

Curriculum Vitae, 2025

Personal Details

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

Education

2005 PhD in Social Psychology, Leiden University (cum laude)
1998 MSc in Organizational Psychology, University of Groningen

Work Experience*

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

Leadership experience

2023 Chair of the OB department.
2015-2023 Research director of the OB department and part of the management team (further consisting of the department chair and teaching director)

PhD research teams

Social inequality – topics related to diversity & well-being, PhD students:

Dagmar Beudeker (2013), Merly Kosenkranius (2023), Edwina Wong (2024), Kyra van Hinsbergen (2025), Yezi Kangyezi (2027), Yi Qu (2028)

Social inequality – topics related to power & status hierarchies PhD students:

Yeliz Cantimur (2015), Joost van de Brake (2019), Jacoba Oedzes (2020), James Zhang (2022), Martin Pit (2023), Yhao TongTong (2027)

Behavioral governance and ethical decision making, PhD students:

Melanie de Waal (2020), Michelle Weck (2023), Julia Prompeler (2024), Fabian Ahrens (2024), Martin Pit (2024), Sylvia Xu (2026), Marcel Hulleman (2029)

International outreach and service to academia

Invited personal visits and keynote talks

2025 The Australian National University, London Business School, The University of Texas, ETH Zurich
2024 Aarhus University, Shanghai University, Imperial College Business School, London School of Economics, Notre Dame University
2023 UT Dallas, Beijing University
2022 Vienna University, Hong Kong Polytech University, IE Business School
2021 Cornell University, INSEAD, Carlson School of Business
2020 Exeter University, Ministry of Economic Affairs UK, Behavioral Insights Team, ESMT
2017 University of Giessen
2016 Leuven University

- 2014 Yale University
- 2012 Harvard Business School
- 2011 Exeter University
- 2008 Carnegie Mellon Tepper School of Business
- 2007 Cornell University, Exeter University
- 2005 Pittsburgh University, Kellogg School of Business

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

- 2018 - 23 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, HEC Paris)
- 2015 - Expert reviewer for European Research Council (ERC) innovation grants, National Science Foundations (e.g., Switzerland, UK)
- 2021 Journal of Organizational Behavior best paper 2020 award committee
- 2019 Organizer co-sponsored KNAW/EASP small group symposium, Utrecht
- 2014 Member of EASP conference selection committee, Amsterdam
- 2007-09 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 and editorial review board (ERB) memberships

- 2019 - 25 Associate Editor Academy of Management Journal. For this journal, I have given >15 publishing workshops globally (e.g., at schools in the US, Europe, Asia and Australia)
- 2017 - ERB Organizational Behavior and Human Decision Processes, Journal of Organizational Behavior
- 2007 - 19 ERB Academy of Management Journal, European Journal of Social Psychology, Journal of Personnel Psychology, 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

- 2025 EASM workshop on business strategy research, hosted by the RUG

- 2024 University of Rotterdam, Leadership and governance workshop at the RUG, Nyenrode Business University
- 2023 U4 leadership program and Diversity week (both at the RUG), Free University of Amsterdam, Zijlstra centrum
- 2022 University of Amsterdam
- 2021 ENLIGHT at the RUG, annual conferences of the International Corporate Governance Society and Kurt Lewin Institute
- 2019 FEB symposium at the RUG, Eindhoven University of Technology
- 2018 Tilburg University, KNAW Symposium
- 2017 Behavioral Governance Symposium, FEBRI annual conference, and Board Effectiveness symposium, all at the RUG
- 2016 Leiden University
- 2015 Night of Science, RUG
- 2014 Honours Forum, RUG
- 2013 Tilburg University
- 2012 Kurt Lewin Institute
- 2011 NWO, Free University Amsterdam,
- 2009 HRM Expertise Center, OB/Marketing symposium, and Social Psychology symposium, all at the RUG
- 2008 Marketing Department, RUG
- 2007 Organizational Psychology Department and FEB's opening of academic year, both at the RUG
Leiden University
- 2006 NWO, Organizational Behavior department RUG, Leiden University, University of Amsterdam, dissertation award presentation at annual conference Association of Social Psychology (ASPO)
- 2005 Leiden University

Professional national memberships

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

Examples of national academic service

- 2024- The Aletta Jacobs Prize Committee, RUG
- 2021 - Central Scientific Integrity Committee, RUG
- 2020 - 21 Diversity & Inclusion Committee, FEB, RUG
- 2014 - 21 Reviewer for grant applications, member of NWO VIDI selection committee
- 2017 - Co-founder of interdisciplinary research signature area 'Board Effectiveness' (25 members, with Prof. Dr. Hermes) – now called 'Leadership and Governance'
- 2008 Founder FEB collaboration lab for fundamental behavioral research: 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- Nationally member selection committees and institutional accreditation committees > 40
- 2007- 11 Board member of the Dutch Association for Social Psychology (ASPO)

Awards

- 2023 Strategic Leadership and Governance Best Paper Prize. 43rd Annual Conference Strategic Management Society; “Towards a configurational theory on director influence in boards.”
- 2022 Best Paper Award of the Strategic Management SIG at the Annual EURAM conference; “Collaboration Theater: Connecting Intensive Cooperation, Absence of Value Creation, and Alliance Continuation.”
- 2021 Best Paper Award at the 4th Interdisciplinary Perspectives on Leadership Symposium; Glass Trapdoors: A Gendered Perspective on CEOs’ Departure and Post-Turnover Careers.
- 2020 Outstanding Senior Researcher Award FEBRI – FEBRI is the research school of FEB and consists of the Research Institute, the Graduate School of Economics and Business, and FEBRI Applied Research.
Award for outstanding editorial service to AOM, Academy of Management Journal
- 2019 HRtop100 Scientist of the Year Award - HRtop100 is the leading Dutch association for practitioners in HRM
- 2018 Outstanding Reviewer Award, Academy of Management Journal
- 2007 Awarded a Rosalind Franklin Fellowship, RUG
- 2006 Best Dissertation Award, Dutch Association for Social Psychology
- 2005 Best Dissertation Award, American Psychology Association

PhD degree committee memberships

- 2025 Marloes Korendijk (University of Groningen)
- 2023 Viet, S. (Free University of Amsterdam)
- 2022 Coffeng, T. (University of Utrecht), Van den Adel (University of Groningen), Gutermuth, D. (University of Maastricht), Van Toorn, C. (Free University of Amsterdam)
- 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. & Ruedert, 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)

Selection of grants (> PhD/Post-doc funding)

2022	PhD fund CSC	€200.000
2018	PhD fund IMD Business school	€120.000
2016	PhD fund, Foundation for Auditing Research	€200.000
	NWO VIDI scheme for excellent researchers (PI, top 10%)	€800.000
2014	PhD fund, Dutch Central Bank (PI)	€180.000
2012	The Dutch Police Academy	€ 50.000
	PhD fund Netherlands Organisation for Applied Scientific Research (TNO)	€100.000
2011	Postdoc fund, Dutch Ministry of Internal Affairs	€245.000
2005	NWO Postdoc fund (PI)	€289.682

National valorization to practice

Professional service

- 2024 - Member of the Supervisory Board, PwC the Netherlands, part of the global PwC consultancy network
- 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 sectors)
- 2019 - Scientific member of independent integrity committees to evaluate board practices
- 2018 - Member of the scientific council of the Dutch Governance Association in the Healthcare sector (NVTZ).
- 2020 - 23 Scientific advisor on NVTZ-VTW alliance

Executive Education

- 2020 - Initiator senior executive governance program 'Board Dynamics', University of Groningen Business School, RUG
- 2016 - Guest lectures in executive leadership programs at the RUG (EMBA, in company training for policy advisors, medical professionals, and academic staff)
- 2014 - Guest lecturer on executive programs offered by private training companies (e.g., Comenius), and other universities ESMT Berlin, EPFL Lausanne, and Nyenrode Business School

Dutch 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://www.nvtz.nl/kennisbank/signalement-2023-2/>
- <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>

Policy book

- Minkman, M., van Dijk, G., Heeren, T., Janssen, R., Rink, F., Tonkens, E., & Westert, G. (2024) *Toeziën op samenwerken: naar een verantwoord samenspel*. Policy book published by the NVTZ, 133 pages.

Stakeholder briefings since 2017

- 2025 - NOM Flevoland
- 2024 - Gasunie, RWE, Northern Network for Healthcare Professionals, Versteeghe Group, Simant, NVTZ
- 2023 - Achmea, Empatec NV, VTW
- 2022 - Association for Directors in Higher Education, WOON Twente network, Port of Harlingen, CINOP, NR governance, 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 - Network for Dutch post-secondary vocational education colleges, Dutch political parties, VWB, Hemingway Governance, EY
- 2019 - KPMG, EY, VTW, Atrive

- 2018 Central Dutch Governance Association, KPMG, AFM, Ministry of Infrastructure and Water Management, The Royal Dutch Dental Association (KNMT), Gasunie
- 2017 Platform for Innovation and Small Businesses, Northern Dutch Region, UMCG
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, 2024), Trouw (2019), HRactueel (2018). Yearly blogs for HRM Expertise Center (2010-2023), podcasts and interviews for University of Groningen (2012, 2016, 2018, 2019, 2020, 2024), HRtop100 (2019), HR-Watwerkt? (2020)

International scientific publications

Key refereed management publications (article influence score > .90)

1. Gray, S., Bunderson, S., Rink, F., & van der Vegt, G. (2023). Knowledge diversity and information sharing in hierarchically differentiated teams: The critical role of hierarchy stability. *Academy of Management Journal* 66(2), 462–488.
2. 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*, 57 (8), 1502-1530.
3. 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.
4. 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.
5. 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.

Key refereed publications in specialized OB, governance, and psychology journals (article influence score > .90)

1. Gündemir, S., Kanitz, R., Rink, F., Hoever, I., & Slepian, M. L. (In press). Beneath the surface: Resistance to Diversity, Equity, and Inclusion (DEI) initiatives in organizations. *Current Opinion in Psychology*.
2. 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.
3. 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*, 55, 3, 102121.
4. 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*, 55, 3, 102121.

5. 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.
6. 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.
7. 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. * **Nominated for best paper award 2019, 2nd place.**
8. 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.
9. Ellemers, N., & Rink, F. (2016). Diversity in work groups. *Current Opinion in Psychology, 11*, 49-53.
10. 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.
11. 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.
12. 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.
13. 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.

Editorials in management journals

1. Grimes, M., Von Krogh, G., Feuerriegel, S., Rink, F., & Gruber, M. (2023). From Scarcity to Abundance: Scholars and Scholarship in an Age of Generative Artificial Intelligence. *Academy of Management Journal, 66*(6), 1617-1624.
2. Wellman, N., Troster, C., Grimes, M., Roberson, Q., Rink, F., & Gruber, M. (2023). Publishing multimethod research in AMJ: A review and best-practice recommendations. *Academy of Management Journal, 66*(4), 1007-1015.
3. 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.
4. 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.

Papers selected for the annual best paper proceedings of the Academy of Management

1. Pit, M., Rink, F., Faems, D., & Estrada, I. (2023). *You, me, us? The role of collective identity contract framing in the face of alliance disruptions.*
2. Van de Brake, H., Walter, F., Rink, F., Essens, P., & van der Vegt, G. S. (2017). *Is Multiple Team Membership a Challenge or a Hindrance for Individual Employees?*
3. Rink, F., Ryan, M., & Stoker, J. I. (2012). *The precariousness of the glass cliff: How gender stereotypes affect leader evaluations.*
4. Kane, A., & Rink, F. (2011). *Newcomers as active agents: Team receptivity to integrating vs. differentiating identity strategies.*

International book

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

This book is part of SAGE's Revisiting the Classic Studies series: <https://au.sagepub.com/en-gb/oce/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. The book has many 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 journal publications

1. Wong, E., Kirby, T., Rink, F., & Ryan, M. (2024). Overcoming or Removing Gendered Barriers? Support for Individualistic Diversity, Equity, and Inclusion Interventions Among Those in Power. *Journal of Applied Social Psychology*
2. Prömpeler, J., Veltrop, D., & Stoker, J. I. & Rink, F., (2023). Striving for sustainable development at the top: Exploring the interplay of director and CEO values on environmental sustainability focus. *Business Strategy and The Environment*. 32, 7, 5068-5082
3. Zhang, D., Veltrop, D. B., Hooghiemstra, R. B. H., & Rink, F. (2023). Does auditor resilience mitigate the effects of multiple team memberships on quality threatening behaviors? *Auditing: A Journal of Practice and Theory*, 42, 4.
4. Kosenkranius, M., Weigelt, O, Rink, F., & Bloom, J. D. (2023). Crafting and human energy: Needs-based crafting efforts across life domains shape employees' daily energy trajectories. *Journal of Occupational Health Psychology* 8, 3, 192-204.
5. Gedik, Y., Rink, F., Walter, F., & van der Vegt, G. (2023). A contingency model of the dominance route to influence in work teams: The moderating role of team competition. *Group Processes & Intergroup Relations*, 26, 7, 1413-1435.
6. Kosenkranius, M., Rink, F., Weigelt, O., van den Heuvel, M., & de Bloom, J. (2023). The Effectiveness of a Hybrid Off-Job Crafting Intervention on Employees' Psychological Needs Satisfaction and Well-Being. *Scandinavian Journal of Work and Organizational Psychology*, 8(1), Article 6.
7. 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].
8. 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*
9. 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.
10. 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*.
11. Feenstra, S., Begeny, C., Ryan, M., Rink, F., Stoker, J. I., & Jordan, J. (2020). Contextualizing the impostor "syndrome". *Frontiers in Psychology*, 11,

12. 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
13. 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.
14. 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].
15. 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.
16. 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.
17. Brenninkmeijer, 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.
18. 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.
19. 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.
20. 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.
21. 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
22. 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.
23. Molleman, E., & Rink, F. (2015). The antecedents and consequences of a strong professional identity among medical specialists. *Social Theory & Health*, 13(1), 46-61.
24. 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.
25. Bruckmueller, S., Ryan, M. K., Rink, F., & Haslam, S. A. (2014). Beyond the Glass Ceiling: The Glass Cliff and Its Lessons for Organizational Policy. *Social Issues and Policy Review*, 8(1), 202-232. **Most downloaded article from this journal in 2014**
26. Rink, F., Ryan, M. K., & Stoker, J. I. (2013). Social resources at a time of crisis: How gender stereotypes inform gendered leader evaluations. *European Journal of Social Psychology*, 43(5), 381-392.
27. Molleman, E., & Rink, F. A. (2013). Professional identity formation amongst medical specialists. *Medical Teacher*, 35(10), 875 - 876.
28. Rink, F., & Ellemers, N. (2010). Benefiting from deep-level diversity: How congruence between knowledge and decision rules improves team decision-making and team perceptions. *Group Processes & Intergroup Relations*, 13(3), 345-359.

29. 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.
30. 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.
31. Rink, F., & Ellemers, N. (2007). Defining the common feature: Task-related differences as the basis for dyadic identity. *British Journal of Social Psychology*, 46(3), 499-515. Rink, F. A. (2007). Diversity as a source of common identity: Towards a social identity framework for studying the effects of diversity in organizations. *British Journal of Management*, 18, 19 - 29.
32. Rink, F., & Ellemers, N. (2006). What can you expect? The influence of gender diversity in dyads on work goal expectancies and subsequent work commitment. *Group Processes & Intergroup Relations*, 9(4), 577-588.

Submissions to refereed international journals

1. Ahrens, F., Veltrop, D., Mulder, L.B., & Rink, F. (2025). Title blinded. *Corporate Governance: An International Review*, 3rd round revise & resubmit
2. Weck, M. K., Veltrop, D. B., Oehmichen, J. D. R., & Rink, F. (2025). Title blinded. *Strategic Organization*, 1st round of revise & resubmit.
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