

# DR ANTONIA SUDKÄMPER

[a.sudkaemper@gmail.com](mailto:a.sudkaemper@gmail.com) / [@ASudkaemper](https://www.linkedin.com/in/ASudkaemper)  
+44 (0) 7481343636

10 Natal Road  
Cambridge CB1 3NS, UK

## Education

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| <b>PhD in Psychology</b> , University of Exeter (UK) <ul style="list-style-type: none"><li>specialisation: gender equality</li></ul>   | Aug '19 |
| <b>MSc in Social Sciences</b> , University of Groningen (NL, GPA 4.0/4.0) <ul style="list-style-type: none"><li>specialisation: organisational psychology</li></ul>                  | Jul '15 |
| <b>BSc &amp; Honours College in Psychology</b> , University of Groningen (NL, GPA 4.0/4.0) <ul style="list-style-type: none"><li>specialisation: organisational psychology</li></ul> | Jul '13 |
| <b>Abitur</b> (IB equivalent), Gymnasium am Wall (DE, Top 3 of the class)  | Jul '10 |

## Skills

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**Communication:** extensive experience in public writing and speaking

**Languages:** fluent in English and German, good working level in French and Dutch

**Statistical software:** data analysis in R and SPSS

**Other software:** MS Word, Excel, Power Point, Prezi, Qualtrics, Prolific Academic, Jimbo

**Quantitative skills:** survey design, item development, basic inferential statistics (correlations, t-tests, regression, ANOVA, Chi-Squares etc.), exploratory and confirmatory factor analysis

## Research Experience

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Diversity | Gender Equality | Masculinity

**PhD in Psychology, University of Exeter** (*Supervisor: Prof. Michelle Ryan*) Sep '15 – Feb '19  
Developed research projects on gender equality (experimental design and data analysis):

*Scale Development: Support for Gender Equality among Men Scale*

- Generated item pool and developed, replicated and validated scale using exploratory and confirmatory factor analysis in R on 3 large online and offline samples
- Published in European Journal of Social Psychology

*Precarious Manhood and Domestic Support for Gender Equality*

- Ran three studies using moderated linear regression in SPSS

*Meta-Analysis on the Glass-cliff phenomenon*

- Reviewed literature and coded all available effects on the glass-cliff phenomenon
- Produced Forest plots for visual presentation using R
- Submitted for publication

Human Resources | Well-being | Self-determination

**Visiting Scholar, University of Cambridge** (*Prosociality and Well-being Laboratory*) Sep '14 - Dec '14  
Carried out projects on well-being.

- Analysed data set on well-being among employees using regression analysis in R
- Collaborated on longitudinal study on yoga and well-being

Human Resources | Leadership | Organizations

**MS Research Project, University of Groningen** (*Supervisor: Prof. Barbara Wisse*) Sep '14 - Jul '15  
Carried out research project on follower-leader interactions in organizations.

- Designed and collected data on three (correlational and experimental) studies
- Analysed leaders' behaviour using correlations, t-tests, ANOVA and regressions in R

## Work Experience and Projects

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**Researcher, OCR, Cambridge Assessment** May '19 - current

- Leading two major research projects aiming to improve OCR's Assessment
- Involved in several smaller projects and ad-hoc research requests

**Research Associate, GenPol think tank consultancy** Sep '17 - May '19

- Public communication: writing articles on gender equality for online blog
- Consulting, e.g. research and report of policy paper "Can Education Stop Abuse?"

**Trainee, Equal Opportunities Department of the Council of the European Union** Sep '17 - Feb '18

- Developed unconscious bias training for managers
- Communicated on diversity topics and work-life balance via the intranet
- Supported project on inclusive language

**Undergraduate Tutor, University of Cambridge** Sep '16 - Jul '18

- Weekly supervisions in *Introduction to Psychology* and *Social Psychology*
- Planning, preparation, holding of supervisions and marking of essays

**Co-organiser of Women in STEM conference, University of Cambridge** Jan '17 - May '17

- Invited and communicated with keynote and student speakers
- Held welcoming speech

**Gender Equality Policy Paper Advisor, Wilberforce Society Cambridge** May '16 - Jul '17

- Advised other students on the content of policy paper on gender equality
- Helped to prepare final presentation

**Founder/Writer, Equilibrium – Blog on Gender Equality ([www.antoniasudkaemper.com](http://www.antoniasudkaemper.com))** Jan '16 - current

- Set up Equilibrium webpage with regular blog posts on gender equality
- Awarded Top 50 Gender Equality Blog in 2018 by Feedspot

**President, Amnesty International Student Group Groningen** Sep '13 - Jul '14

- Recruited more than 100 new members and led biweekly member meetings
- Supervised work of 11 committees and the organisation of 23 events
- Set up webpage and online communication for group members

**Co-organiser, Transatlantic Conference on Global Online Freedom** Jan '12 - Jun '12

- Co-organised two conferences (Brussels, Washington) on global online freedom
- Prepared and helped leading workshop on global internet access

### **Selected Scholarships and Awards**

- Top 3, Student Teaching Awards – Academic Support/University of Cambridge '18
- Psychology Research Fund & Psychology Conference Fund/University of Exeter '16
- Full ESRC SWDTC PhD Scholarship '15
- Top 3, Student of the Year Award, Social Sciences faculty/University of Groningen '14
- Travel Funds/University of Groningen '14, '12
- “Young Women in Public Affairs” Award/ZONTA Verden '10

### **Selected First Author Publications**

- A comprehensive measure of attitudes and behaviour: Development of the Support for Gender Equality among Men Scale. *European Journal of Social Psychology*. '19
- Juggle Jobs Recruiting - 'having it all'. *GenPol*. '18
- Good Times for Feminism - if only these didn't happen on a Glass Cliff. *Exposé*. '16
- Gender Equality - More than just Evolution. *Blue Sci Cambridge University Science Magazine*. '16

### **Selected Presentations**

- *Barriers to Women's Career Progression*. Gender Equality Network Cambridge Assessment. (Cambridge, UK). '19
- *Men's Support for Gender Equality - Practical Suggestions*. Equal Opportunities Network meeting of the GSC of the EU (Brussels, Belgium). '17
- *Support for Gender Equality among Men – Scale Development*. EASP General Meeting (Granada, Spain) / LBS European PhD Workshop (London, UK) / EASP Gender Small Group Meeting (Berlin, Germany) / Diversity & Leadership Conference (Canterbury, UK). '16, '17
- *Gender Equality and Capitalism*. Wolfson College Women's Day Event (Cambridge, UK). '17
- *Inequality is more than Evolution*. Gender & Evolution Debate (Cambridge, UK). '16
- *Men's Contribution to Gender Equality*. The F-Word Conference (Exeter, UK). '16
- *Gender (In-) Equality at the Workplace*. Women in Science Seminar (Falmouth, UK). '16