

Floor Rink, PhD

Professor of Organizational Behavior | Chair of the Organizational Behavior Department

Faculty of Economics and Business, University of Groningen, The Netherlands | f.a.rink@rug.nl

Curriculum vitae | Dutch | Born 29 September 1975 | Updated September 2026

Research profile

I am a psychologist and management scholar who examines the conditions under which organizations can reduce barriers arising from social inequality and make responsible business decisions. I take a multilevel approach to identify these conditions, connecting what happens within organizations to the broader societal and institutional environments in which they operate. At the organizational level, I study how practices such as diversity initiatives, changes in workforce composition, and organizational hierarchies impact employees' social status, career opportunities, voice, and perceptions of fair treatment. At the societal and institutional level, I examine how governance systems, regulation, and societal norms influence the way organizational leaders manage these equality dynamics and navigate ethical business dilemmas. Together, these perspectives allow me to understand how organizations can both reflect and shape their wider social context.

Research methods

To answer my research questions, I combine psychological, management, and economic theory with mixed methods, including experiments, surveys, longitudinal and archival field data, qualitative case studies, and meta-analytic techniques.

Academic appointments and leadership

Academic appointments

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| 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

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| 2023 | Chair of the OB Department |
| 2015–2023 | Research director, part of the management team of the OB department |
| 2017– | Co-founder of the interdisciplinary research group 'Leadership and Governance' (approximately 25 members), now one of the faculty's five research themes |

Education and academic affiliations

Education

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

Academic memberships and affiliations

Academy of Management (AOM), Strategic Management Society (SMS), European Association of Social Psychology (EASP), European Association for Work and Organizational Psychology (EAWOP), Interdisciplinary Network for Group Research (INGROUP), Kurt Lewin Institute (KLI), FEBRI research institute for economics and business. Affiliated researcher at the Global Institute for Women's Leadership at the Australian National University.

Teaching

Teaching profile

I attained my University Teaching Qualification (UTQ) in 2008. Since then, I have taught at the bachelor's, master's, and research master's levels. I have directed my faculty's Honors Bachelor's program for 4 years. My main teaching areas are Organizational Behavior, Leadership and Governance, Academic Debating, and Research Skills. I also teach executive courses for the University of Groningen Business School (UGBS). I run company training programs and a senior-level executive course on Board Dynamics, in which leaders from a broad range of sectors participate (e.g., healthcare, education, housing, financial, food, and energy). I am a recurring executive guest teacher in UGBS's MBA program and in executive programs organized by The University Medical Center Groningen (UMCG), Nyenrode Business School, Comenius, NR Governance and the Swiss Federal Institute of Technology Lausanne (EPFL).

Teaching methods

In smaller student groups, I generally use online video materials, business case simulations, and flipped-classroom techniques to teach students how to apply research insights to real-life management problems. In large student groups (>100), I use classic lecture formats combined with exam exercises and in-class case discussions. I enjoy teaching and am grateful that students and executives alike continue to value my efforts in their course evaluations.

PhD supervision (years indicate completed or expected completion)

PhD research on social inequality

Dagmar Beudeker (2013), Yeliz Cantimur (2015), Joost van de Brake (2019), Jacoba Oedzes (2020), Merly Kosenkranius (2023), Edwina Wong (2024), Kyra van Hinsberg (2025), Yi Qu (2028), Xiaowen Tang (2029), Yezi Kang (2027), Tongtong Zhao (2027)

PhD research on strategic leadership and governance

Melanie de Waal (2020), James Zhang (2022), Michelle Weck (2023), Julia Prömpeler (2024), Fabian Ahrens (2024), Martin Pit (2024), Sylvia Xu (2026), Marcel Hulleman (2029), Mit Desai (2031), Maarten Smit (2031)

PhD assessment committees

University of Groningen: S. Santara (2026), M. Korendijk (2025), Van den Adel (2022), D. Slooten and G. J. van Hoendervanger (2021), and S. Feenstra (2020); Vrije Universiteit Amsterdam: S. Viet (2023), C. Van Toorn (2022), S. Schlamp (2021), and C. Van Toor (2020); Utrecht University: T. Coffeng (2022); Maastricht University: D. Gutermuth (2022); Washington University in St. Louis: TaeJin Hwang (2021).

Before 2020, I served on 19 PhD assessment committees: University of Groningen (15), Leiden University (1), KU Leuven (1), Sapienza University of Rome (1), and Queensland University, Australia (1).

Editorial and academic service

Editorial roles and review board memberships

- 2026–** Lead Guest Editor, Journal of Management Studies Special Issue, ‘Decentering Governance and Leadership Research’. Editor team: Ruth Aguilera, Sun Hyun Park, Mariano Heyden, Dennis Veltrop, Sarosh Asad & Tiffany Trzebiatowski
- 2019–2025** Associate Editor for the Academy of Management Journal
- Ongoing** Editorial Review Boards: Organizational Behavior and Human Decision Processes, Journal of Organizational Behavior, and Academy of Management Journal

Before 2020, I served on the review boards of European Journal of Social Psychology, Journal of Personnel Psychology, and British Journal of Management

Reviewing for management and psychology journals

Journal of Management • Strategic Management Journal • Academy of Management Review • Organization Science • Journal of Applied Psychology • Journal of Management Studies • Personnel Psychology • Leadership Quarterly • Psychological Science • Journal of Personality and Social Psychology • Personality and Social Psychology Bulletin • Personality and Social Psychology Compass • Social Psychological and Personality Science • Group Processes and Intergroup Relations • Human Relations • Journal of Occupational and Organizational Psychology • European Journal of Work and Organizational Psychology • Journal of Applied Social Psychology • Basic and Applied Social Psychology • British Journal of Social Psychology • Group Dynamics • Small Group Research • Social Influence

International academic service

- Ongoing** Ad hoc member of tenure committees (e.g., LSE, Leuven University, Exeter University, INSEAD, Technical University München, HEC Paris)
- Ongoing** Expert reviewer for European Research Council (ERC) innovation grants and national science foundations (e.g., Switzerland, Germany, the UK)
- 2018–2023** Member, Social Sciences Steering Committee of Belgium’s National Science Foundation

Before 2020, I served on conference selection committees (e.g., EASP), dissertation award committees (AOM, APA, ASPO), best paper committees (e.g., JOB), organized funded small group colloquia (KNAW, EASP, FEB, ERIM), and more than 25 conference symposia (e.g., at EASP, AOM, SIOP, INGroup, EAWOP, and SMS).

National academic service

- 2026–** Chair of two NVAO (The Accreditation Organization of the Netherlands and Flanders) accreditation committees evaluating the BA and MSc psychology programs across Dutch universities.
- 2026–** Chair of the reading committee for FEB’s strategic plan (2026–2030)
- 2024–** Member of the Aletta Jacobs award committee, RUG
- 2021–** Member of the central scientific integrity committee, RUG
- Ongoing** Annually a member of multiple selection committees, as well as tenure promotion committees at my faculty (ad hoc), the Faculty of Law (ad hoc external member), and the Faculty of Social and Behavioral Sciences (permanent external member, 2019–2025), RUG
- Ongoing** I regularly serve on teaching panels for AACSB/EQUIS/NVAO accreditations, representing different courses, programs, or my faculty's overall educational profile.
- Ongoing** Reviewer for, and member of, NWO grant selection committees (e.g., for the VIDI-scheme)

Before 2020, I chaired FEB's first diversity committee, tasked with examining DEI issues within the faculty and advising the board on needed interventions for change (e.g., in tenure policies, selection procedures). As a young scholar, I served on the board of the Dutch Association for Social Psychology (ASPO; 2007–2011) and co-founded FEB's lab for fundamental research to provide faculty members across management fields with advanced experimental facilities. The lab continues to run successfully today.

Research grants and awards

Grants as principal investigator (PI) from the Dutch Research Council (NWO), total €1.889.682

SSH open competition L (on 'Leadership in a Time of Inclusion and Resistance', 2026), VIDI scheme for excellent researchers (on 'Supervising Top Executives', 2016), Thematic innovation starting fund (on 'Newcomer Socialization', 2005)

Doctoral, postdoctoral, and commissioned funding, total €1.180.000

Research and data center of the Ministry of Justice and Security (WODC, PI, personal commissioned funding, 2026) Chinese Scholarship Council (CSC, PhD funding, 2023), IMD Business School (50% PhD funding, 2018), Foundation for Auditing Research (PhD funding, 2016), Dutch Central Bank (PI, PhD funding, 2016), Dutch Policy Academy (50% postdoctoral funding, 2012), Netherlands Organization for Applied Scientific Research (TNO, PhD funding, 2012), Ministry of the Interior and Kingdom Relations (PI, postdoctoral funding, 2011).

Recent research distinctions

2022-2025 Best Paper Awards at the EURAM Annual Conference (2022), 43rd Strategic Management Society Annual Conference (2023), Academy of Management Annual Meeting (2025)

2020 FEBRI Outstanding Senior Researcher Award

Before 2020, I received a Best Reviewer Award from the Academy of Management (2018), the HRtop100 Scientist of the Year Award (2019), a Rosalind Franklin Fellowship at the RUG (2007), and Best Dissertation Awards from the Dutch Association for Social Psychology (2006) and the American Psychological Association (2005).

Academic keynotes

International keynotes

2027 Scheduled: Hong Kong Polytechnic University; Macquarie University

2025 London School of Economics; London Business School; McCombs Business School Austin; ETH Zurich

2024 Aarhus University; Shanghai University; Imperial College Business School; London School of Economics; University of Notre Dame

2023 Naveen Jindal School of Management Dallas; Peking University

2022 University of Vienna; Hong Kong Polytechnic University; IE Business School

2021 Cornell University; INSEAD; Carlson School of Management

2020 University of Exeter; Behavioral Insights Team (BIT), London, UK; ESMT Berlin

Before 2020, international key notes included the University of Giessen (2017), KU Leuven (2016), Yale University (2014), Harvard Business School (2012), the University of Exeter (2011 and 2007), Carnegie

Mellon University's Tepper School of Business (2008), Cornell University (2007), the University of Pittsburgh and Kellogg School of Management (2005).

National keynotes

2026	Management day, Faculty of Arts, RUG, Nyenrode Business School
2025	EIASM workshop on business strategy research
2024	University of Rotterdam, Leadership and governance colloquium, RUG
2023	U4 leadership program, Convenor in RUG's diversity week, Free University of Amsterdam, Zijlstra Centrum
2022	University of Amsterdam
2021	Annual conferences of the International Corporate Governance Society, the Kurt Lewin Institute, ENLIGHT
Ongoing	Speeches at public FEB and RUG events (e.g., departmental and faculty symposia, Night of Science, regional stakeholder meetings).

Before 2020, I received keynote invitations from Eindhoven University, Tilburg University, Leiden University, Vrije Universiteit Amsterdam, the University of Amsterdam, KNAW, NWO, the Kurt Lewin Institute, ASPO and FEBRI.

Professional engagement

Professional service

2024–	Member of the supervisory board, PwC Netherlands
2018–2027	Member of the scientific council of the Dutch governance association for healthcare (NVTZ)
2019–	Scientific advisor to executives, supervisory boards, and integrity committees evaluating organization-wide cultural practices

Stakeholder briefings and professional talks

2020 - 2027	Judicial Information Service (scheduled), Dutch Ministry of Justice and Security (scheduled), Ommelander Hospital Groningen, UMCG (recurring), Eurosonic Noorderslag, de Bestuurskamer, Senior Civil Service (ABD), NOM Flevoland, Simant, Aedes (recurring), Gasunie (recurring), RWE, Northern Network for Healthcare Professionals, Versteeghe Group, NVTZ, Achmea, Empatec, VTW, Governance Associations in Higher and Secondary Vocational Education, WOON Twente network, Port of Harlingen, CINOP, Dutch Ministry of Defense, Netherlands Trade Union Federation (FNV), Dutch Pension Association, Dutch Risk & Compliance Institute, VWB, Hemingway Governance, EY (recurring)
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Before 2020 stakeholder engagements included KPMG, Deloitte, EY, VTW, Atrive, the Central Dutch Governance Association, Dutch Authority for the Financial Markets (AFM), Ministry of Infrastructure and Water Management, Royal Dutch Dental Association (KNMT), Gasunie, SNN, UMCG and Nijestee

Media coverage

Nationally, my research findings have been covered in Het Financieele Dagblad (2014, 2019, 2020, 2024), de Volkskrant (2011, 2019, 2022), NRC/NRCQ/NRC.next (2012–2015), Trouw (2009, 2011, 2019), Radio 1 (2009, 2018), Nieuwsblad van het Noorden (2024), RTVNoord (2024–2026), De Standaard (2009), and Opzij (2009, 2012). I regularly write blogs for FEB's Expertise Centers or Themes, and discuss new outcomes in RUG podcasts and interviews (2012–2026).

Internationally, study outcomes have appeared in Forbes, the Financial Times, the Guardian, MSN News, and X posts. Their broader implications have been discussed in podcasts, Harvard Business Review, and public policy reports from the World Bank, the OECD, and the World Health Organization (2018-2026).

International Publications

Feature publications

- Kang, Y., van der Vegt, G. S., & Rink, F. A. (in press). Managing imperfect mobility: How social and human capital shape women's integration after their entry. *Journal of Applied Psychology*.
- Ahrens, F. K., Veltrop, D. B., Mulder, L. B., & Rink, F. (2026). Board size in context: A meta-analysis on the relationship between board size and firm performance. *Corporate Governance: An International Review*, 34(2), 290–309.
- Veltrop, D., Rink, F., & de Haan, J. (2026). Supervising your in-group? How social identification shapes financial sector regulatory leniency. *Regulation & Governance*. Advance online publication.
- Weck, M., Veltrop, D., Oehmichen, J., & Rink, F. (2026). Reaching for the stars and knowing how to get there: CEO promotion focus, CEO organizational experience, and firm strategy uniqueness. *Strategic Organization*, 24(3), 517–545.
- Xu, S. Y., Mulder, L. B., Rink, F. A., Bijmolt, T. H. A., & Leliveld, M. C. (2026). The behavioral impact of moral appeals: An integrated framework and meta-analysis. *Personality and Social Psychology Bulletin*. Advance online publication.
- Gündemir, S., Kanitz, R., Rink, F., Hoefer, I., & Slepian, M. L. (2024). Beneath the surface: Resistance to diversity, equity, and inclusion (DEI) initiatives in organizations. *Current Opinion in Psychology*, 60, Article 101922.
- Gray, W. S., Bunderson, J., van der Vegt, G., Rink, F., & Gedik, Y. (2023). Leveraging knowledge diversity in hierarchically differentiated teams: The critical role of hierarchy stability. *Academy of Management Journal*, 66(2), 462–488.
- Rink, F., de Waal, M., Veltrop, D., & Stoker, J. I. (2022). Managing C-suite conflict: The unique impact of internal and external governance interfaces on top management team reflexivity. *Long Range Planning*, 55(3), Article 102121.
- Weck, M., Veltrop, D., Oehmichen, J., & Rink, F. (2022). Why and when female directors are less engaged in their board duties: An interface perspective. *Long Range Planning*, 55(3), Article 102123.
- van de Brake, H. J., Walter, F., Rink, F. A., Essens, P. J. M. D., & van der Vegt, G. S. (2020). Benefits and disadvantages of individuals' multiple team membership: The moderating role of organizational tenure. *Journal of Management Studies*, 57(8), 1502–1530.
- 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.
- 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.
- Silberzahn, R., Uhlmann, E. L., Martin, D. P., Anselmi, P., Aust, F., Awtrey, E., Bahník, Š., Bai, F., Bannard, C., Bonnier, E., Carlsson, R., Cheung, F., Christensen, G., Clay, R., Craig, M. A., Dalla Rosa, A., Dam, L., Evans, M. H., Flores Cervantes, I., ... 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.
- 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.
- Ellemers, N., & Rink, F. (2016). Diversity in work groups. *Current Opinion in Psychology*, 11, 49–53.

- 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.
- 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.
- Mulder, L. B., Jordan, J., & Rink, F. (2015). The effect of specific and general rules on ethical decisions. *Organizational Behavior and Human Decision Processes*, 126, 115–129.
- Lount, R. B., Jr., Sheldon, O. J., Rink, F., & Phillips, K. W. (2015). Biased perceptions of racially diverse teams and their consequences for resource support. *Organization Science*, 26(5), 1351–1364.
- Rink, F. A., Kane, A. 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.
- 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.
- 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.

Book and editorials

- Rink, F., Aguilera, R. V., Asad, S., Heyden, M. L. M., Park, S. H., & Veltrop, D. (Eds.). (forthcoming). Decentering strategic leadership and governance research: Insights from diverse institutional landscapes [Special issue]. *Journal of Management Studies*.
- Steffens, N. K., Rink, F. A., & Ryan, M. K. (Eds.). (2023). *Organizational psychology: Revisiting the classic studies*. SAGE (280 pages).
- 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.
- 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.
- 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.
- 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.

Other refereed international journal publications

- Bucur, R. E., Rus, D., van der Vegt, G. S., Rink, F. A., Walter, F., & Wisse, B. (2026). Inspired by fish: How direct group interaction strengthens informal hierarchy transitivity in teams. *Current Psychology*, 45(4), Article 360.
- van Hinsberg, K., Jordan, J., Rink, F., Stoker, J. I., Voorhoeve, J., & Barendse, F. (2025). Effective networking for women in leadership. *Management and Business Review*, 5(2), 7–12.
- Wong, C. Y. E., Kirby, T. A., Ryan, M. K., & Rink, F. (2025). Overcoming or removing gendered barriers? Support for individualistic diversity, equity, and inclusion interventions among those in power. *Journal of Applied Social Psychology*, 55(1), 22–37.
- Prömpeler, J., Veltrop, D. B., Stoker, J. I., & Rink, F. A. (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.

- Zhang, D. J., 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 & Theory*, 42(4), 179–203.
- Kosenkranius, M., Rink, F., Weigelt, O., & de Bloom, J. (2023). Crafting and human energy: Needs-based crafting efforts across life domains shape employees' daily energy trajectories. *Journal of Occupational Health Psychology*, 28(3), 192–204.
- 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.
- 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.
- Feenstra, S., Begeny, C. T., Jordan, J., Ryan, M. K., Stoker, J. I., & Rink, F. A. (2022). Reaching the top but not feeling on top of the world: Examining women's internalized power threats. *Frontiers in Psychology*, 13, Article 931314.
- Wong, C. Y. E., Kirby, T. A., Rink, F., & Ryan, M. K. (2022). Intersectional invisibility in women's diversity interventions. *Frontiers in Psychology*, 13, Article 791572.
- Kosenkranius, M., Rink, F., Kujanpää, M., & de Bloom, J. (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), Article 12294.
- Morgenroth, T., Ryan, M. K., Rink, F., & Begeny, C. T. (2021). The (in)compatibility of identities: Understanding gender differences in work-life conflict through the fit with leaders. *British Journal of Social Psychology*, 60(2), 448–469.
- Feenstra, S., Begeny, C. T., Ryan, M. K., Rink, F. A., Stoker, J. I., & Jordan, J. (2020). Contextualizing the impostor 'syndrome'. *Frontiers in Psychology*, 11, Article 575024.
- van de Brake, H. J., Walter, F., Rink, F. A., 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*, 93(4), 967–987.
- Kosenkranius, M. K., Rink, F. A., 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), Article 115.
- 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, Article 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, Article 752.
- 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.
- 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.
- 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.
- 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.
- Kane, A. 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.

- 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.
- Molleman, E., & Rink, F. (2015). The antecedents and consequences of a strong professional identity among medical specialists. *Social Theory & Health*, 13(1), 46–61.
- 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.
- Bruckmüller, 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.
- 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.
- Molleman, E., & Rink, F. A. (2013). Professional identity formation amongst medical specialists. *Medical Teacher*, 35(10), 875–876.
- 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.
- 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.
- 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.
- Rink, F. A., & 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.
- 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.

Academy of Management best paper proceedings

- Kang, Y., Zhou, L., Song, Y., Nguyen, N. H., Rink, F., van der Vegt, G. S., Hemsley, R. S., Burgess, B. A., Hollenbeck, J. R., Matusik, J. G., Griffin, D. J., Yang, Y., Nederveen Pieterse, A., van Knippenberg, D., Li, J., Reinke, K. H., Park, S., & Crawford, E. (2025). Dynamic team composition: Bridging theory and practice: How does interpersonal influence shape team performance after a team membership change? *Academy of Management Proceedings*, 2025(1). [Symposium]
- 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. *Academy of Management Proceedings*, 2023(1).
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- Rink, F., Ryan, M. K., & Stoker, J. I. (2012). The precariousness of the glass cliff: How gender stereotypes affect leader evaluations. *Academy of Management Proceedings*, 2012(1).
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