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Understanding teacher agency in universities: why and how lecturers shape and navigate university teaching practices

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Curriculum Vitae



Curriculum Vitae

Max Kusters was born on 31 March 1992 in Waalre, the Netherlands. He completed his secondary education at the Lorentz Casimir Lyceum in Eindhoven. In 2009, he began a first-degree teacher training program at Fontys University of Applied Sciences in physical education, laying the foundation for a career in teaching and learning.

After graduating, Max spent several years teaching before deciding to deepen his understanding of education through academic study. He enrolled in the Educational Sciences program at the University of Amsterdam and graduated in 2019.

During his Master's, Max undertook a research internship at the University of Helsinki within the Department of Educational Sciences. His research focused on student motivation in vocational education. This internship marked a turning point, sparking a lasting passion for educational research.

In 2020, Max began his PhD trajectory at ICLON, Leiden University Graduate School of Teaching. In addition to his doctoral research, he took on several teaching and supervisory responsibilities. He was involved in delivering and guiding educational and graduation projects within the teacher education program, and he served as a lecturer in the Living Education Lab minor. Beyond ICLON, Max actively contributed to the broader educational research community. He was involved with the National Educational Research Association (VOR) as former chair of the PhD-network and present board member of the Higher Education division. He also served on the Educational Committee of the Interuniversity Centre for Educational Research (ICO). Currently, Max continues his work at ICLON as a postdoctoral researcher in Higher Education.

List of publications



List of publications

Articles in peer-reviewed journals

- Kusters, M., De Vetten, A., Admiraal, W., & Van der Rijst, R. (2024). Developing scenarios for exploring teacher agency in universities: A multimethod study. *Frontline Learning Research*, 12(2), 1–26. <https://doi.org/10.14786/flr.v12i2.1419>
- Kusters, M., Sand, M., & Rietdijk, D. (2024). Identiteit en agency van docenten in universiteiten: Sleutels tot professionele ontwikkeling en onderwijsontwikkeling [Identity and agency of teachers in universities: Keys to professional development and educational development]. *Tijdschrift voor Hoger Onderwijs*, 42. <https://doi.org/10.59532/tvho.v42i19449>
- Kusters, M., Van der Rijst, R., De Vetten, A., & Admiraal, W. (2023). University lecturers as change agents: How do they perceive their professional agency? *Teaching and Teacher Education*, 127, 104097. <https://doi.org/10.1016/j.tate.2023.104097>

Presentations at educational conferences

- Kusters, M., De Vetten, A., Van der Rijst, R., & Admiraal, W. (2021, July). *Teacher agency in universities*. Paper presented as part of a symposium at the Onderwijs Research Dagen (ORD), Online Conference.
- Kusters, M. (2021, November). *They understand what it takes: Teacher agency in universities*. Paper presented at the International Conference of Education, Research and Innovation (ICERI), Online Conference. <https://library.iated.org/view/KUSTERS2021YUN>
- Kusters, M., Van der Rijst, R., De Vetten, A., & Admiraal, W. (2022, July). *Teacher agency among lecturers: Escape from go with the flow*. Poster presented at the Onderwijs Research Dagen (ORD), Hasselt, Belgium.
- Kusters, M., Van der Rijst, R., De Vetten, A., & Admiraal, W. (2022, August). *Lecturers' perceptions of their professional agency*. Paper presented at the European Conference on Educational Research (ECER), Yerevan, Armenia.

- Kusters, M., De Vetten, A., Van der Rijst, R., & Admiraal, W. (2023, March). *Understand what it takes: Teacher agency manifestations in universities*. Paper presented as part of a symposium at the Nordic Educational Research Association (NERA) Conference, Oslo, Norway.
- Kusters, M., De Vetten, A., Van der Rijst, R., & Admiraal, W. (2023, July). *Development of real-life scenarios for manifestation of teacher agency in university*. Round table presentation at the Onderwijs Research Dagen (ORD), Amsterdam, the Netherlands.
- Kusters, M., De Vetten, A., Van der Rijst, R., & Admiraal, W. (2024, July). *Understanding what it takes: Teacher Agency in universities*. Paper presented as part of a symposium at the Onderwijs Research Dagen (ORD), Tilburg, the Netherlands.
- Kusters, M., De Vetten, A., Van der Rijst, R., & Admiraal, W. (2024, August). *Teacher agency in universities: Exploring manifestations within an ecological approach*. Paper presented at the European Conference on Educational Research (ECER), Nicosia, Cyprus.
- Kusters, M., De Vetten, A., Van der Rijst, R., Rushton, E.A.C., & Admiraal, W. (2025, April). *Teacher agency in universities: Lecturers' potential in establishing and fostering sustainable partnerships*. Paper presented as part of a symposium at the American Educational Research Association (AERA) Annual Meeting, Denver, CO, United States.
- Kusters, M., Rushton, E.A.C., De Vetten, A., Van der Rijst, R., & Admiraal, W. (2025, June). *Investigating complex issues in education: Understanding teacher agency in universities*. Paper presented as part of a symposium at the Onderwijs Research Dagen (ORD), Leuven, Belgium.

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