

# CURRICULUM VITAE

Dr Jennifer Anne de Vries

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## PERSONAL DETAILS

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Jennifer de Vries

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## ACADEMIC QUALIFICATIONS

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2010: **PhD**, University of Western Australia

2004: **Master of Management Research**, University of Western Australia

1992: **Master of Arts**, Holy Names College, Oakland, California, USA

1981: **Bachelor of Psychology**, University of Western Australia

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## CURRENT EMPLOYMENT

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### **Senior Academic Fellow: Organisational Development**

**Faculty of Medicine, Dentistry and Health Sciences**, University of Melbourne

Fractional appointment October 2013 – present (contract to October 2018)

This is a specialist academic position where I provide leadership to the Faculty of Medicine, Dentistry and Health Sciences in the area of staff mentoring, gender and diversity, leadership and enhancement of organisational culture. I deliver programs, research and publish in this area.

### **Senior Academic Fellow**

**POCHE Institute for Indigenous Health**, University of Melbourne

Fractional appointment January 2016 – present (contract to December 2018)

This is a specialist academic position with responsibility to design and implement an Australia wide leadership development program for early career indigenous workers in the health sector. The uniquely designed program will bring the cohort together for 3 residential blocks of three days, and will involve developing mentoring and sponsoring relationships with mid-career and senior leaders in the health sector.

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## **CONSULTING: ORGANISATIONAL DEVELOPMENT AND GENDER STRATEGY**

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Sole trader: Jennifer de Vries ([www.jendevries.com](http://www.jendevries.com))

January 2004 – present (periods of part-time and full-time consultancy)

### **Clients:**

#### **Australian & NZ Universities and Research Institutes**

University of Western Australia, Charles Sturt University, University of Newcastle, University of Tasmania, University of Melbourne, University College (Melbourne), Deakin University, Victoria University, University of Auckland, Auckland University of Technology, Murdoch Childrens Research Institute, Walter & Eliza Hall Institute of Medical Research, CSIRO

#### **UK and European Universities**

**UK:** Oxford University, Cambridge University, Durham University, **Austria:** Technical University Wien, Institute of Advanced Studies Vienna, University of Innsbruck, Innsbruck Medical University, **Netherlands:** Radboud University, Leiden University, National Network of Women Professors, **Germany:** University of Bochum, University of Gottingen, **Czech Republic:** National Contact Center for Gender & Science, Prague and The University of Chemistry and Technology, Prague

#### **Public and Private Sector**

WA Chamber of Minerals and Energy, ALCOA, Healthways, Perth Home Care Services, WA Disability Services Commission, WA Police, WA Department of Education, WA Department of Environment and Conservation, WA Department of Housing, Australia and New Zealand School of Government

### **Major consultancy strands:**

#### **Gender strategy and design consultations**

Assisting organisations to review and fine-tune their gender strategy and implementation. Currently conducting major gender equity review, including interviews and focus groups, interviews with executive and Deans, writing gender equity plan and enhancing Athena SWAN readiness of an Australian University.

#### **Partners for Change Program**

This new work with co-facilitator Tim Muirhead is a unique program bringing together men and women in partnership to work out what gender equality means in their workplace and how to bring about this transformative change together.

#### **Gender Capacity Building**

Workshops and presentations that focus on building the capacity of individuals to understand gender processes and inequalities, and develop their capacity to build more gender equitable organisations. Various audiences include Heads of Department, Leadership teams, HR teams, Senior women, women in STEM, women in Engineering. This has included working with people engaged in Athena SWAN initiatives in UK.

#### **Mentoring programs, master-classes, workshops and public speaking**

(mixed gender, women only, early career researchers, mid career academics).

Comprehensive year long mentoring programs customised to meet institutional needs. I use dyad, peer and group mentoring, focus on the development of the mentor, support developmental relationships, and work towards outcomes for the mentee, mentor and organisation.

### **Women's leadership development programs and workshops**

My approach designs and positions women's leadership development programs as part of a longer-term strategic approach to organisational change. I focus on integrating gender scholarship into the curriculum of programs, enabling women's exploration of leadership through a focus on gender, identity, organisational cultures, and power.

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## **COMMISSIONED RESEARCH**

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Available on [www.jendevries.com](http://www.jendevries.com)

### **Sponsorship research (nearing completion)**

A collaborative research (University of Melbourne, University of WA) to examine sponsorship practices within HE. Sponsorship has recently been identified as critical to careers within corporate settings, and this research fills the need to translate this into HE context, particularly in relation to the building of academic and research careers, and with a focus on the gendered implications of informal sponsorship practices.

### **Optimising Faculty Performance: Maximising the potential of academic women (with P.Todd) 2012**

This STEM faculty research project gathered qualitative and quantitative data to examine gender equity within the faculty. It identified aspects of the Faculty's culture, structures and practices that enable or hinder the success of academic women and men. Includes a strong focus on Faculty Leadership, including interviews with 12 male leaders (Dean, Deputy Deans and Heads of School).

### **Mentoring for Change 2011**

Commissioned by Universities Australia Executive Women & the LH Martin Institute for Higher Education. This report provides a critical review of mentoring literature and practice, and is designed as a resource to support and enhance mentoring programs for women in the HE sector.

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## **PREVIOUS EMPLOYMENT**

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**Postdoctoral Fellow**, GEXcel (Gendering Excellence) Research Centre, Örebro University, Sweden  
May-June & October-November 2011

Research theme 11-12: Gender Paradoxes in Academic and Scientific Organisation(s)

**Honorary Research Fellow**, UWA Business School 2011-2012

**Doctoral Researcher**, UWA Business School April 2006 to May 2010

Recipient of UPA Scholarship and ad hoc Business School Completion Scholarship

Thesis Title: *A realistic agenda? Women only programs as strategic interventions for building gender equitable workplaces*

Supervision: Professor Joan Eveline, Professor Trish Todd (UWA), Emerita Professor Jan Currie (Murdoch University) and Dr Jennifer Binns (WA Department of Commerce)

Examiners: Professor Emerita Joan Acker, University of Oregon; Professor Amanda Sinclair, University of Melbourne; Professor Joyce Fletcher, Simmons College, Boston

## **History of UWA Appointments: 1995 – 2008**

**Lecturer, Higher Education Development**, Organisational and Staff Development Services (Tenured) August 2002 to August 2008 (with periods at fractional levels)

**Senior Staff Development Officer**, Centre for Staff Development (CSD, now OSDS) May 1997 - August 2002 (converted to academic)

The focus of my role was the development of UWA staff and the development of an enabling and inclusive university culture, both of which are necessary for the University to achieve its goals.

My primary responsibility was the Leadership Development for Women (LDW) program. Highlights and strengths include:

- Winning inaugural national Diversity@Work award for a women's program
- Acknowledgement by VC Alan Robson that LDW 'had transformed UWA'
- Setting the benchmark for women's programs in HE, with many universities adopting programs based on this model
- Ongoing evaluation, research and dissemination of good practice, including publications, *Creating Opportunities* and *More than the Sum of its Parts*, conference presentations and papers, web site, collegial networks and study tour visits
- Convening the Australia/NZ staff development practitioners' group for women's programs for a decade
- Remaining abreast of and contributing to best practice in the field of women's programs, nationally and internationally
- Provision of specialist consultancy services to external organisations in designing and delivering leadership programs for women

Other aspects of my role and major projects included:

- Co-convenor and developer of Ally project, funded by Diversity Initiatives Funds, to address the needs of Gay, Lesbian, Bisexual, Transgender and Intersex staff and students on Campus. Development and delivery of Ally program training. This program, the first in Australia, has disseminated across the sector and is now implemented in more than 20 universities
- Contributing to various leadership and management programs in particular Leading UWA (LUWA), Academic Leadership Development (ALD) and Raising Researchers

**Manager Equity** (1 year contract, part-time) July 1995 – June 1996

Assisting the University to comply with legislation and work towards a discrimination and harassment free work and study environment.

## **Employment 1981-1995**

Work as an organisational and research psychologist, lecturer, consultant, facilitator and trainer in the public, VET and community sector. Community development work in the adult education sector.

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## **RECENT PROFESSIONAL DEVELOPMENT**

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*Mindful Leadership*, 2008, Mt. Eliza Executive Education, Melbourne Business School.  
Facilitators: Professor Amanda Sinclair and Richard Searle

*Positive Neuroplasticity Training*, 2016, Openground Mindfulness Training.  
Facilitated by Dr Rick Hanson

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## PUBLICATIONS

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Available at [www.jendevries.com/publications](http://www.jendevries.com/publications)

### Thesis

de Vries J. (2010) A Realistic agenda? Women only programs as strategic interventions for building gender equitable workplaces

### Books and Book Chapters

de Vries J. (2011) *Rethinking mentoring: Pursuing an organisational gender change agenda*. In: Fuger H and Hoppel D (eds) *Mentoring for change: A focus on mentors and their role in advancing gender equity*. Fribourg: eument-net, 12-25

de Vries, J. 2005, *More than the sum of its parts: 10 years of the Leadership Development for Women Programme at UWA*, Organisation and Staff Development Services, The University of Western Australia, Perth

Eveline, J. 2004, *Ivory Basement Leadership: Power and invisibility in the changing university*, UWA Press, Crawley. (contributor to concluding chapter)

de Vries, J. 1998, *Creating Opportunities: An Evaluation of the Leadership Development for Women Programme 1994-1997*. The University of Western Australia, Perth

### Refereed Journal Articles and Refereed Conference Proceedings

de Vries, J.A. & van den Brink, M.C.L 'Transformative gender interventions: Linking theory and practice using the "bifocal approach"' *Equality, Diversity and Inclusion: An International Journal*, 35 (7,8), 429-448

de Vries, J. A. 2015. Champions of gender equality: female and male executives as leaders of gender change. *Equality, Diversity and Inclusion: An International Journal*, 34 (1), 21-36

de Vries, J. 2013. Exploring Nordic feminist organisational theory and practice through the lens of the 'bifocal approach': Contributions to the theory and practice of transformative gender interventions. *GEXcel Work in Progress Report Volume XVII: Gender Paradoxes in Academic & Scientific Organisations*. S. Strid and L. Husu. Örebro University, Sweden, Institute of Thematic Gender Studies, LiU-ÖU: 157-173

de Vries J. 2012 The 'Bifocal Approach': (Re)Positioning Women's Programs. In: Strid S, Husu L and Gunnarsson L (eds) *GEXcel Volume X: Proceedings from the GEXcel Theme 11-12: Gender Paradoxes in Academic & Scientific Organisations*. Örebro University, Sweden: Institute of Thematic Gender Studies, LiU-ÖU, 104-111

de Vries, J. 2006, 'Can't we just fix the women? Designing a women's leadership development program that challenges the organization.' in *Change. Challenge. Choices. Conference Proceedings from the Inaugural International Women and Leadership Conference* eds T. Jefferson, L. Lord, N. Nelson & A. Preston, Curtin University, Fremantle, Western Australia., pp. 107 - 130

de Vries, J. Webb, C. & Eveline, J. 2006, 'Mentoring for gender equality and organisational change', *Employee Relations*, vol. 28, no. 6. 573-587

de Vries, J. 2005, 'Can we say that? Gendered advantage and disadvantage in the academy.' *Outskirts* [www.chloe.uwa.edu.au/outskirts/](http://www.chloe.uwa.edu.au/outskirts/), vol. 12

Goody, A. E. & de Vries, J.A. 2002, Straight talk about queer issues. In A. Goody, J. Herrington & M. Northcote (Eds.), *Research and Development in Higher Education: Vol. 25. Quality Conversations* (pp. 274-281). Jamison, ACT: Higher Education Research and Development Society of Australasia (HERDSA)

de Vries, J. 2002, Creating Opportunities: The Difference a Women's Leadership Program Can Make. In C. Wiedmer (Ed.), *Sound Changes: An International Survey of Women's Career Strategies in Higher Education*. UniFrauenstelle, Zurich, Switzerland

**Non-refereed Articles and Reports** (some available at [www.jendevries.com/publications](http://www.jendevries.com/publications))

- de Vries, J. and P. Todd (2012). *Optimising Faculty Performance: Maximising the potential of academic women*. Perth, University of Western Australia.
- de Vries, J. (2011). *Mentoring for Change*. Universities Australia Executive Women & the LH Martin Institute for Higher Education Leadership and Management, Melbourne, Victoria.
- de Vries, J. (2010). *Building sector capacity: Maximising the contribution of mentoring programs to achieving a more gender equitable sector*, LH Martin Institute for Higher Education Leadership and Management, University of Melbourne, Victoria
- Skene, J., Hogan, J., de Vries, J. & Goody, A. 2008, *The ALLY Network at The University of Western Australia: The Early Years*, University of Western Australia, Perth
- de Vries, J. 2008, *On the right track? Women only programs as a gender equality strategy*, University of Western Australia (unpublished paper)
- de Vries, J. & Leavitt, M. 2008, 'Definitely not Leadership 101: A different approach to Leadership development for women'. *The Journal for Women and Policing*, Iss 21, p. 14-15
- de Vries, J. 2007, *Gendered champions of a gender equity cause* in Gender, Work and Organization 5th Biennial International Interdisciplinary Conference, 27 – 29 June, Keele University, UK. (refereed abstract)
- de Vries, J. & Webb, C. 2005, *Gender in Mentoring. A focus on the mentor: evaluating 10 years of a mentoring program for women*, Paper presented at 4th European Conference on Gender Equality in Higher Education, CD Rom published by Oxford Brookes University, Oxford, UK.
- de Vries, J. & Leavitt, M. 2005, *Leadership development programs for women: Moving beyond a 'fix the women' approach*. Paper presented at Gender, Work and Organization Conference (22 – 24 June), Keele, UK. (refereed abstract)
- de Vries, J. A. & Goody, A. 2003, 'Creating a queer friendly campus: the Ally Network Project at the University of Western Australia', *Word is Out ejournal*, no 6. Available at <http://www.jendevries.com/publications-full/2014/8/3/straight-talk-about-queer-issues>
- de Vries, J. A. & Goody, A. E. 2003, 'GLBTI friendly classes', *Issues of Teaching and Learning*, June 2003, vol. 9, no. 5
- de Vries, J. 2002, 'An Ally in the Workplace', *Women out West: WA's Monthly Lesbian magazine*, July 2002, no. 35
- de Vries, J. 2002, 'The last acceptable prejudice?' *UWA News*, July 2002, vol. 21, no. 9
- de Vries, J. 1997, Inclusive Curriculum at UWA: A discussion paper
- de Vries, J. 1989, *Sole Parents Return to the Paid Workforce*. Department of Employment and Industrial Relations, WA

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## **PUBLIC SPEAKING**

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### **Keynote presentations / Speaking invitations**

- Looking back, looking forward: Reflections on two decades of mentoring research and practice in higher education* keynote address Old time accomplices: Mentors and mentees conference, University of Melbourne, 25-27 August 2016
- Men and women as partners for change: moving from commitment to action in working for gender equality* (with Tim Muirhead), HERDSA (Higher Education Research and Development Society of Australasia), The Shape of Higher Education, Fremantle 4-7 July 2016
- Sponsorship and unconscious bias*. Deakin University Gender Summit, Melbourne, 8 June 2016

*Leadership Conversations: Mentoring and sponsorship to support career development* University of Auckland, NZ 12 October, 2016

*Organizational Culture Change: a STEM case study.* National Contact Centre for Gender and Science and the University of Chemistry & Technology, Prague, 12 November 2015

*Mentoring and Sponsorship: Tips for success.* National Contact Centre for Gender and Science and the University of Chemistry & Technology, Prague, 11 November 2015

*Mentoring and Sponsorship (for mentors).* National Contact Centre for Gender and Science and the University of Chemistry & Technology, Prague, 11 November 2015

*Sponsorship exposed: Everyday gendered practices in building careers.* So, what does gender and diversity at work look like? A one day symposium. Centre for Work, Organisation and Wellbeing, Griffith University, Brisbane, 27 October 2015

*Partners for Change: Women & men working together to build more gender equitable workplaces.* (with Tim Muirhead) WA Chamber of Minerals and Energy, 18 June 2015

*Mentoring and Sponsorship: Practices and Programs in Higher Education,* Presentation to Ad feminam, Oxford University, UK, 22 May 2015

*Gender interventions in Academia: Re-connecting theory and practice,* Academic seminar Radboud University, Netherlands, 18 May 2015

*Advances in Mentoring: Strategic approaches to mentoring and sponsorship for diverse target groups keynote address,* 1 day conference, Mentoring – An Instrument to Promote Equality at Universities: Status Quo, New Developments, and Challenges, Institute for Advanced Studies, Vienna, 8 May 2015

*Some things change, some stay the same: Gender change processes in a STEM Faculty,* Centre for Work, Organisation and Wellbeing, Griffith University, 24 February 2015

*The role of sponsorship in women's leadership development,* Senior Women's Leadership Network, University of Auckland 25 June 2014

*Mentoring...What's in it for me?* Australian Health Promotion Association WA Branch June 18, 2014

*Gender Inertia. Using Acker's gendering processes as an analytical tool to explore gender inequality in a STEM Faculty* Innsbruck University, Austria, 18 March 2014

*Some things change, some stay the same: Gender change processes in a STEM Faculty,* Equity Practitioners Higher Education Australasia (EPHEA) Conference, 27 November 2013, Perth, Australia.

*Lean In? You must be joking!* Women in Engineering WA AGM Guest Speaker 26 November 2013

*Some things change, some stay the same: Gender change processes in a STEM Faculty,* Auckland University of Technology, 30 October 2013

*Making the most of mentoring* Equity and Staff Development Forum, Faculty of Medicine, Dentistry and Health Science, University of Melbourne 7 August 2013

*Creating and building the impetus for change: research informing practice* Launch of the Network for ATHENA co-ordinators at Cambridge University, 3 October 2013, UK

*Looking Ahead: Frameworks for Change,* A strategic conversation for senior men and women at Durham University, 1 October 2013

*The 'bifocal approach' to mentoring for development and change,* Presentation to the annual meeting of Austrian Equity Practitioners and Mentoring Program co-ordinators, University Innsbruck, 23 September 2013, Austria

*Moving Forward: Building more gender equitable, diverse, inclusive and innovative organisations* Women in Resources Reference Group, Chamber of Minerals and Energy, 13 June 2013.

*A tale of 4 mentors: The mentoring continuum.* Healthways Leadership Development Program: Celebrating ten years, 9 April, 2013

*The personal connection: Mentoring for development and change.* Engineers Australia WA Division – Women in Engineering, 28 August 2012

*A 'bifocal' makeover: Women only programs as strategic interventions for building more gender equitable workplaces* Royal Institute for Technology KTH, Stockholm, 23 May 2011

*A 'bifocal' makeover: Women only programs as strategic interventions for building more gender equitable workplaces* Oxford Learning Institute, Oxford University, UK, 13 October 2011

*Gender change and interventions in organizing* University of Gothenburg, Faculty of Business, Economics and Law, 26 October 2011 (with Marieke van den Brink, Radboud University, Nijmegen)

*Women's programs as a novel gender intervention: linking agency and structure using the 'bifocal approach'* Örebro University Departmental seminar, 9 June 2011

*A 'bifocal makeover': women only programs as strategic interventions for building more gender equitable workplaces* Radboud University, Nijmegen, The Netherlands 30 June 2011

*Key developments in research and conceptualisation of women's career strategies:* Keynote speaker, Universities Australia Executive Women Career Development Workshop for Women, 24 March 2011, LH Martin Institute, Melbourne

*A bifocal approach to mentoring: applications for evaluation.* Keynote speaker, Workshop of the Evaluation Working Group of 'Forum Mentoring', 6 July 2010, Frankfurt, Germany

*Translating good intentions into good practice: A bifocal approach to mentoring.* Keynote speaker, Mentoring Day, Dutch Network of Women Professors, 25 June 2010, Utrecht, Netherlands

*The role of mentors: Translating good intentions into good practice.* Invited speaker, launch of the mentoring scheme for women academics, Radboud University, 24 June 2010, Nijmegen, Netherlands

*Translating good intentions into good practice.* Two seminar presentations, University of Tasmania, June 1 & 3 2010, Hobart & Launceston, Tasmania

*Surgeons, women surgeons, surgeons who are women: what has gender got to do with it? An exploration of women in male dominated professions.* Women in Surgery, Royal Australasian College of Surgeons Congress, Perth, 18 March 2010

*The bifocal approach: Designing mentoring to develop women and change the organization.* Keynote speaker, Mentor Training and Coaching, eument-net International Workshop, 25 February 2010, Lausanne, Switzerland

*Rethinking mentoring as a strategy for gendered change,* Guest Speaker, February 8 2010, University of Technology. Sydney

*Making a Place for Women Leaders: The contribution that a women's in-house program can make.* Presentation with Maggie Leavitt at Office of Equal Employment Opportunity (DEOPE) Women in Senior Management Forum 26 August, 2005, Perth

*Leadership Development for Women.* Speaker at Forum on Leadership Development for Academic Women, 15 August, 2005, UNSW, Sydney

*Leadership Development for Women: A best practice model.* Invited presentation to AVCC Staff Developers Conference, August 2005, Brisbane

*Allies at Work: Queers and straights working together for change.* Presenter with Dr Allan Goody at UnionsWA LGBTI Workers Rights Conference, 20 May 2005, Perth

*Creating a warmer climate for women in Higher Education.* Presenter on panel for ATN WEXDEV Curtin Women's Program, 14 April, 2005, Curtin

*Gender is neither neutral nor invisible.* Presentation for Women's Forum: Women in the Workforce, PSA Careers Week, 2004, UWA

*Creating Opportunities: The small wins approach to making more room for women in the academy.* Sydney University Network for Women (SUN) Christmas Breakfast, 1 December 2004



*Gendered Workplace Cultures – Strategic Interventions for Change.* Presentation (with Susan Harwood) to Australian Human Resources Institute (AHRI) Professional Development Seminar, April 2003

*The story of Fishwives and Rambo's.* Office for Women's Policy Seminar, 5 June 2003

*The UWA Ally program:* Useful lessons for schools. Presentation to State Schools Teachers Union and B-Legits, a GLBTI lobby group, 2003

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## CONFERENCE PRESENTATIONS

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Guillemin, M and de Vries, J. 2015, *Poster: Mentoring: A focus on organisational change to enable individual careers*, Gender Summit 7, EU, 6-7 November, Berlin, Germany

de Vries, J. 2015, *Poster: Is my bias showing? The role of sponsorship in building scientific careers*, Gender Summit 7, EU, 6-7 November, Berlin, Germany

van den Brink, M and de Vries, J. 2014, *Better than nothing? The detrimental effects of gender and diversity interventions*, 28th ANZAM Conference (December 3-5), Sydney, Australia

de Vries, J. 2014, *Chasing our tails: First mentoring, now sponsorship?*, 8th European Conference on Gender Equality in Higher Education (September 3-5), Vienna, Austria

de Vries, J. 2013, *The 'bifocal approach' to mentoring for development and change*, Equity Practitioners Higher Education Australasia (EPHEA) Conference (27-29 November), Perth, Australia.

de Vries, J. 2012, *Gendered Executive Leaders of Gender Change*, in 28<sup>th</sup> European Group on Organization Studies (EGOS) (5-7 July), Helsinki, Finland. (now published).

de Vries, J. 2012, *Getting in the door, building partnerships and creating sustainable change: Key issues for gender change interventions*, in Gender, Work and Organization Conference (27-29 June), Keele. UK. (refereed abstract)

GEXcel Closing Conference, 21 October, 2011 Paper in intervention stream chaired by Teresa Rees. *Tackling the theory practice gap: pursuing gendered organizational change through a 'bifocal approach'*

GEXcel Closing Conference, 21 October 2011, Panel member: *The Paradox of Change and Interventions* (Chair: Louise Morley)

GEXcel Launch May 16 2011, (with Marieke van den Brink) *In the eye of the storm. Gender Scholars within Gender Change Interventions in academia: a sustainable approach?*

de Vries, J. 2011, *Swimming against the tide of gender irrelevance: Rendering gender relevant to individuals*, in Gender, Work and Organization Conference (22-24 June), Amsterdam, Netherlands. (refereed abstract)

de Vries, J. 2010c, *Benevolent colleagues or radical change agents? Rethinking mentoring to challenge, not maintain the status quo*, in XVII ISA World Congress of Sociology (11-18 July), Gothenburg, Sweden. (refereed abstract)

de Vries, J. 2010b, *Tackling the theory practice gap: Pursuing organizational change through a bifocal approach*, in 26<sup>th</sup> European Group on Organization Studies (EGOS) (28 June – 3 July), Lisbon, Portugal. (refereed paper) Also selected for Early Career Pre-colloquium

de Vries, J. 2010a, *'They [men] don't see it is all lopsided for them'*, in Gender, Work and Organization Conference (21 – 23 June), Keele. UK. (refereed abstract)

de Vries, J. & Leavitt, M. 2009, *Challenging the Boys' Club: Whose Job is it Anyway?* in Making it Happen, Sixth Women and Policing Conference, Australasian Council of Women and Policing, Perth, Western Australia

- de Vries, J. 2009, *Disrupting the gendered power order: Do 'women only' initiatives still have a place?* in 6th European Conference on Gender Equality in Higher Education (5 - 8 August), Stockholm, Sweden. (refereed abstract)
- de Vries, J. & Leavitt, M. 2008, 'A decade of reflections and learning: the evolution of a successful leadership development (for women) program', in Engendering Leadership Conference, Perth, University of Western Australia. (refereed abstract)
- de Vries, J. 2007, *Quickening the pace of organisational culture change: Research informed practice through model building*. Cranfield Leadership Symposium (June 26<sup>th</sup>), Cranfield University, UK
- de Vries, J. 2006, *Grow your own women: Making it a two way change process* in Change in Climate? Prospects for gender equity in universities, International conference (11 - 13 April), Australian Technology Network Women's Executive Development, University of South Australia, Adelaide
- de Vries, J. 2005, *Organisational Culture Change - Mission Impossible? Pooling what we know about disrupting the status quo*, Strategic Conversation at the Equal Opportunity Practitioners in Australasia (EOPHEA) Strategic Directions Conference (27 - 29 September), Brisbane, Queensland
- de Vries, J. 2005, *Allies and Other Friends: Strategies for developing an inclusive university environment related to sexuality and gender identity*, led a Strategic Conversation at the Equal Opportunity Practitioners in Australasia (EOPHEA) Strategic Directions Conference (27 - 29 September), Brisbane, Queensland
- de Vries, J. Harwood, S. & Eveline, J. 2005, 'Men in Excess: Shit, Loss and Advantage in Policing', Paper presented to Standing Conference on Symbolism (SCOS) conference (7 -10 July), Sweden, Stockholm
- Eveline, J. & de Vries, J. 2005, 'Secret Women's Business' and the Change Agent Within, Paper presented at the Gender, Work and Organization Conference (22 - 24 June), Keele, UK
- de Vries, J. 2004, *The gendered experience of UWA doctoral students*, in Diversity Dialogues Researchers Forum, University of Western Australia, Perth, Australia
- de Vries, J. & Fialho, M. 2003, *Pinking the diversity agenda: Rainbows and Allies at UWA*, Paper presented at the Equal Opportunity Practitioners in Higher Education Australasia (EOPHEA), From Rhetoric to Outcomes Conference (4 - 6 November), Launceston, Tasmania
- de Vries, J. A. 2002, *Rainbows and Allies: Queer projects at the University of Western Australia*, Paper presented at Workers Out: The Second World Conference of Lesbian and Gay Trade Unionists (31 October – 2 November), University of Sydney, Sydney
- de Vries, J. A. & Goody, A. E. 2002, *Rainbows and Allies at UWA*. Poster presentation at Spheres of Influence: Ventures and Visions in Educational Development, 4th World Conference of the International Consortium for Educational Development (July 3-6), Perth, Western Australia
- de Vries, J. 2001, *Cultural Change*. A workshop presented at the Conference of the Equal Opportunity Practitioners in Higher Education Australasia (EOPHEA) (28-30 November), ANU, Canberra, Australia
- de Vries, J. 2000, *Creating Opportunities: The Difference a Women's Leadership Programme Can Make*. Paper and poster presented at the Second European Conference on Gender Equality in Higher Education (12-15 September). Zurich, Switzerland
- Santhanam, E., Black, B., de Vries, J., Goody, A. & Hicks, O. 2000, *Peer feedback in teaching: How can it help academics?* Demonstration presented at the 9<sup>th</sup> Annual Teaching Learning Forum, (2-4 February), Curtin University of Technology, Perth, Western Australia
- de Vries, J. & Stuart, J. 1999, *Working towards a more supportive workplace in the academy: Organisational climate and workload allocation*. Paper presented at the 8<sup>th</sup> International Women in Leadership Conference (24-26 November), Edith Cowan University, Perth, Western Australia
- de Vries, J. 1998, *Creating Opportunity: An evaluation of the Leadership Development for Women programme 1994-1997*. Contributor to Round Table at Winds of Change: Women and the Culture of Universities (13-17 July), University of Technology Sydney, Sydney, Australia

de Vries, J. 1998, *Leadership Programmes for Women: Crystal Ball Gazing into the Future*. Paper presented at the Higher Education Research Development Society of Australasia (HERDSA) International Conference (7-10 July), Auckland, New Zealand

de Vries, J. 1997, *Achieving Critical Mass: the Leadership Development for Women Programme at UWA*. Paper presented at the 6<sup>th</sup> International Women in Leadership Conference (19-21 November), Edith Cowan University, Perth, Western Australia

### **Guest lecturing**

*Gender, Work and Organisation Unit*, 4 day intensive guest lecture and seminar program in Masters Program Innsbruck University, March 2014, repeated May 2015

*Developing a gender strategy* Guest lecture in Masters Unit, Managing Workplace Diversity, UWA Business School, March 2015

*Power and Sexuality in Organisations: The Hidden Issues*. Workshop and case study presentation in Managing Diversity (UWA Business School) April 2003, repeated in September 2004 and September 2005

*Gender in the Workplace* Lecture and tutorial in Introduction to Human Resource Management, postgraduate class (UWA Business School) April 2009 and repeated May 2010

*Leadership Development* Lecture and tutorial in Human Resource Management: Managing Jobs, Performance and Employee Wellbeing, undergraduate class (UWA Business School) September 2009

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## **SERVICE AND ENGAGEMENT**

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Affiliate (Gender expert) to Executive Committee, Women in STEMM Australia, 2016 -present

### **Service – Melbourne**

Chair, Mentoring Advisory Group, Faculty of Medicine, Dentistry and Health Sciences 2017

Member, Institutional Self Assessment Team Athena SWAN 2016 - present,

Chair, Intersectionality Working Group

Member, Qualitative Research Working Group

Member, Equity, Diversity and Staff Development Committee, Faculty of Medicine, Dentistry and Health Sciences 2013 – present

Member, Mentoring Advisory Group, Faculty of Medicine, Dentistry and Health Sciences 2013 – 2016

### **Service – UWA**

Postgraduate representative, Management and Organisation discipline

Member, Organising Committee, Engendering Leadership Conference 2007-2008

Postgraduate representative, UWA Business School Research Committee 2007-2008

Member, Convening Group, Diversity Dialogues 2004

Member, UWA Academic Board 2004-2007

Member, Steering committee, Heads of School Programme 2004

Member, Leadership Development Reference Group 2003

Chair, Ally Working Party 2002/2003

Executive Officer, Academic Workload Working Party 2001

**Engagement**

Examiner, DBA thesis, Southern Cross University

Journal Reviewer, Gender, Work and Organisation (GWO); Equality, Diversity and Inclusion (EDI), Qualitative Research in Organizations and Management

Co-convenor (with Marieke van den Brink and Ulla Erikson-Zetterquist) Change and Organisational Learning Stream GWO Conference, Keele University, UK 2012

Stream leader (Leadership Development) and reviewer, GWO *Engendering Leadership Conference*, Perth, 2008

Convenor of Australasian Staff Development for Women (*SDFW*) Practitioners group, 1998 – 2008

Referee, Proceedings of Higher Education Research and Development Society of Australasia (HERDSA) Conference, July 7-10, 2002, Perth, Western Australia

Examiner, Honours thesis: University of South Australia