



Marieke van den Brink is professor of Gender & Diversity at Radboud Social and Cultural Research in Nijmegen and a member of the Young Academy of the Royal Academy of Arts and Sciences. She researches the place and functioning of gender and diversity in organizations (especially recruitment and selection) and the possibilities and impossibilities of organisational change. In the presentation, Marieke van den Brink will discuss what is constructed as academic excellence at the micro-level, how evaluators operationalise this construct in the criteria they apply in academic evaluation, and how gender inequalities are imbued in the construction and evaluation of excellence. She will challenge the view that the academic world is governed by the normative principle of meritocracy in its allocation of rewards and resources. Based on an empirical study of professorial appointments in the Netherlands and a European research on gender and precarious workers ([www.garciaproject.eu](http://www.garciaproject.eu)), Marieke will show that academic excellence is an evasive social construct that is inherently gendered.