



# Dr. Paula M.E Kibbelaar

Interdisciplinary social scientist researcher

## My Contact

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## Book

### **"Hoge Hakken Wereldbaan - Vrouwen in sleutelposities op Curaçao.**

Auteur: Paula Kibbelaar Clarisse van Haersma Buma. Co-auteur: C. Buma

## Skills

- Research Methodology
- Project Management
- Data Analysis
- Public Speaking

## Languages

- Dutch
- English
- Papiamentu

## Education Background

- Faculty Agids / Indra - Netherlands  
University of Amsterdam // PH.D.  
Completed in 1998
- Master Thesis - Cultural Anthropology -  
Netherlands  
University of Utrecht // Masters  
Completed in 1993
- African - American Studies - USA  
Howard University, USA // Masters  
Completed in 1990
- Howard University, USA // Summer Course  
Introduction to African Dispore  
Completed 1987
- Social Sciences & Cultural Anthropology  
Netherlands  
University of Utrecht // Bachelors  
Completed in 1989

## About

### Dr. Paula M.E Kibbelaar

Dr. Paula M.E Kibbelaar is an interdisciplinary social scientist, anthropologist, lecturer, supervisor, policy worker and researcher working currently on topics regarding sustainable inclusive education, (gender) diversity, organizations, social and human development and social equity in Aruba/ the Dutch Caribbean/ the Netherlands/USA. Born in Willemstad Curacao (1965); Parents are dr. Macdonald Kibbelaar (PhD) & Ms. Thelma Kibbelaar-Ricardo (bsc). Brother drs. Arthur Kibbelaar (Msc) and sister Ms. Dana Kibbelaar (bsc)& family.

She is currently a lecturer and researcher for the Aruban Teacher Training College, IPA ([www.ipaaruba.com](http://www.ipaaruba.com)) where she contributes on a variety of subjects. She wrote a policy document on the social service and societal profile for this institute and she coordinates the social service mission of the IPA on the societal mission and responsibility of higher education for the Aruban Community. She has developed and/or adapted modules on the topic of gender (diversity), social inequality, sustainable inclusive development questions, and globalization and/or glocalization and coordinated the international internship program titled Global Perspectives on the theme sustainable inclusive development and sustainable educational learning from the Brundtland definition (UN 1987) on the 5 P's; Planet, People, Profit and Participatory Governance (2014- 2015) or the UN 17 SDG's (2015-2030). She is the P- coordinator of Participatory Governance and Profit has, therefore, developed workshops, lectures, excursions, and a reader. She also worked also to implement a sustainable-learning Bachelor-ED under the Transformation IPA project (Chairs/lectoraten plan). The Global Perspective or International Intern program, partners with similar international intern programs at Hogeschool Rotterdam/Antwerp, Towson University (Towson), and also with NYU Steinhardt School of Education in New York City which she also coordinates. She is also a co-promotor of a University of Aruba (UA)- University of Amsterdam research project Ph.D. research project and one Ph.D. candidate UA- University of South Carolina (USC). Further, she collaborates with the VU-NSCR/ School of Criminology in Amsterdam on the pilot Youth monitor for Aruba (the report is finished and will be presented in November 2020 for the Minister of Education and other partners & stakeholders in the social and educational Aruban field. She is currently 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 and was a board member of the advisory council of WEB NV 2014-2016 and is currently chair of the foundation Weconnect Aruba. Previously, she functioned as the founding dean, associate professor, and lecturer at the Faculty of Arts and Sciences (FAS) at the University of Aruba (UA) (2009 -2013). Between 2005 and 2009 she has worked on several research assignments and projects of the Dutch ministries, the Dutch Employers organization VNO-NCW, De Baak, and other organizations and institutions in the Netherlands and the Netherlands Antilles/Curacao.

She obtained her Ph.D. in Social Sciences in 2005 at the University of Utrecht at the Utrecht School for Governance (REBO) with her dissertation titled; Cracks in the glass ceiling. Opportunities, barriers, and strategies. Tertiary educated women on the Curacao labor market.

# Professional Experience

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## **Instituto Pedagógico Arubano | Lecturer . researcher . policyworker**

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

## **Instituto Pedagógico 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 committeemember 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 – Present

Stil Verleden | 2014 – Present

WEB Commission | 2013–2016

OCAN | 2005–2009

FENN | 1998–2004

## **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 thesis's. 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).

## **Hoge School of Amsterdam, Netherlands | Lecturer**

2008 – 2009

Developer and lecturer of the Modules: The Do's and Don'ts of diversity.

## **Hoge School of Amsterdam, Netherlands | Support staff member merger PABO within the UNA**

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 rector of the University of the Netherlands Antilles.

**Institute of Social Studies (ORPAS), Netherlands | Interim Research Officer**

2007

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

**I-NOVA, Netherlands | Associate consultant-researcher**

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 | Free lance projectmanager**

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**

2004 - 2005

Assistant to the secretary of the commission for high risk Antillean youths.

For previous experiences and publications visit [www.paulakibbelaar.com/resume](http://www.paulakibbelaar.com/resume)

## References

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Former General Director of the Instituto Pedagógico Arubano (IPA) | Drs. Ava Thode | [avathode@gmail.com](mailto:avathode@gmail.com)

Former Director of USBO and REBO at the University of Utrecht | Dr. Paul Verweel | [p.verweel@uu.nl](mailto:p.verweel@uu.nl)

Chair of the Executive Board of USBO | Prof. dr. M. Noordegraaf | [m.noordegraaf@uu.nl](mailto:m.noordegraaf@uu.nl)

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