

Curriculum Vitae

Name:	R. E. van Geffen
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Birth date:	06 May 1988

Education

- 2010- 2012** Research Master Social and Behavioral Sciences at Tilburg University. Research projects in: Learning and development, diversity beliefs in teams, gender stereotypes in teams. Additional courses: Strategic Human Resource Development, HR Metrics, Advanced Human Resource Studies. Rounded average grade: 8.
- 2006-2010** Bachelor Human Resource Studies (HRS) at Tilburg University. Minor: Studies of the multicultural society. Additional courses: Italian for beginners.
- 2008** Training Cross-Cultural Communication, as a part of the course Cultural Psychology for non-psychology students
- 2007-2008** Training courses at the Student Service Centre at Tilburg University:
- General presentation skills
 - Follow-up training presentation skills and managing difficult situations
 - Training presentations at information markets
 - Training for workshop 'Making Choices'
 - Workshop effective communication in (board) meetings
- 2000-2006** VWO, Scholengemeenschap Lelystad, diploma awarded in 2006 (exams included: Dutch, French, English, history, geography, economics, math, and management & organisation).

Teaching Experience

- May-June 2012** Developing and delivering a comprehensive crash-course on statistics aimed at PhD students who desire to update or refresh their knowledge on the subject. The course addresses the following subjects: basic inferential statistics (correlations etc.), ANOVA, all types of regression analysis (linear, logistic etc.), Multilevel analysis, Structural Equation Modelling, Analysis of longitudinal data.
- Sept. 2007–
Aug. 2012** Student representative Human Resource Studies
This entailed:
- Interactive presentations 30-60 minutes on the study HRS and Tilburg University for high school students and parents.
 - Hosting interactive (case) workshops (3 hours) on the social sciences faculty at Tilburg University for high school students.
 - Hosting interactive workshops (3 hours) on 'Making Choices' for high school students.

Work Experience

- Sept. 2012 -
present** PhD candidate Amsterdam Business School: research on Proactive Employee Behavior with the department of HRM-OB
Next to executing my PhD research, I am involved in teaching courses to bachelor and master students, with a focus on Research focused courses and HRM courses

Sept. 2009-
March 2010

HR Trainee Royal Philips Lighting Electronics
Internship with a duration of 6 months.
Supporting the Senior HR Manager Philips Lighting Electronics

Papers

- Online first published** R.E. van Geffen & R. Poell (2014), "Relationships among mobility experience, attitude towards mobility and intentions to be mobile of Dutch teachers" in Asia-Pacific Journal of Teacher Education
- Conference paper** R.E. van Geffen, D. N. Den Hartog and F. D. Belschak, "Voice Behavior among Colleagues: Effects on Perceptions of Basic Need Fulfillment" To be presented at **ICAP 2014**, 8-13 July 2014, Paris
- Conference paper** R.E. van Geffen, D. N. Den Hartog and F. D. Belschak, "Conflict in Teams: Basic Needs, contextual team behaviors and team performance, a multilevel model" To be presented at the **Annual Meeting of the Academy of Management 2014**, Organizational Behavior Division, August 1-5 2014, Philadelphia
- Conference paper** R.E. van Geffen, D. N. Den Hartog and F. D. Belschak, "The Battle for Team Proactivity: Basic need satisfaction, conflict and proactivity in teams", to be presented at the **IACM conference**, July 4-7 2014, Leiden
- Conference paper** R.E. van Geffen, D. N. Den Hartog and F. D. Belschak, "Examining the situational and compositional effects on team proactivity and effectiveness: A multilevel model" Presented at the 13th Edition of **PREBEM**, March 22nd 2013, Amsterdam
- Conference paper** F. D. Belschak, D. N. Den Hartog, and R.E. van Geffen, "When Supervisors Appreciate Employee Voice: Supervisor Attributions and Evaluations of Employee Voice Behaviors" Presented at the **Annual Meeting of the Academy of Management 2013** as part of the symposium "Proactive behavior in organizations: Processes, contingencies, and outcomes", Orlando Florida
- Conference paper** R.E. van Geffen, D. N. Den Hartog and F. D. Belschak, "Going beyond the task: The Effects Conflict on Contextual Performance of Teams" To be presented at the **WAOP conference 2013**, 22nd of November 2013, Eindhoven
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Extra-Curricular Activities

- 2012 - present** General member of Foundation INPUT actief (an advisory board for the study association INPUT)
- 2011 - 2012** Vice-president of the Lustrum committee of Study Association INPUT (study association for HRS Students). Interim member of Internal Audit Committee of study association INPUT.
- 2010 - 2012** Student member of the Education Committee of the Research Master Social and Behavioral Sciences
- 2008 - 2009** Treasurer of the board of study association INPUT. Coordinator of the Smoelenboek committee and the Study Trip committee (destination: Toronto, Canada).
- 2006 - 2012** Member of various committees of Study Association INPUT.
- 2004 - 2006** Active member of the student body council and the parents/teacher/students participation council of Scholengemeenschap Lelystad.
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Other memorable activities

- 2011** Successful participation in the 'Nijmeegse Vierdaagse', hiking 160 kilometers (100 miles) in 4 days.