

CURRICULUM VITAE

Eric G.R. Barends



CURRENT POSITION

Managing Director
Center for Evidence-Based Management
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SHORT BIOGRAPHY

Eric Barends is the managing director of the Center for Evidence-Based Management. He has twenty years of management experience, fifteen years at the senior management level, including five years as an executive. He advises and coaches managers, senior leaders, and executive boards of large and medium sized companies and non-profit organizations on evidence-based decision-making. In addition, he frequently runs training courses on this topic and serves as an adjunct assistant professor at NYU Wagner School of Public Service, and as an honorary associate professor at ANU Research School of Management.

EDUCATION

- 1975 – 1981 Vrijzinnig Christelijk Lyceum, Den Haag (pre-university education)
- 1981 – 1983 Leiden University (specialty: Psychology)
- 1983 – 1986 Rotterdam School of Arts
- 1999 – 2001 University of Applied Sciences Leiden, BA Management
- 2003 – 2005 VU University of Amsterdam, MA Change Management
- 2008 – 2015 VU University of Amsterdam, Ph.D. (specialty: Evidence-Based Management)

CAREER SUMMARY (since 2003)

2011 – Present	Center for Evidence-Based Management, Managing Director
2008 – 2012	OLVG Hospital Amsterdam, Director Long Term Strategy
2006 – 2008	PsyQ Netherlands Inc, Managing Director
2004 – 2006	DCE Consultants, strategy consultant
2003 – 2005	Parnassia Psycho-medical Center, Senior Manager Marketing Strategy

TEACHING

Lecturing

2017 – present	Australian National University Research School of Management, honorary associate professor (MBA)
2015 – Present	New York University Wagner School of Public Service, adjunct assistant professor (MPA in Health Policy and Management)
2008 – Present	VU University of Amsterdam, visiting professor (MSc in Change Management)

Invited lecturing

At Undergraduate level

- Amsterdam University of Applied Sciences (BA in Business Administration)
- VU University of Amsterdam (BSc in International Management)

At MSc level

- University of Bath School of Management (MSc in Human Resource Management and Consulting)
- University of Amsterdam (MBA in Health Care Management)
- University of Malta (Post Graduate Certificate Program in Evidence-Based Management)
- Erasmus Centre for Health Care Management, Erasmus University Rotterdam, (MSc in Health Business Administration)
- Institute of Health Policy & Management, Erasmus University iBMG (MSc in Health Care Management)
- Nyenrode Business University (Modular MBA)
- Sioo (Post Graduate Program in Change Management)
- Heinz College, Carnegie Mellon University (MSc in Public Management)
- Research School of Management, Australian National University (MBA)
- Tepper School of Business, Carnegie Mellon University (MBA)
- VU University of Amsterdam (Executive Master Management Consulting)

EDITORSHIPS

2017 – Present	Campbell Collaboration: co-chair of the Management and Business Coordinating Group and member of the editorial board
2016 – Present	CIPD Applied Research Conference, member of the steering group
2015 - Present	Organizational Dynamics: member of the editorial board
2014	Academy of Management Learning & Education; co-editor with Sara Rynes and Denise Rousseau of special issue on Teaching Evidence-Based Management

SELECTED JOURNAL ARTICLES

Barends, E., Villanueva, J. Briner, R. & ten Have, S. (2017) Managers Attitudes and Perceived Barriers To Evidence-Based Management, under review

Briner, R.B & Barends, E. (2016) The Role of Scientific Findings in Evidence Based HR. *People & Strategy*, 39 (2), 16-20

Barends, E. (2016) A Reader's Guide to Evidence-Based Management. *Controlling & Management Review*, 60(1), 36-40

Barends, E.G.R. & Briner, R.B. (2014). Teaching Evidence-Based Practice: Lessons from the Pioneers. An Interview with Amanda Burls and Gordon Guyatt. *Academy of Management Learning & Education*, 13 (3) 476-483.

Rynes, S.L., Rousseau, D.M., Barends, E. (2014) From the Guest Editors: Change the World: Teach Evidence-Based Practice! *Academy of Management Learning & Education*, 13 (3) 305–321

Barends, E., Janssen, B. ten Have, W. & ten Have S. (2014) Effects of Change Interventions: What Kind of Evidence Do We Really Have? *Journal of Applied Behavioral Science*, 50 (1) 8-33

Barends, E., Janssen, B. Ten Have, W. & Ten Have S. (2014) I Difficult But Doable: Increasing The Internal Validity of Organizational Change Management Studies. *Journal of Applied Behavioral Science*, 50 (1) 50-34

Rousseau, D. & Barends, E. (2011). Becoming an evidence-based HR practitioner, *Journal of Human Resource Management*, 21 (3) 221-235

Barends, E., Poolman, R., Ubbink, D. & ten Have, S. (2009) Evidence-Based Practice Skills: How To Critically Appraise A Meta-Analysis or Systematic Review? *Maandblad voor Accountancy en Bedrijfseconomie*, 83 (10) 358-387

Barends, E. & ten Have, S (2008). On The Road To Evidence-Based Change Management. *Holland Management Review*, 120, 45-51.

CHAPTERS IN BOOKS

Barends, E., Plum, K. & Mawson, A. (2016) Rapid Evidence Assessments in Management: An Example. In A. Kovner and T. D'Aunno (Ed), Evidence-Based Management in Health Care, 2nd edition (in press)

Barends, E., Huisman, F., & Ten have, S., Learning from Other Evidence-Based Practices: The Case of Medicine, 2012. In D.M. Rousseau (Ed.), Handbook of Evidence-Based Management: Companies, Classrooms, and Research. New York: Oxford University Press.

OTHER PUBLICATIONS

Barends, E., Rousseau, D.M. & Briner, R.B. (2014) *Evidence-Based Management, The Basic Principles*. Amsterdam, Center for Evidence-Based Management

Barends, E. Management Is Hardly Evidence-Based (2014), The Dutch Journal of Evidence Based Practice (Nederlands Tijdschrift voor Evidence-Based Practice), (5) 21-23

Barends, E., Bosman, M. & de Jong, C. (2013). Why Hospital Administrators Should Take a More Evidence-Based Approach. Medisch Contact, 68 (5) 278-280

Barends, E. & Ten Have, S. (2008). Change Management, A Scientific-Practical Profession. *Management and Consulting*, 5, 48-50

AWARDS

ASFOR Award for the best Professional Development Workshop, Management Education & Development division, Academy of Management, 2015

McGregor Award for the best paper in the Journal of Applied Behavioural Science 2014

TEACHING MATERIALS

Evidence-Based Practice, The Basics. Online learning module, CMU Online Learning Initiative (with Denise Rousseau and Rob Briner)

Appraising Scientific Evidence. Online learning module, CMU Online Learning Initiative (with Denise Rousseau)

The CAT (Critically Appraised Topic) Manager, smartphone app for Iphone and Android.

Numerous slide decks on specific elements of evidence-based practice, freely downloadable from the CEBMa website

REFEREED CONFERENCE PAPERS AND WORKSHOPS

2016 Evidence Based Performance Management. *CIPD Applied Research Conference*, London

2015 Change The World: Teach Evidence-Based Management. *Academy of Management Annual Meeting, Vancouver*. (Professional Development Workshop/papers with Denise Rousseau and Rob Briner)

2014 Evidence-Based Practice, A New Perspective on Research Skills. *Annual Congress of the Dutch Association of Universities of Applied Sciences* (with Xander Lub)
Evidence-Based Management in Action: Reports on Innovations in Practice, Consulting and Teaching. *Academy of Management Annual Meeting, Philadelphia*. (Professional Development Workshop/papers with Denise Rousseau and Rob Briner)

2013 Evidence-Based Management: A New Approach to Teaching the Practice of Management. *American College of Physician Executives Annual Meeting, New York* (with Tony Kovner and Michiel Bosman)

2012 Evidence-Based Management: Evidence-Based Management: Three New Approaches to Teaching the Practice of Management. *Academy of Management Annual Meeting, Boston*. (Professional Development Workshop/papers with Denise Rousseau and Blake Jolley).

2011 Learning from Innovative Forms of Evidence-Based Management. *Academy of Management Annual Meeting, San Antonio*. (Symposium)
Evidence-Based Management: A New Approach to Teaching the Practice of Management. *Academy of Management Annual Meeting, San Antonio*. (Professional Development Workshop/papers with Rob Briner and Denise Rousseau).

2010 Evidence-Based Management: A New Approach to Teaching the Practice of Management. *Academy of Management Annual Meeting, Montreal*. (Professional Development Workshop/papers with Rob Briner, Wendelen Van Eerde, Dirk Ubbink, and Barbara Janssen).

INVITED QUOLLOQIA, TALKS AND WORKSHOPS (selected, since 2011)

2016 Evidence Based leadership, *The Leadership Forum, Pittsburgh University School of Nursing*, Keynote Speech (with Denise Rousseau)

2016 Evidence Based Practice, basic principles and practical examples. *European Health Management Association*, Annual Meeting, Keynote Speech (with Rob Briner)

2016 Masterclass Evidence-Based Management. *Australian National University*, Canberra

2016 Evidence Based Practice in Management. *Dublin City University*, seminar

2016 Evidence Based Talent Management. *Irish Management Institute*, workshop

2015 Evidence-Based Decision-Making for Hospital Administrators. *Dutch Association of Health Care Administrators*, Annual Conference.

Evidence-Based Practice In The Operating Room. 9th *Invitational Conference Benchmarking OK, Erasmus University of Amsterdam*

2014 Evidence-Based Practice: Insights from key domains. *University of Edinburgh* (with Rob Briner)

Evidence-Based Management: A New Approach to Teaching the Practice of Management. *NYU Wagner School of Public Service* (with Denise Rousseau)

The Future of Management Consulting: Evidence-Based Practice. *Dutch Association of Management Consultants* (with Denise Rousseau)

From Evidence-Based Management to Evidence-Based Management. *National Research Corporation* (webinar with David Creelman)

2013 Evidence-Based Practice: If doctors can do it, managers can do it? Keynote address presented at the *Association of University Programs in Health Administration Annual Meeting, Monterey*

Leadership Training: Does it work? Evidence-Based Management Live Event, *British Academy of Management, London*

Evidence-Based Practice And Academic Skills. *Rotterdam University of Applied Sciences*

Searching and Finding Scientific Evidence. *VOV Association for Flemish HR Managers, Gent*

Evidence-Based Practice: What it is and what it is not. *NVAO Accreditation Organisation of the Netherlands and Flanders, The Hague*

Evidence-Based HR. *Amsterdam University of Applied Sciences*

Evidence-Based Practice: What is it, why do we need it? *UNFPA United Nations Population Fund, Tehran*

2012 Evidence-Based Practice for Researchers. *Leeds University Business School, Economic & Social Research Council, London*

Integrating evidence-informed management into teaching. *Cardiff University Business School, Cardiff* (with Rob Briner and Denise Rousseau)

Evidence-Based Practice: Priming the Pump in Health Care Management. *Erasmus Centre for Health Care Management, Erasmus University Rotterdam* (with Denise Rousseau)

Evidence-Based Management: Challenges and partial solutions. *Hungarian Association of Executives, Budapest*.

Evidence-Based Management: A New Approach to Teaching the Practice of Management. *Maastricht University School of Business and Economics*

One Or Two Things About Evidence-Based Management. *VOV Association for Flemish HR Managers, Gent*.

2011 Evidence-Based Management: What is it, why do we need it, and what does it look like in practice? *7th International Conference of the Dutch HRM Network, Groningen* (with Rob Briner).

Systematic review and research synthesis. *7th International Conference of the Dutch HRM Network, Groningen* (workshop with Rob Briner).

Evidence-Based Management: What is it, why do we need it, and what does it look like in practice? *Erasmus University Annual Congress Health Care Logistics. Rotterdam.*

One or two things about Evidence-Based Management. *Annual Meeting of the Dutch Association for Interim Managers NVIM, Utrecht.*

RESEARCH INTERESTS

Organizational change, organizational behaviour, research methodology, evidence-based practice

TEACHING INTERESTS

Evidence-based practice, managing change, organizational behaviour, human resource management, methodology in organizational research.