



Dr. Paula M.E. Kibbelaar

Interdisciplinary social scientist, lecturer & policy officer

About

Dr. Paula M.E. Kibbelaar

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Books & Articles

Hoge Hakken Wereldbaan - Vrouwen in sleutelposities op Curaçao (2003)

Authors: Paula Kibbelaar & Clarisse van Haersma Buma;

Barsten in het glazen plafond (2005)

Skills

- Research Methodology (mixed methods approach)
- Project Management
- Data Analysis
- Public Speaking
- Teaching Research

Languages

- Dutch
- English
- Papiamentu
- French
- German
- Spanish - Passive

Dr. Paula M.E. Kibbelaar is an interdisciplinary social scientist, academic, researcher, policy expert, lecturer, supervisor, policy worker and author of reports, books and articles on topics like globalization, UNSDG's, migration, gender(diversity), governance, development, education and environment. Her current research projects explore the intersection of gender, race, and class in contemporary society, with a focus on the experiences of women in leadership or management positions. In addition to her research, Dr. Kibbelaar is an engaging lecturer and a dedicated supervisor who is passionate about mentoring the next generation of scholars.

She was the founding dean, associate professor and lecturer at the Faculty of Arts and Sciences (FAS) at the University of Aruba (UA) (2009–2013). While she was dean, she was invited by the then Board of Trustees to function as the interim rector of the University of Aruba (from October to January 2010–2011).

Currently she works as a lecturer, coordinator, researcher, and policy worker at the Aruban Teacher Training College (PABO) within the Kingdom of the Netherlands applying sustainable inclusive development (UN17 SDG's) as the main theoretical perspective within the curriculum. She has implemented this framing within the IPA's Social Studies sector curricula; in particular for economy and politics (Profit/Prosperity/tourism/SIDS and active citizenship and/or communitarism, social capital, engaged citizenship and/or citizen studies and good governance).

These perspectives serve as a tool for sustainable learning and education for her projects and lectures at the IPA. Previously, she has worked for several Dutch ministries, the Dutch Employers organization De Baak VNO-NCW, and other governmental and private sector organizations in the Netherlands, the Netherlands Antilles (Curaçao) USA and St. Maarten.

Dr. Kibbelaar obtained her PhD in Social Sciences in 2005 at the Utrecht School for Governance (REBO or USG) at the University of Utrecht and she is an inter and multidisciplinary social science scientist, policy worker and researcher. Her research interests include Latin American and Dutch Caribbean Island studies; Women's and Ethnic studies (gender diversity); organization (corporate diversity) and governance research and development studies. She has participated in the Netherlands, Curacao and Aruba as board member or chair in numerous foundations and/ or organizations. She was chair of the foundation Weconnect Aruba (2015–2021).

Currently, she is a member of the Gender Steering Committee for the Development of a Gender Policy in Aruba for the office of the Prime Minister of Aruba. She was one of the editors of the Gender Action Plan, which was offered to the Secretary of State van Huffelen in May 2022 at the University of Aruba. She is also a board member of the WUIS foundation at the faculty of Governance and Global Affairs at the University of Leiden. She lectures on topics regarding the 17 UNSDG's, sustainable inclusive development, diversity, equity and inclusion, globalization, social justice, migration, citizen studies, HRM policies within organization and/ or governance studies. Currently, she is finalizing, as the senior project leader the follow-up post covid Youth Monitor Aruba research project in collaboration with the VU commissioned by the Aruban minister of Education and Sport and the minister of Social Affairs and Justice. The research findings have been presented on the 30th of October and the report will be handed over before December 2024. She is also the initiator of the National Gender Education and Motherhood project (2022–2024). She collaborate with the NRO research project(Education Research NWO).

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She is an expert on gender (diversity) for and within organizations and companies; sustainable inclusive development (17 UNSDG's), diversity, equity and inclusion, globalization, youth studies development challenges and governance and organization studies.

Current coordinating projects

As the Senior Project leader Research project Follow up Post-covid Youth Monitor Aruba commissioned by the Aruban minister of Education and Sport and the minister of Social Affairs and Justice; this research team is multidisciplinary, multicultural, multiethnic and interdisciplinary consist by IPA, VU, UA and IPA experts. As the lead researcher and initiator for the upcoming Gender & Education book project commissioned by the prime minister and the rector of the University of Aruba 25 (Aruban) women, or women working and living on or for Aruba will be interviewed and photographed on the impact of their mother on their educational choices and/or career for the Aruban community or the impact of their motherhood on their daughters regarding education and or career choices. Deadline for the launch or presentation is the 18th of March in 2025. She also participated in NRO/NWO projects in collaboration the University of Aruba and the University of Curacao/IPA.

Current Research assignments

Coordinating the research assignment by the Aruban government on the follow up mental health post covid among 5th and 6th graders in all elementary schools in Aruba; highlighting the social and mental crisis post covid.

Coordinating the qualitative data analysis, report, and presentation/seminar of the Follow-up Post covid Youth Monitor Aruba 2023/2024.

Coordinator and lead researcher and project leader for the Gender & Education bookproject from the SDG 4 and SDG 5 framing on 25 Aruban women or women working and living in Aruba. Framing from an Aruban context twentyfive intersectional female experiences on motherhood, education, and careers.

Final BSc thesis supervisor for fourth year IPA students.

Current projects

Coordinates the 17 UNSDGs for sustainable inclusive development within the IPA curriculum for the Social Studies sector at IPA, particularly on the topics of Prosperity/profit (SIDS economics) and Participatory Governance (active citizen studies).

Coordinated empowerment workshops commissioned by CEO Amsterdam Manor, Jurgen v Schaijk for HR department and front desk employees. 2022-2023

Coordinator of the Social Service at IPA and redefining the framing of social service from the 17 UNSDGs. Author of the policy note commissioned by the management of IPA, titled Herijken voor een maatschappelijk-gerichte educatie. Van Maatschappelijk concept naar een Maatschappelijk duurzaam inclusieve dienstverlening (2017)

Coordinating/initiator for the BALA (BestuursAcademie Land Aruba) commissioned by DRH/Ministry of Nature, Transport, Integrity, and seniors affairs.

Project leader for the parliament on Diversity, equity and inclusion for the government of Statia (2024).

Lecturer and Social Studies/Sociology coordinator second year /semester for the nurses BSc program of HOH, DVG, IMSAN and Wit Gele Kruis.

Coordinating renewal MOU between UA/IPA and NYU Steinhardt of Education, Culture and Human Development, with the government of Aruba(ministry of Nature and Environment) and main contact person for WAS-GMA for IPA.

Currently exploring an institutional partnership in Washington DC/Howard University.

USA/Canada coordinator for international internship third year students at IPA.

Previous coordinator Towson University; MOU partnership in Baltimore with IPA/Aruba/Maryland in collaboration with WAS-GMA.

Partnership and/or collaboration on several topics and projects with Directie Onderwijs (DEA), Centro Hoben I Famia, DAS, WitGele Kruis, Ministerie Economische Zaken, Communicatie en duurzaamheid, Ministerie Onderwijs en Sport, Ministerie Sociale Zaken en Justitie en ministerie Natuur, Transport, Integriteit en Ouderen Zaken.

Teaching BKO/PDG at IPA on the 17 UNSDGs, Globalization, Migration and (Gender)Diversity, development economics and corporate diversity.

BKE/BKO student at IPA in 2024

Teaching/lecturing International Minor (IM) Students at IPA 2018 – present.

Participating the shared chair project (2024) Doorwerking Slavernij verleden (UoC, UA and IPA).

Lecturing (Social Studies) first year IPastudents, from the 17 UN SDGs perspective on SIDS economics, development economics (Tourism), politics, and active citizenship (Collaborating with the ministry of economic affairs, communication and sustainable development, Central Bank of Aruba (CBA) on the Global Money Week (GMW)Project). Directie Sociale Zaken en Cede Aruba.

Final thesis supervisor BSc at IPA (for years) and/or social projects supervisor

Taught/lectured extensively in the Netherlands, Curacao and USA;

- the UoC (MSc Social Work program; Msc thesis supervisor),
- the Faculty of Arts and Sciences (F.A.S BSc for OGM and Social Work&Development department,
- VU/UvA(guest) lectures
- I.S.S/Erasmus ORPAS policy worker,
- UvA at Amidst/Indra or Faculty of social and behavioral science for master's students,
- at UU at USBO or REBO or USG for MSc students
- Supervision IPA students at NYU Steinhardt School of Education in NYC
- Supervision IPA students at Towson University Baltimore in Maryland

Professional Experience

University of Aruba | Founding Dean of the Faculty of Arts and Science

2012 – 2013

Co-lecturer and developer of the modules Philosophy of science, Disciplinary approaches to organizations, Introduction to qualitative research, Sociology of Development, Diversity. Lecturer: Qualitative Research in Organizations. Guest lecturer Social work and Development perspectives and other modules.

Supervisor F.A.S BSc and Msc thesis at the University of Aruba (Faculty of Arts and Sciences).

Co-promoter research project Social Media on Aruba in collaboration with the University of Amsterdam. Faculty of Humanities. Promotor. Prof. dr. Richard Rogers. Supervision research project.

Co-promotor Ph.D. research project titled: research into female executive leadership in the lodging industry in Aruba. A focus on the effects of second-generation gender bias on career advancement. University of Aruba | Interim rector.

2010 – 2011

Dean, associate professor and lecturer of the Faculty of Arts and Sciences (FAS) at the University of Aruba 2009–2013.

University of The Netherlands Antilles | Lead Researcher

2008 – 2009

Lead researcher for the research project 'Strong women in the Dutch Kingdom' commissioned by the Dutch Ministry of Interior affairs and Kingdom relations in collaboration with the University of the Netherlands Antilles (University of Curacao or UoC). Publication Sterke Vrouwen in het Koninkrijk.

Hogeschool of Amsterdam, Netherlands | Lecturer at the faculty of Law and Society

2008 – 2009 Coordinator, Developer and lecturer of the Modules: The Do's and Don'ts of diversity. Faculty of Law and Society.

Reader 2008 Hogeschool of Amsterdam, Netherlands | Support staff member merger PABO within the UNA (UoC)

2008

During the set-up of the program SW/FMG for the UNA in Amsterdam, by holding talks and coordinating the merger with HvA/UvA under the guide of Prof.dr.Jeanne de Bruijn previous rector of the University of the Netherlands Antilles(UNA now UoC). Teaching the module Do's and Don'ts of Diversity for 4th year bachelor students Hogeschool van Amsterdam Institute of Social Studies (ORPAS), Netherlands | Interim Research Officer at ORPAS/I.S.S/Erasmus University.

2007

Update of the ISSErasmus website (research) and a report on all the research vision and projects.

I-NOVA, Netherlands | Associate consultant-researcher

Co researcher with dr. Oberon Nauta on the research project assigned by the Ministry of Interior Affairs and Kingdom relations in the Haque on the Checks and Balances within the Dutch Caribbean and other Caribbean democracies

2006

Coordinator of the diversity scan at and for the Dutch Ministry of Justice.

National Institute of Dutch Slavery History & Heritage, Netherlands | Project manager

2005-2008

www.ninsee.nl of the Royal Tropical Institute (www.kit.nl) in Amsterdam from February 2005 until December 2005. Assigned by the Ministry of Justice (Then Minister of Justice, Mw. Verdonk) Conference and report (publication) on the emancipation and participation of Afro Antillean and Surinamese (Caribbean) women, in particular young (teenage) mothers, in collaboration with the Ministry of Justice and Integration and the Municipality of Amsterdam. Embassy of the Netherlands Antilles in The Hague, Netherlands | Freelance project manager.

2003-2005

Published and developed a funding and subsidy brochure for funding projects in the Kingdom of the Netherlands regarding the Dutch Caribbean. A publication on all the funding agencies and subsidies within the Kingdom of the Netherlands.

Ministry of Integration in The Hague, Netherlands | Assistant to the secretary of the Committee on Antillean Risk Youth

2004 - 2005

Assistant to the secretary of the commission for high-risk Antillean youths.
For previous experiences and publications visit www.drpaulakibelaar.com

Board Member Foundations

2014 - Present

- Board member of the WIIS Foundation | 2021 - Present
- Chair WeConnect Aruba | 2016 -2022
- Stil Verleden | 2014 - dormant
- WEB Commission | 2013-2016
- OCAN | 2005-2009
- FENN | 1998-2004

Educational Background

Summer session and stint at Radcliffe Harvard in Cambridge Boston on Gender and Ethnicity relations(1990).
Completed in 1998

PD researcher in collaboration with the university of the Netherlands Antilles or now University of Curacao/University of Amsterdam, Previous Faculty AMiDST/Agids / Indra - Netherlands now AISSR at the University of Amsterdam /Faculty Behavioral and Social sciences at Roeterseiland supervised by Prof.dr Joke Schrijvers en Prof.dr. Philomena Essed, Prof.dr. Ton Dietz.

PhD Member of the Nederlandse Onderzoeksschool voor Gender studies (NOV now NOG) and member of Nederlandse onderzoeksschool voor ontwikkelingsstudies.

University of Amsterdam // University of Utrecht at the Utrecht School of Governance or USG or REBO in 2005 defended publicly the dissertation Cracks in the Glass ceiling. Opportunities, barriers, and strategies. Tertiary educated women on the Curacao labor market.

Collaborated on projects with E-Quality Expertise centrum and Belle van Zuylen Institute/Aletta Jacobs Institute in Utrecht.

Completed in 1993

Master Thesis - Cultural Anthropology - Faculty of Social Science, specialization in Latin American and Caribbean studies, ethnic and Women studies at the University of Utrecht // Master's specialization, Latin American & Caribbean studies, and Gender (UUCRES)) and ethnic studies (UU/CRES) at the University of Amsterdam.

Executed a research project commissioned by Anne Frank Huis on racism and stigmatization among youngsters (1992-1993)

International Exchange student at University of Massachusetts at Amherst for MSc fieldwork voor MSc thesis under supervision of Prof.dr Philomena Essed (CRES/University of Amsterdam) and dr. Wim Hoogbergen (UU/Faculty of Social sciences /Cult. Anthropology) at the African American studies department at UMASS at Amherst. MSc thesis titled: From Black Women Studies towards Black feminist research.

Presented by invitation at the National Conference on Black Women in Academia at MIT in Cambridge (Jan 1994).

Completed in 1989-1990 US exchange student for MSc field research at the University of Massachusetts at Amherst for my MSc thesis supervised by Dr. Philomena Essed at the CRES/AGiDS/INDRA at the university of Amsterdam and the University of Utrecht (Social Science Faculty) by dr. W. Hoogbergen.

African - American Studies - USA Summer course at Howard University in Washington DC (HBCU)
University of Massachusetts at Amherst, USA // Masters field work for Master's thesis.

Completed 1987 US exchange student summer course third year MSc student Cultural Anthropology at the Social Sciences faculty of the University of Utrecht.

Howard University, USA // Summer Course

Introduction to The African Diaspora

Social Sciences & Cultural Anthropology

Netherlands

University of Utrecht // Bachelors

Instituto Pedagogico Arubano | Lecturer, researcher and policy worker.

2013 – Present

Developer and lecturer IPA modules HyC 2014-2018. Introduction Participatory Governance (The teacher as social agent and the social map / De leerkracht als sociaal agent en de sociale kaart), Workshops Sustainable Inclusive Development or Perspectiva. Mundial (PM), co-author of the Perspectiva Mundial (PM) reader, Participatory Governance, supervisor PM papers, Research. Coordinator PM, ASP supervisor, Lecturer module Social inequality within elementary schools. VU-IPA/UA collaboration on a Youth monitor titled 'HeyYouAruba' (NWO-VU-IPA). NWO research project, currently supervised by VU/IPA 2016.

Dr. Horacio E. Oduber Hospital & WGK | Lecturer 2015

MGZ bachelor program (Curacao) for healthcare professionals and nurses Module social sciences.

Instituto Pedagogico Arubano (CIDE) | Researcher

2013 – Present

Vice president of the Jubilee 25 IPA Jubilee conference committee in May 2016. Supervision Boardmember NWO Postdoctoral researchproject VU2014-2016; Riskfactors for Dutch Caribbean women in criminal circuits by dr. Katherina Joosen supervised by Prof.dr. Catrien Bijleveld en dr. Anne-Marie Slotboom.

Currently member of the research team on the report Pilot Youth Monitor Aruba. The Quality of Life of Aruban Youth(2020) assigned by IPA & Minister of Education.

Organizing committee member and MC for the symposium titled Research in higher education within the Kingdom of the Netherlands 23rd and 24th of May 2017 Marriott Aruba in collaboration with the Hogeschool of Rotterdam.

Board Member Foundations

2014 – Present

Chair WeConnect Aruba | 2016 – 2021

Stil Verleden | 2014 – Present/dormant

WEB Commission | 2013-2017

O CAN | 2005-2009

FENN | 1998-2004

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