink, F. A., Essens, P. J. M. D., & van der Vegt, G. S. (2018). The dynamic relationship between multiple team membership and individual job performance in knowledge-intensive work. *Journal of Organizational Behavior*, *39*(9), 1219-1231. <https://doi.org/10.1002/job.2260> * Nominated for best paper award 2019, 2nd place.
- Silberzahn, R., Uhlmann, E. L., Martin, D. P., Anselmi, P., Aust, F., Awtrey, E., ... Nosek, B. A. (2018). Many analysts, one dataset: Making transparent how variations in analytical choices affect results. *Advances in Methods and Practices in Psychological Science*, *1*(3), 337-356. <https://doi.org/10.1177/2515245917747646>
- Bunderson, S., van der Vegt, G., Cantimur, Y., & Rink, F. (2016). Different views of hierarchy and why they matter: Hierarchy as inequality or as cascading influence. *Academy of Management Journal*, *59*(4), 1265-1289. <https://doi.org/10.5465/amj.2014.0601>
- Ryan, M. K., Haslam, S. A., Morgenroth, T., Rink, F., Stoker, J., & Peters, K. (2016). Getting on top of the glass cliff: Reviewing a decade of evidence, explanations, and impact. *The Leadership Quarterly*, *27*(3), 446-455. [https://doi.org/\(...\)j.leaqua.2015.10.008](https://doi.org/(...)j.leaqua.2015.10.008)
- Lammers, J., Stoker, J. I., Rink, F., & Galinsky, A. D. (2016). To Have Control Over or to Be Free From Others? The Desire for Power Reflects a Need for Autonomy. *Personality and Social Psychology Bulletin*, *42*(4), 498-512. <https://doi.org/10.1177/0146167216634064>
- Mulder, L., Jordan, J., & Rink, F. (2015). The effects of specific and general rules on ethical decisions. *Organizational Behavior and Human Decision Processes*, *126*, 115-129. [https://doi.org/\(...\)j.obhdp.2014.11.002](https://doi.org/(...)j.obhdp.2014.11.002)
- Lount, R. B. J., Sheldon, O. J., Rink, F., & Phillips, K. W. P. (2015). Biased perceptions of racially diverse teams and their consequences for resource support. *Organization Science*, *26*(5), 1351-1364. <https://doi.org/10.1287/orsc.2015.0994>
- Rink, F. A., Kane, A., Ellemers, N., & van der Vegt, G. S. (2013). Team receptivity to newcomers: Five decades of evidence and future research themes. *Academy of Management Annals*, *7*(1), 247-293. [https://doi.org/\(...\)19416520.2013.766405](https://doi.org/(...)19416520.2013.766405)
- Rink, F., Ryan, M. K., & Stoker, J. I. (2012). Influence in Times of Crisis: How Social and Financial Resources Affect Men's and Women's Evaluations of Glass-Cliff Positions. *Psychological Science*, *23*(11), 1306 -1313. <https://doi.org/10.1177/0956797612453115>
- Ellemers, N., Rink, F., Derks, B., & Ryan, M. K. (2012). Women in high places: When and why promoting women into top positions can harm them individually or as a group (and how to prevent this). *Research in Organizational Behavior*, *32*, 163-187.

<https://doi.org/10.1177/0146167209333177>

Rink, F. A., & Ellemers, N. (2009). Temporary Versus Permanent Group Membership: How the Future Prospects of Newcomers Affect Newcomer Acceptance and Newcomer Influence. *Personality and Social Psychology Bulletin*, 35(6), 764-775.
<https://doi.org/10.1177/0146167209333177>

Rink, F. A., & Ellemers, N. (2007). The role of expectancies in accepting task-related diversity: Do disappointment and lack of commitment stem from actual differences or violated expectations? *Personality and Social Psychology Bulletin*, 33(6), 842 - 854.

International editorials, commentaries (ais >90) and international book (4)

Cowen, A. P., Rink, F., Cuypers, I. R. P., Gregoire, D. A., & Weller, I. (2022). Applying Coleman's boat in management research: Opportunities and challenges in bridging macro and micro theory. *Academy of Management Journal*, 65(1), 1-10.
<https://doi.org/10.5465/amj.2022.4001>

Umphress, E. E., Rink, F., Muir (Zapata), C. P., & Hideg, I. (2022). From the Editors: Insights on how we try to show empathy, respect, and inclusion in AMJ. *Academy of Management Journal*, 65(2), 363-370. <https://doi.org/10.5465/amj.2022.4002>

Weigelt, O., French, K. A., de Bloom, J., Dietz, C., Knoll, M., Kühnel, J., Meier, L. L., Prem, R., Pindek, S., Schmitt, A., Syrek, C. J., & Rink, F. (2022). Moving from opposition to taking ownership of open science to make discoveries that matter. *Industrial and Organizational Psychology - Perspectives on Science and Practice*, 15(4), 529-532.
<https://doi.org/10.1017/iop.2022.66>

Steffens, N., Rink, F., & Ryan, M. K. (2023). *Organizational Psychology: Revisiting the Classic Studies*. Sage Publications. London, UK. 280 pages

This book will be part of SAGE's Revisiting the Classic Studies series: <https://au.sagepub.com/en-gb/oc/revisiting-the-classic-studies>. The rationale for this book is to provide a contemporary assessment of classic studies in the field of Organizational Psychology: first discussing a key classic study, and then going on to explain how it contributed to the development of understanding in a given area. The idea here, then, is to use the classic studies to give readers an insight into the foundations of the discipline, but also a sense of how the discipline has advanced in recent years. We are happy that we have a confirmed excellent senior contributors, including Adam Galinsky, Joe Magee, Derek Rucker, Sharon Parker, Giverny de Boeck, Peter Harms, Deborah Rupp, Russel Cropanzano, Naomi Ellemers, Dick de Gilder, Alex Haslam, Steve Reicher, Madeline Heilman, Sabine Sonnentag, Marylène Gagne, Jeff Vancouver, Andrew Neal, Tim Ballard, Niels van Quaquebeke, Catharina Voght, Mary Uhl-Brien, Melissa Carsten, Leslie DeChurch, Mark Erhart & Steve Wighting

Other refereed international journal publications (28)

Zhang, D., Veltrop, D. B., Hooghiemstra, R. B. H., & Rink, F. (in press). Does auditor resilience mitigate the effects of multiple team memberships on quality threatening behaviors? *Auditing: A Journal of Practice and Theory*.

Gedik, Y., Rink, F., Walter, F., & van der Vegt, G. (in press). A contingency model of the dominance route to influence in work teams: The moderating role of team competition. *Group Processes & Intergroup Relations*.

Feenstra, S., Begeny, C. T., Jordan, J., Ryan, M., Stoker, J. I., & Rink, F. (2022). Reaching the Top but not Feeling on Top of the World: Examining Women's Internalized Power Threats. *Frontiers in Psychology*, [7919]. <https://doi.org/10.3389/fpsyg.2022.931314>

- Weck, M. K., Veltrop, D. B., Oehmichen, J. D. R., & Rink, F. (2022). Why and when female directors are less engaged in their board duties: A status characteristics perspective. *Long Range Planning*
- Rink, F., Veltrop, D. B., de Waal, M. M., & Stoker, J. I. (2022). Managing C-suite conflict: The unique impact of internal and external governance bodies on top management team reflexivity. *Long Range Planning*
- Wong, E., Kirby, T., Rink, F., & Ryan, M. (2022). Intersectional responses to organizational diversity interventions. Invited to special issue of *Frontiers in Psychology: Women in Academia: Challenges and Solutions to Representation in the Social Sciences*
- Kosenkranius, M., Rink, F., Kujanpää, M., & Bloom, J. D. (2021). Motives for Crafting Work and Leisure: Focus on Opportunities at Work and Psychological Needs as Drivers of Crafting Efforts. *International Journal of Environmental Research and Public Health*, 18(23), [12294]. <https://doi.org/10.3390/ijerph182312294>
- Morgenroth, T., Ryan, M., Rink, F., & Begany, C. (2021). The (in)compatibility of identities: Understanding gender differences in work-life conflict through the fit with leaders. *British Journal of Social Psychology*. <https://doi.org/10.1111/bjso.12411>
- Feenstra, S., Begeny, C., Ryan, M., Rink, F., Stoker, J. I., & Jordan, J. (2020). Contextualizing the impostor "syndrome". *Frontiers in Psychology*, 11, <https://doi.org/10.3389/fpsyg.2020.575024>
- Van de Brake, H. J., Walter, F., Rink, F., Essens, P. J. M. D., & Van der Vegt, G. S. (2020). Multiple Team Membership and Individual Job Performance: The Role of Information-Sharing Networks. *Journal of Occupational and Organizational Psychology*, 4, 967-987. <https://doi.org/10.1111/joop.12326>
- Kosenkranius, M. K., Rink, F., De Bloom, J., & Van Den Heuvel, M. (2020). The design and development of a hybrid off-job crafting intervention to enhance needs satisfaction, well-being and performance: A study protocol for a randomized controlled trial. *BMC Public Health*, 20(1), [115]. <https://doi.org/10.1186/s12889-020-8224-9>
- Mulder, L. B., Rink, F., & Jordan, J. (2020). Constraining temptation: How specific and general rules mitigate the effect of personal gain on unethical behavior. *Journal of Economic Psychology*, 76, [102242]. <https://doi.org/10.1016/j.joep.2019.102242>
- Rink, F., Stoker, J. I., Ryan, M. K., Steffens, N. K., & Nederveen Pieterse, A. (2019). Gender Differences in How Leaders Determine Succession Potential: The Role of Interpersonal Fit With Followers. *Frontiers in Psychology*, 10, 752. <https://doi.org/10.3389/fpsyg.2019.00752>
- Oedzes, J., Rink, F., Walter, F., & van der Vegt, G. (2019). Informal Hierarchy and Team Creativity: The Moderating Role of Empowering Leadership. *Applied Psychology: An International Review*, 68(1), 3-25. <https://doi.org/10.1111/apps.12155>
- Brennkinkmeijer, V., Vink, M., Dorenbosch, L., Beudeker, D. A., & Rink, F. (2018). Regulatory fit at work: gravitational effects and associations with employee well-being. *European Journal of Work and Organizational Psychology*, 27(6), 809-821. <https://doi.org/10.1080/1359432X.2018.1540467>
- Kane, A. A., & Rink, F. (2016). When and how groups utilize dissenting newcomer knowledge: Newcomers' future prospects condition the effect of language-based identity strategies. *Group Processes & Intergroup Relations*, 19(5), 591-607. <https://doi.org/10.1177/1368430216638534>

Cantimur, Y., Rink, F., & van der Vegt, G. S. (2016). When and why hierarchy steepness is related to team performance. *European Journal of Work and Organizational Psychology, 25*(5), 658-673. [https://doi.org/\(...\)359432X.2016.1148030](https://doi.org/(...)359432X.2016.1148030)

Ellemers, N., & Rink, F. (2016). Diversity in work groups. *Current Opinion in Psychology, 11*, 49–53. [https://doi.org/\(...\)j.copsyc.2016.06.001](https://doi.org/(...)j.copsyc.2016.06.001)

Kane, A., & Rink, F. (2015). How newcomers influence group utilization of their knowledge: Integrating versus differentiating Strategies. *Group Dynamics-Theory Research and Practice, 19*(2), 91-105. <https://doi.org/10.1037/gdn0000024>

Jehn, K. A., De Wit, F. R. C., Barreto, M., & Rink, F. (2015). Task conflict asymmetries: Effects on expectations and performance. *International Journal of Conflict Management, 26*(2), 172-191. [https://doi.org/\(...\)8/IJCMA-03-2012-0023](https://doi.org/(...)8/IJCMA-03-2012-0023)

Molleman, E., & Rink, F. (2015). The antecedents and consequences of a strong professional identity among medical specialists. *Social Theory & Health, 13*(1), 46-61. <https://doi.org/10.1057/sth.2014.16>

Rink, F., & Ellemers, N. (2015). The pernicious effects of unstable work group membership: How work group changes undermine unique task contributions and newcomer acceptance. *Group Processes & Intergroup Relations, 18*(1), 6-23. <https://doi.org/10.1177/1368430214550339>

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