

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)

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| 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

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| 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

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| 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 Jelley).
- 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, Wendelien 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.