Preface

This is the eleventh annual research report of the University of Amsterdam Business School (ABS). The report gives an account of the policies, organisation, activities and results of the research included in the ABS research institute (ABS-RI). Again, much has been achieved this year. Our staff have not only been active in publishing in high quality international journals and books, but also in national Dutch outlets, both academic and professional. Research output has also been made public in other ways as well, such as at internal and external seminars and conferences and via the press. An overview of activities is summarised in part A with a full list of publications and activities by programmes contained in part B. This reveals that ABS has continued to maintain its reputation as a leading centre of business research in Europe.

The highlight of our research report is the continued high level of output in quality international journals, with 45 in A- and B-journals in 2012. Our published output of refereed articles in international research journals has not risen, but this is mainly due to staff departing and the diminishing of research time in a period of financial retrenchment and reorganisation (2010-2011). As predicted, the outflow of leading researchers has started to show its effect on output in the past year and will continue to do so in coming years given the time lag between research completion and publication. Recruitment has started in 2011 but most new staff will only arrive in 2013 and further recruitment is necessary to allow ABS to grow again, in line with the large student body.

I would like to take this opportunity to again thank everybody who has been important to the ABS research effort over the past year.

Finally, suggestions on how to best further our research goals are always very much welcome and appreciated.

Prof.dr. Brendan O’Dwyer
Director of the Research Institute of the University of Amsterdam Business School

October 2013
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PART A

GENERAL OVERVIEW
1. **THE RESEARCH INSTITUTE OF THE UNIVERSITY OF AMSTERDAM BUSINESS SCHOOL**

1.1 **OBJECTIVES AND MISSION**

Our strategy is to conduct and publish internationally recognised research across a broad range of business disciplines. We see research as vital to the business school; we aim to provide research based education. This does not require that all staff are renowned researchers or that all teaching modules are based on research. It does, however, require that we publish international research across the broad spectrum of business disciplines, that we have areas of excellence, that students are exposed to relevant academic research in their programmes. The key element of research based teaching is that we aim to equip students with methods and teach them way of thinking that enables them to tackle not only tomorrow’s problems but also those in years to come. We also encourage all applied research to be available to and inform practitioners through professional journal outputs and lectures.

1.2 **ORGANISATION**

ABS-RI is the research institute of the University of Amsterdam Business School (and one of the two research institutes in the Faculty of Economics and Business). The structure of ABS, and the position of ABS-RI within it, is shown in figure 1. It gives an overview of the five academic sections that existed in 2012 and their concomitant research programmes. Since 2005, each of the academic sections has had a research programme that expresses the focus and output of major staff members. While section heads are accountable to the department chair for issues related to their section members, it is the research director who is responsible for research policy and strategy, and for allocation of research time based on staff members’ international refereed publications. Currently the ABS-RI has four research programmes. In 2011 it was decided to discontinue the Information Management section and research programme from April 1, 2012.

The main committee in the ABS is the ABS Management Team (consisting of the Dean of the ABS (who was in 2012 also the FEB dean but a new ABS dean, prof.dr. Marc Salomon joined ABS in March 2013), the Director of the Research Institute, the Department Chair, the Director of the Graduate School and the Director of the Institute for Executive Education). The Heads of Section, who are not part of the of the ABS MT are sent all agenda and minutes of the MT meetings. Issues discussed have included programme portfolio, budgets for sections, personnel policy and journal lists. Decisions and accompanying information are subsequently communicated to staff and, if applicable, are also put on the website. Additionally separate sessions on ABS strategy are organised since 2011, attended by the the ABS-RI research director, other members of the ABS MT, the Heads of Section and the director of corporate connections, amongst others.

In view of the integrated nature of activities within ABS, this is a somewhat different structure than followed for other research institutes that are not part of a business school. However, we see it as crucial to embed research decision-making across the board (not only and most directly in staffing, but also to encourage and facilitate integration of research in teaching where desirable and possible). Results achieved since the creation of ABS and ABS-RI are proof that this has been a very good strategy.

As an illustration of the integrated nature, it should be mentioned that support for the ABS-RI director is being given by the Head Administrator (bestuurssecretaris) of ABS, who also supports the

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1 Those staff members not (yet) included in sections fall directly under the department chair. Output from staff members who are not included in an academic research programme of ABS-RI are listed under `other research` in part B of this report.

2 It must be noted, however, that not all those included in research programmes are also by necessity formally part of the respective section.

3 It should be noted that only those with an appointment that includes research can be given research time (so not those who have a formal `lecturing only` (i.e. `docent`) appointment).
Department chair, and the ABS MT more broadly. In this way, a very efficient approach has been taken, with synergies being reaped in a structure that does not require a separate support office for the research institute.

Figure 1: Organisation chart of ABS-RI within ABS and FEB in 2012

1.3 BACKGROUND AND STRATEGY

When ABS-RI was created in 2002, research programmes and researchers in the areas of business studies (and included in the Department of Business Studies) were brought under its umbrella. This encompassed three programmes (Corporate Finance and Financial Systems; Accounting, Organisations and Society; and Information Management/PrimaVera) and some researchers not included in programmes. As outlined in more detail in the first annual research report of the business school, a wide variety could be noted in coherence, quality and research traditions. While particularly the finance group and a few nuclei outside it already had an international research and publication record, significant steps towards international presence through academic publications had to be taken.

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It was noted at the time that this strong focus on increasing international refereed publications should not harm the strengths in more applied, usually nationally-oriented, research, sometimes carried out by part-time staff members, of which there were many. This was seen to be a valuable link to practitioners, crucial for attracting (post)graduate students, external research funding and, most importantly, for achieving the ABS purpose of contributing to the societal debate and providing guidelines for management practice and policy making. For the ABS, this societal function, and the concomitant duty of helping to preserve Dutch research outlets, was and is seen as one of two equally important pillars on which government support to universities rests (with the contribution to the international academic debate as the other).

The main component of our strategy to improve research quality and output in international refereed journals has been fairly straightforward: the recruitment of good, fulltime academics with these capacities, and providing facilities and a stimulating research environment. Since 2004, significant steps were taken in recruitment, which covered all sections in a planned progression. In the first year accounting was strengthened at the full professor level, followed by management from 2005 onwards, in line with the rapid growth in student numbers. In 2007 the management section and research programme were split into a Human Resource Management/Organisational Behaviour research section and programme and a section and programme in Strategy/Marketing. Section 2 gives details and shows developments over the years. In 2010 and 2011 hiring stopped due to a faculty-wide reorganisation and concomitant hiring-freeze. One of the decisions made in this period was to discontinue the Information Management research programme, given its modest research output. Most research programmes now have a broad core of faculty who publish in international academic journals (see particularly section B of this report). Some areas need further strengthening (because of the growing inflow of new students, recent staff departures and the reorganisation vacancy stop) and hiring has commenced in 2012 and is continued in 2013.

Several supporting policies to realise our objectives have been adopted. In terms of the overall ABS personnel policy for academic staff, this has the following aims:

- to assist in the achievement of the aims of the ABS, and
- to provide an attractive working environment for the staff.

The first objective requires appropriate policies in the fields of recruitment, tenure, promotion and (early) retirement. The second requires that the ABS provides attractive employment (salary, expenses, leave, computers, office space, secretariat, promotion criteria, good management) and academic (Ph.D. students, seminars, colleagues) conditions. A highly qualified and well-motivated staff is the main asset of a teaching and research institution and essential to its success. Staff are expected to provide excellence in teaching and research and to be good colleagues, making a useful contribution to the ABS as an organisation.

Furthermore, it is ABS policy to operate a workload weighting system. Researchers with output in good international refereed journals are allocated 50% of their time for research; the other 50% is filled by teaching. Management duties, if substantial (i.e. beyond regular responsibilities such as coordination that comes normally with teaching), are deducted from staff members’ teaching time (this applies only to a limited number of people). This arrangement has several advantages:

- It acts as an incentive so productive academics can reduce their commitment to teaching
- It helps implement our research policy. If the majority of core staff have 50% of their time devoted to research this is a considerable investment
- It ensures equity and accountability. If there is no discrimination in teaching loads to account for other commitments, this would not recognise the considerable input by researchers.

All of the above has increased research output in the past number of years. It should be noted, however, that the 2010 financial difficulties of our parent faculty FEB had some detrimental effects, as already noted in the preface. In the first half of 2010 the Dean of FEB increased the teaching load of
all staff by 40% (in effect diminishing research time to 30%). Furthermore individual research allowances were cut by 40%. Together with the vacancy stop these policies placed a heavy burden on research staff. In 2011 ABS has decided to again give the full individual research allowances, whilst cutting other budgets. The increased teaching loads have also been reduced for most researchers, but due to the low number of researchers in sections on average the teaching load still put a strain on research in 2012.
2. **INPUT: STAFF AND RESOURCES**

2.1 **RESEARCH STAFF**

Table 1 clearly sets out the notable increase in research staff over the years, as well as the steep decrease in 2011 and again in 2012. This decline is mainly due to a decrease in research time in the IM programme (since the three year grace period of the new research time allocation model terminated in 2011) as well as an overall decrease in staff in all sections due to the reorganization. Formally the increased teaching load was implemented by increasing the total norm and the percentage of research time remained the same. The actual decrease in research time, therefore, in 2010 and 2011 is somewhat larger than table 1 suggests.

**Table 1: Staff input ABS-RI**

<table>
<thead>
<tr>
<th>ABS-RI Total</th>
<th>fte 2010</th>
<th>fte 2011</th>
<th>fte 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>27.29</td>
<td>21.71</td>
<td>19.33</td>
</tr>
<tr>
<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
<td>0.80</td>
<td>0.80</td>
<td>0.53</td>
</tr>
<tr>
<td>WP 3 (third flow of funds, excluding Ph.D. students)</td>
<td>3.57</td>
<td>1.78</td>
<td>0.18</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>12.45</td>
<td>12.82</td>
<td>9.96</td>
</tr>
<tr>
<td>Total Research staff</td>
<td>44.11</td>
<td>37.11</td>
<td>30.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Accounting</th>
<th>fte 2010</th>
<th>fte 2011</th>
<th>fte 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>4.96</td>
<td>4.32</td>
<td>4.93</td>
</tr>
<tr>
<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>WP 3 (third flow of funds, excluding Ph.D. students)</td>
<td>0.17</td>
<td>0.33</td>
<td>0.00</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>2.20</td>
<td>1.69</td>
<td>2.09</td>
</tr>
<tr>
<td>Total Research staff</td>
<td>7.33</td>
<td>6.34</td>
<td>7.02</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>6.99</td>
<td>5.35</td>
<td>4.54</td>
</tr>
<tr>
<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>WP 3 (third flow of funds, excluding Ph.D. students)</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>2.55</td>
<td>1.60</td>
<td>1.54</td>
</tr>
<tr>
<td>Total Research staff</td>
<td>9.54</td>
<td>6.95</td>
<td>6.08</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Information Management - PrimaVera</th>
<th>fte 2010</th>
<th>fte 2011</th>
<th>fte 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>3.00</td>
<td>0.69</td>
<td>-</td>
</tr>
<tr>
<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
<td>0.00</td>
<td>0.00</td>
<td>-</td>
</tr>
<tr>
<td>WP 3 (third flow of funds, excluding Ph.D. students)</td>
<td>0.00</td>
<td>0.00</td>
<td>-</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>1.20</td>
<td>1.20</td>
<td>-</td>
</tr>
<tr>
<td>Total Research staff</td>
<td>4.20</td>
<td>1.89</td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Strategy &amp; Marketing</th>
<th>fte 2010</th>
<th>fte 2010</th>
<th>fte 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>7.83</td>
<td>7.05</td>
<td>6.48</td>
</tr>
<tr>
<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
<td>0.80</td>
<td>0.80</td>
<td>0.53</td>
</tr>
<tr>
<td>WP 3 (third flow of funds, excluding Ph.D. students)</td>
<td>1.04</td>
<td>0.06</td>
<td>0.00</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>3.60</td>
<td>6.05</td>
<td>4.95</td>
</tr>
<tr>
<td>Total Research staff</td>
<td>13.27</td>
<td>13.96</td>
<td>11.96</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>2.97</td>
<td>2.87</td>
<td>3.13</td>
</tr>
<tr>
<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>WP 3 (third flow of funds, excluding Ph.D. students)</td>
<td>0.60</td>
<td>0.55</td>
<td>0.18</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>1.70</td>
<td>1.13</td>
<td>0.78</td>
</tr>
<tr>
<td>Total Research staff</td>
<td>5.27</td>
<td>4.55</td>
<td>4.09</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other Research Business Studies</th>
<th>fte 2010</th>
<th>fte 2011</th>
<th>fte 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>1.54</td>
<td>1.43</td>
<td>0.25</td>
</tr>
<tr>
<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>WP 3 (third flow of funds, excluding Ph.D. students)</td>
<td>1.76</td>
<td>0.84</td>
<td>0.00</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>1.20</td>
<td>1.15</td>
<td>0.60</td>
</tr>
<tr>
<td>Total Research staff</td>
<td>4.50</td>
<td>3.42</td>
<td>0.85</td>
</tr>
</tbody>
</table>
A distinction has been made between WP1, the so-called first flow of funds, which consists of money originating from university budgets; WP2, second flow, research projects funded by the Dutch Science Foundation (NWO) or the Royal Academy of Sciences (KNAW); and WP3, third flow, funds obtained from other sources. Obtaining structural research funding from other sources than WP1, and especially WP2, is difficult. Nevertheless in the past few years, some second and third-flow funding has been obtained, and a clear strategy conveyed to all Heads of Sections is to encourage and support external funding applications. The research director also takes a direct active role in this respect where applicable.

As Table 1 does not include a breakdown of funding for Ph.D. students (1.65 fte WP3, 0.6 fte WP2 plus two students with a scholarship (fte not counted in the tables)), table 2 gives a detailed overview of the 2012 shares of first, second and third-flow funding for ABS as a whole, and for the research programmes specifically. The latter perspective exhibits considerable variety, with particularly the Strategy & Marketing programme being successful in securing NWO funding (cultural entrepreneurship) and the other sections having several 3rd stream project. This table shows some successful diversification of sources of funding away from the first flow (see section 3). Overall, external sources accounted for 10% in 2012 while this was 14% of total in 2011. While this is more than in 2002, when a much smaller business school had only 9% external funding of its research staff, success in attracting external funding is fleeting and constant efforts need be put in. Next to these larger projects smaller research grants obtained by individual researcher amounted to €169,000,- in 2012, including funding for AMSI and a contribution from the Dutch Central Bank (DNB) of 20,000,- for a joint seminar series with our finance group amongst others.

### Table 2: Funding sources

<table>
<thead>
<tr>
<th>Funding 2012 (programme/funding stream)</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>97%</td>
<td>0%</td>
<td>3%</td>
</tr>
<tr>
<td>Corporate Finance &amp; Financial Systems</td>
<td>91%</td>
<td>0%</td>
<td>9%</td>
</tr>
<tr>
<td>Strategy &amp; Marketing</td>
<td>83%</td>
<td>10%</td>
<td>7%</td>
</tr>
<tr>
<td>Human Resource Management / Organisational Behaviour</td>
<td>96%</td>
<td>0%</td>
<td>4%</td>
</tr>
<tr>
<td>ABS programmes Total</td>
<td>90%</td>
<td>4%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Within ABS many professors supervise external PhD students, who do not follow a traditional trajectory. In recent years their numbers have grown significantly (see Box 1 for the ones currently registered).

**Box 1 External PhD students**

<table>
<thead>
<tr>
<th>Name</th>
<th>Project</th>
<th>Supervisor(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daniël Bodden</td>
<td>Synergies and IT - Possibilities, limitations and realizations</td>
<td>prof.dr. G.G.M. Dedene. [planned finalization: 2016]</td>
</tr>
<tr>
<td>Mary van der Boon-Farmer</td>
<td>Organisational Behaviour</td>
<td>prof.dr. Jacob de Smit [planned finalisation: 2014]</td>
</tr>
<tr>
<td>Daniel van den Buuse</td>
<td>Business, energy and sustainability</td>
<td>prof.dr. Ans Kolk [planned finalisation: 2015]</td>
</tr>
<tr>
<td>Gulsaziye Filiz Ceran</td>
<td>Distraction at work</td>
<td>dr. W. van Eerde. [planned finalization: 2017]</td>
</tr>
<tr>
<td>Francesca Ciulli</td>
<td>Multinationals, institutions and sustainability in the energy sector</td>
<td>prof.dr. Ans Kolk [planned finalisation: 2014]</td>
</tr>
<tr>
<td>Rebecca Maughan</td>
<td>Social Accounting</td>
<td>prof.dr. B.G.D. O’Dwyer [planned finalization: 2013]</td>
</tr>
<tr>
<td>Ksawery Mulinski</td>
<td>Essays on supply chain management</td>
<td>prof.dr. Jacob de Smit and prof.dr. Hans Strikwerda [planned finalisation 2014].</td>
</tr>
<tr>
<td>Laura Fleischer</td>
<td>Flexibility of the automotive distribution system</td>
<td>prof.dr. Jean Johnson [planned finalisation: 2013]</td>
</tr>
</tbody>
</table>

5 Note that the Amsterdam Centre for Services Innovation (AMSI), previously part of the IM programme, has been moved to other research. AMSI is fully funded by external (3rd) stream funding and their input does not show in the figures for programmes now. Neither in the figures are, as mentioned, the two external PhD students were not part of a research programme and funded (for the most part) by a scholarship for the Chinese Scholarship Council.
2.2 RESOURCES AND FACILITIES

In the course of 2003, a start was made to split the budgets for both research institutes. However, this division was based on a historical situation in which the ABS had few researchers and much more teaching activities than economics and econometrics; thus leading to an allocation of research funding of only one third of the total.

In 2012 the FEB adopted a new allocation model. This model allocates funding to schools/sections based on teaching and research parameters. The teaching part is mainly based on student numbers. On the basis of the research time allowances made by the ABS-RI and the FEB’s other research institute ASE-RI, the FEB allocates funds to the two institutes, which are, subsequently channelled to the sections where the researchers are formally located.

The reorganization in the beginning of 2010 was the start of an improvement in the financial administration and availability of financial data for FEB. Only in 2011 did we obtain detailed data for income and expenditures at the level of the Research Institute. In 2012 total ABS-RI budget was m€ 6. Since the major expenditures for a research institute is the research time allocated to individual researchers, the number of research faculty within the sections largely determines the size of the budget. Roughly 6% of total costs of the non-executive programme part of ABS as a whole consisted of non-staff expenditures like conference costs, travel, data etc. The majority of these were made by individual researchers (with allocated research time) from (savings on) their own research accounts, or from the funds allocated to sections, the remainder by the Research Institute.

For the non-staff budget of the ABS-RI for 2012 a specification in given in table 3.

As to facilities for Ph.D. students, this either goes via the Tinbergen Institute\(^6\) (particularly for Ph.D. students in the finance area) or, for the others, directly via ABS-RI. Facilities like computers, software and the library are provided centrally (university, faculty).

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\(^6\) See [www.tinbergen.nl](http://www.tinbergen.nl)
<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tinbergen institute contribution</td>
<td>120</td>
</tr>
<tr>
<td>(finance PhD programme)</td>
<td></td>
</tr>
<tr>
<td>Other non-staff costs</td>
<td>617</td>
</tr>
<tr>
<td>(seminar, conference visits, travel etc.)</td>
<td></td>
</tr>
<tr>
<td>Data</td>
<td>135</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>872</strong></td>
</tr>
</tbody>
</table>
3. **OUTPUT: ACTIVITIES AND RESULTS**

3.1 **ACTIVITIES AND INITIATIVES**

The many individual researchers in ABS contributed in various ways to building our school.

In 2012, many seminars have taken place again at ABS, organised by different research groups and programmes, frequently with prominent (international) guests as well as our own staff. An overview is given in table 4.

**Table 4: ABS seminars in 2012**

<table>
<thead>
<tr>
<th>Speaker</th>
<th>University</th>
<th>ABS seminar series</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christoph Watrin</td>
<td>University of Muenster</td>
<td>Accounting</td>
<td>31-1-2012</td>
</tr>
<tr>
<td>Rosa Ferrer Pompeu Fabra</td>
<td>Pompeu Fabra</td>
<td>ACLE Seminar</td>
<td>16-1-2012</td>
</tr>
<tr>
<td>Arjan Brokx</td>
<td>ABS</td>
<td>Accounting</td>
<td>23-1-2012</td>
</tr>
<tr>
<td>Javier Suarez (CEMFI)</td>
<td>CEMFI</td>
<td>CIFRA DNB Seminars</td>
<td>24-1-2012</td>
</tr>
<tr>
<td>Marco Ottaviani</td>
<td>Bocconi University</td>
<td>ACLE Seminar</td>
<td>30-1-2012</td>
</tr>
<tr>
<td>Anja Bast</td>
<td>ABS</td>
<td>Accounting</td>
<td>6-2-2012</td>
</tr>
<tr>
<td>Allan Miller Pompeu Fabra</td>
<td>Pompeu Fabra</td>
<td>ACLE Seminar</td>
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<tr>
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<td>University of Tennessee</td>
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<td>21-4-2012</td>
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<tr>
<td>Giovanni Dell’Arciccia</td>
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<td>9-5-2012</td>
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<td>Senia Osipina</td>
<td>New York University</td>
<td>HRM distinguished speakers</td>
<td>14-5-2012</td>
</tr>
<tr>
<td>Takeo Hoshi (U San Diego)</td>
<td>University of San Diego</td>
<td>CIFRA DNB Seminars</td>
<td>21-5-2012</td>
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<td>Aarhus University</td>
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<td>21-5-2012</td>
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<td>Brian Melzer</td>
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<td>CIFRA Seminars</td>
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<td>Martine Cools</td>
<td>Katholieke Universiteit Leuven</td>
<td>Accounting</td>
<td>4-6-2012</td>
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<td>Chris Malloy</td>
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<td>University of Twente</td>
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<td>Jael Erel</td>
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<td>Matthew Egan</td>
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<td>Ted O’Leary</td>
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<tr>
<td>Bo Qin</td>
<td>University of Groningen</td>
<td>Accounting</td>
<td>15-7-2012</td>
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<td>Yves Gendron</td>
<td>Université Laval</td>
<td>Accounting</td>
<td>10-9-2012</td>
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<td>Jeroen van der Heijden</td>
<td>ACLE Compliance/enforcement seminar</td>
<td>10-9-2012</td>
<td></td>
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<tr>
<td>Benito Araúhada</td>
<td>Pompeu Fabra</td>
<td>ACLE Lunch seminar</td>
<td>18-9-2012</td>
</tr>
<tr>
<td>Bianca Groen &amp; Marc Wouters</td>
<td>ABS/Karlsruher Institut für Technologie</td>
<td>Accounting</td>
<td>24-9-2012</td>
</tr>
<tr>
<td>Daniel Chen Pompeu Fabra</td>
<td>Duke University</td>
<td>ACLE Economics seminar</td>
<td>24-9-2012</td>
</tr>
</tbody>
</table>
Another important activity has been the preparation and submission of research grant proposals. Considerable effort has been put in this year again, as shown in box 2, which gives an overview of the applications for both 2nd and 3rd flow of funding. As already noted in section 2.1, there have been some success for both smaller and larger grants in both second and third stream funding.

<table>
<thead>
<tr>
<th>Speaker</th>
<th>University</th>
<th>ABS seminar series</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alan Muller</td>
<td>ABS</td>
<td>ISM seminar</td>
<td>27-9-2012</td>
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<tr>
<td>Neil Christiansen</td>
<td>Central Michigan University</td>
<td>HRM distinguished speakers</td>
<td>1-10-2012</td>
</tr>
<tr>
<td>Flore Bridou &amp; Nicole Stoerfeg</td>
<td>ABS</td>
<td>ISM seminar</td>
<td>4-10-2012</td>
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<tr>
<td>Simon Gervais</td>
<td>Duke University</td>
<td>CIFRA Seminars</td>
<td>4-10-2012</td>
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<td>Wendelien van Eerde</td>
<td>ABS</td>
<td>HRM small talk</td>
<td>8-10-2012</td>
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<tr>
<td>Peter Mascini</td>
<td>Erasmus University</td>
<td>ACLE Compliance/enforcement seminar</td>
<td>8-10-2012</td>
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<tr>
<td>Senja Smets</td>
<td>UvA</td>
<td>ACLE Lunch seminar</td>
<td>9-10-2012</td>
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<td>Arno Kourula</td>
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<tr>
<td>Matthew Spiegel</td>
<td>Yale University</td>
<td>CIFRA Seminars</td>
<td>18-10-2012</td>
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<td>Avraham Tabbach</td>
<td>Tel Aviv University</td>
<td>ACLE Economics seminar</td>
<td>22-10-2012</td>
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<td>Ulf von Lilienfeld-Toal</td>
<td>Stockholm School of Economics</td>
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<tr>
<td>Thomas Keench</td>
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<td>Stefan Mol</td>
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<td>Ras Werners</td>
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<td>Cameron Graham</td>
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<td>Will Goertzmann</td>
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<td>Arjan Brouwer</td>
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<td>Michelle Westermann-Behaylo</td>
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<td>Stephen Machin</td>
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<td>Joost Rietveld</td>
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<td>ISM seminar</td>
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<td>Simone Ferriani</td>
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<td>Abraham L. Wickelgren</td>
<td>University of Texas</td>
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<td>Anup Malani</td>
<td>University of Chicago</td>
<td>ACLE Winter meeting</td>
<td>18-12-2012</td>
</tr>
</tbody>
</table>

Table 4: ABS seminars in 2012 (continued)

Box 2: Applications for external funding in 2012

Dolen, W.M. van (2012). Research project ‘Consumers & online buzz’. The main aim of this study is to provide valuable insights to a Dutch bank about which customers engage in online Word-of-mouth. We receive their online buzz data and are allowed to publish articles based on their data. We provide them with our knowledge. Contract December 2012-October 2013.
Dolen, W.M. van (2012). Research project ‘The influence of YouTube and Twitter on Prank Chatting and Calling’. The main aim of this study is to provide valuable insights to de Kindertelefoon about the influence of YouTube clips and tweets about prank calling on the amount of prank calls and chats to Kindertelefoon. We receive their data on number of prank chats and calls and we are allowed to publish articles based on their data. We provide them with our knowledge. December 2012-December 2013.
Havermans, L.A. (2012). Principal researcher in research project ‘Development paths of project managers’. Project Management Institute (PMI) research grant. Total project amount: $50.000. [granted]
Kolk, A., Muller, A. & Lindeque, J. (2012) Research collaboration with and consulting services for ING Bank on key issues in
Box 3: EDUWORKS EU grant

Stefan Mol and Gábor Kismihók of the HRM/OB programme secured a large grant from the EU.

**What is the project about?**
Matching processes between individuals (job holders, job seekers, students), jobs and educational outputs are mutually interesting for academia, government and industry organisations, since each of these actors perceive a need to understand the mechanisms underlying such matches in order to eliminate skill mismatches and facilitate an adequate labour demand and supply. Recent advances in Human Resource Management (HRM), Knowledge Management (KM), Lifelong Learning, Sociology of Occupations and Labour Economics have opened the way to the identification of potential synergies between these fields. By bringing these disciplines together in a comprehensive occupational analytics framework, we expect to bring about important new insights. EDUWORKS will last from October 2013 until September 2017. The 3,6 M EUR funding allows for the employment and training of 12 PhD researchers and 3 Post-docs.

**What role does UvA have?**
UvA is the coordinator of EDUWORKS and participates with 2 internal bodies: ABS and AIAS. ABS hosts 3 PhDs, AIAS hosts 2 Post-docs. ABS will be the coordinator of the HRM related research activities in the consortium.

**What will be the main research objectives?**
The objective of EDUWORKS is to train talented early-stage researchers in the socio-economic and psychological dynamics of labour supply and demand matching processes at aggregated and disaggregated levels. EDUWORKS brings together researchers from several academic disciplines. Supply and demand matches at the aggregated national or European labour force levels are widely studied in Labour Economics. Processes of supply and demand matching at the meso-level are studied in Sociology, and deal particularly with the dynamics of occupational boundaries and occupational licensing, educational institutions monitoring the skill demands in local labour markets, and adult individuals considering the future skills needed to ensure their continued employability. At the disaggregated level the person’s demands - ability fit refers to a wide body of knowledge in HRM.

**What were the difficult parts in the grant application stage?**
The main difficulty was to come up with the right partnership, which is always key for getting a big grant like this. Furthermore, writing a proposal for a Marie Curie action requires substantial amount of work also from scientific and project management point of views, since all consortium members should provide inputs for the final document.

More broadly, and as included in part B of this part, there have been many activities in terms of dissemination of knowledge and linkages with managers, policymakers and other stakeholders, at the level of individual researchers, research groups and also at the level of the organisation.

### 3.2 ASSESSMENTS OF ACADEMIC REPUTATION

An obvious way to assess academic reputation is publications in high-quality international refereed journals. Part B of this report and section 3.3 give further information on the output, which has included a considerable number of international journal articles, accepted for publication or already published in 2012. There are other indicators such as the extensive list of professors from renowned institutions that presented their work at ABS (see table 4).

Another sign of academic reputation is staff members’ activities as (associate) editors and editorial board members of international refereed journals. Box 5 gives an overview of such positions for A and B journals (for all journals see the respective programmes in part B). As to inclusion in this box, we have (like in the tables where publications are counted, see 3.3) listed full-time staff members here, as
well as part-time staff members with a formal appointment, but the latter only if their UvA-affiliation has been included in the journal.

**Box 4: Board memberships A and B journals 2012**


Haxhi, I. (2012). Member of the Reviewing Editorial Board: *Corporate Governance: An International Review*


Kourula, A. (2012). Member of Editorial Board of *Journal of World Business.*


Wit, J.G. de (2012). Editorial board member *Journal of Air Transport Management*

3.3 **OVERVIEW OF THE 2012 OUTPUT**

The aggregated numbers of ABS publications in 2012 are shown in table 4. As in previous years, it presents the results divided into different categories: academic publications in refereed journals; non-refereed journals; book chapters; and monographs. For each, a distinction is made between international (English) and Dutch publications.

**Table 5: Aggregated results 2012**

<table>
<thead>
<tr>
<th>TOTAL</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
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<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>in international refereed journals</td>
<td>69</td>
<td>69</td>
<td>78</td>
<td>64</td>
<td>66</td>
</tr>
<tr>
<td>A</td>
<td>24</td>
<td>15</td>
<td>16</td>
<td>25</td>
<td>17</td>
</tr>
<tr>
<td>B</td>
<td>32</td>
<td>39</td>
<td>37</td>
<td>16</td>
<td>28</td>
</tr>
<tr>
<td>in Dutch refereed journals</td>
<td>17</td>
<td>24</td>
<td>22</td>
<td>16</td>
<td>14</td>
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<tr>
<td>in other international journals</td>
<td>6</td>
<td>13</td>
<td>10</td>
<td>10</td>
<td>5</td>
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<tr>
<td>in other Dutch journals</td>
<td>6</td>
<td>13</td>
<td>0</td>
<td>12</td>
<td>5</td>
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<tr>
<td>papers in proceedings</td>
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<td>26</td>
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<td>chapters in books (international)</td>
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<td>chapters in books (Dutch)</td>
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<td>2) Monographs</td>
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<td></td>
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<tr>
<td>International</td>
<td>10</td>
<td>4</td>
<td>3</td>
<td>3</td>
<td>1</td>
</tr>
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<td>Dutch</td>
<td>5</td>
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<td>6</td>
<td>6</td>
<td>3</td>
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<tr>
<td>3) Ph.D. theses</td>
<td>7</td>
<td>5</td>
<td>10</td>
<td>8</td>
<td>7</td>
</tr>
<tr>
<td>4) Professional publications</td>
<td>32</td>
<td>14</td>
<td>26</td>
<td>27</td>
<td>27</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>197</strong></td>
<td><strong>184</strong></td>
<td><strong>210</strong></td>
<td><strong>193</strong></td>
<td><strong>166</strong></td>
</tr>
</tbody>
</table>

We pay specific attention to the first three lines of the table, as this is where we were particularly lagging when the business school was created in 2001. Compared to 2002, the earliest year for which a separate report for ABS was published, the number of international refereed articles is 3.3 times higher, which is clearly a result of the steps taken, most notably the increase in research staff and higher productivity overall of existing staff. It is also noteworthy that it is not only the finance programme that shows strong performance but there is also again a considerable number of A
publications this year across ABS. As noted in the preface our published output of refereed articles in international research journals declined, probably due to staff leaving and diminishing research time in a period of financial retrenchment and reorganisation (2010-2011). The outflow of top-researchers will most certainly have its effect on output in the coming years also since there is an inevitable, considerable time gap between the start of a research project, subsequent journal submission and actual publication – this spans several years. In addition to this gap between submission and acceptance/publication that applies to all staff, it should also be noted that most researchers that were attracted since the establishment of the ABS are at the assistant professor level (tenure track positions for those who, on appointment, just finished/submitted their thesis), so for them in particular not everything that has been sowed in terms of submissions (and articles in the process of revise and resubmit) are apparent. To give some indication of what can be expected in future years in terms of international journal publications, we have also included, in part B, the forthcoming publications that we were aware of at the time of the finalisation of this report. This is namely also output related to the steps taken in the past few years. The number of accepted articles by ABS researchers has been substantial, and amounted to 19 in A journals and 23 in B journals by summer 2013.

As to the number of Ph.D. theses defended, this has been considerable again (see box 7), given relatively small numbers in previous years. While this is again much higher than in 2009, it should be noted that the number is largely a function of the projects started, plus some external PhD students (see box 4); finalisation is consequently uneven over the years as result. Current numbers of Ph.D. positions are not growing as shown in Table 1.

**Box 5 ABS Dissertations in 2012**


More details of our activities and results, including the full publication lists, can be found in the next chapters, in part B.
Chapter 4 Corporate Governance Research Initiative

4.1 Overview

Corporate governance is the research priority area of the University of Amsterdam Business School (ABS). Corporate governance is of fundamental importance to economic and social progress. Recent institutional level failures during the financial crisis have been attributed to weaknesses in corporate governance. Increasing societal pressure implies that corporate governance is no longer only concerned with financial issues driven by shareholder interests, but also needs to include social and environmental concerns reflecting a much broader set of constituents, embedded in the organisation as a whole. Thus, the research subject of corporate governance now also embraces what we term a crucial sustainability dimension. This sustainability focus explicitly incorporates social and environmental concerns and focuses particular attention on responsible managerial practices and leader behaviours in the governing of organisations, considering the variety of institutional and market contexts in which they operate.

Our focus on corporate governance embraces examinations and theorisations of the processes of governance at organisational levels, addresses management practices and leadership roles, highlights their impact on corporate financial and non-financial performance, and examines institutional and behavioural drivers. This places a stronger focus on the role of governance in supporting sustainability both in terms of environmental issues and social responsibility, consistent with the UvA’s wider commitment to sustainability. Our research in this area is developing rapidly to deal with questions such as:

- How do stakeholders and firms’ market and institutional environments impact governance processes and outcomes?
- How do senior management leadership characteristics influence governance processes aimed at enhancing social performance?
- How do managers establish strategies, systems and processes to enhance organisational accountability for their sustainability impacts?
- How can alternative conceptions of governance help to improve both social and financial organisational performance?
- How do internal governance processes change in response to non-shareholder pressures?
- How can recent management failures in corporate governance enable us to develop more accountable governance and leadership processes?
- How does corporate governance relate to internal capital markets and institutional investors?

Addressing these questions is vital if we are to better understand how the governance of organisations can be improved and contribute more directly to sustainability and corporate responsibility. Moreover, the importance of addressing these questions has been widely recognized in different local and international forums and research on this is in high demand from top tier academic journals in the various sub-fields of management. Addressing these questions requires an interdisciplinary business approach combining insights and methods from the fields of accounting, international business, strategic management and organisational behaviour. Given the existing research priority of corporate governance, the ABS already contains excellent and broad expertise here. This is evidenced in the productivity of its researchers, the top quality outlets in which they publish, the international subject matter addressed, and the international diversity of the researchers themselves. The senior research team demonstrates a level of excellence in this area which is difficult to match within Europe.

The present activities in ABS that take an interdisciplinary business approach to the sustainability dimension of corporate governance are spread among three research programmes, namely those in
accounting; human resource management–organizational behaviour; and strategy & marketing. In addition to this ABS also has the more traditional orientation towards corporate governance issues as represented by our excellent finance group. All are led by internationally outstanding professors (respectively Brendan O’Dwyer, Deanne den Hartog, Ans Kolk and Enrico Perotti), the researchers in these groups adopt innovative, interdisciplinary approaches: as emerging, novel topics are involved, existing approaches usually do not suffice, and new ways of conceptualising, measuring, testing, and empirically studying the phenomena (both quantitative and qualitatively) are needed – at the same time, they should build on and be relevant to existing ‘mainstream’ research.
### 4.2 Input

#### Table 6 research in fte Corporate Governance Research Initiative

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| Total 3rd flow of funds | 0.73       | 0.00     |
| Total 1st f.o.f. excl. Ph.D.'s | 7.89 | 8.59 |
| Total all flows of funds | 11.27      | 10.54    |
| Ph.D. students          | 3.05       | 1.95     |
4.3 Output

In recognition of their excellence, the UvA scholars have received numerous international awards for their work, which include: the 2010 European Social Investment Forum Best European research paper award; the Fellowship award from The Leadership Trust; the 2009 Faculty Pioneer Lifetime Achievement Award from the Aspen Institute and the European Academy of Business in Society, and several Best Paper awards in leading international journals. Publications reach the top ‘mainstream’ journals in the respective fields (see part B of this report), the key professors fulfil roles in prominent international academic organisations and in mainstream A and B journal editorial boards (see box 5 in Chapter 3), and have co-edited several special issues of both international specialised and ‘mainstream’ B journals. Nationally and internationally, ABS is now widely renowned in the areas of corporate governance and sustainability.

Highlights in 2012 include continuing of an international seminar series on Corporate Governance (organised by Ilir Haxhi), and of the excellent finance group seminar series (with presenters from NYU, Yale, INSEAD, HBS, LBS), conceptual papers accepted in top journals (published in JIBS, Kolk) (accepted for SMJ, Bridoux/Stoelhorst; AMR (Muller), input from our finance group on the Global Corporate Governance Forum, 2012, Washington, D.C.

At the national level various contributions were made to the governance debate such as Strikwerda’s book De Nederlandse Corporate Governance Code: Ingeleid, toegelicht en becommentarieerd.

Key publications


5. ACCOUNTING

Programme directors: Prof. dr. Brendan O’Dwyer
Starting date: January 1, 2000
Department/Section: Business Studies/Accounting
JEL classification:M: Accounting; Business Administration and Business Economics
METIS-code: uva/feb/abs/acc
Website: www.abs.uva.nl/accounting
VSNU scores 2002: Quality: 3, Productivity: 3, Relevance: 4, Viability: 3
VSNU scores 2009: Quality: 3.5, Productivity: 4, Relevance: 4, Viability: 4

5.1 PROGRAMME OVERVIEW

The Accounting research programme focuses on accounting in the broadest sense. As a whole, the programme is distinctly and deliberately interdisciplinary in nature, adopting theoretical perspectives from different disciplines, and informed by various research methodologies and methods. The key research themes are: Corporate governance, accountability and sustainability; Financial accounting and capital markets; and Management accounting. These research themes are not only addressed for their theoretical, but also for their societal importance, thus helping to provide guidelines for accounting and accountability practice and policymaking where possible and appropriate. Researchers have recent and forthcoming publications in several A and leading B international journals such as Accounting, Organizations and Society, Contemporary Accounting Research, Accounting, Auditing & Accountability Journal, Accounting and Business Research, Review of Accounting Studies, The Accounting Review, Strategic Management Journal, and The Journal of Management.

A number of researchers focus on examining issues of accounting and accountability in different organizational contexts under the Corporate governance, accountability and sustainability theme. Researchers here embrace interdisciplinary perspectives and qualitative methodologies and methods. They are actively engaged in research examining sustainability accounting and reporting, sustainability assurance, non-governmental organization (NGO) accounting and accountability, professional regulation of accountants, financial sector social accountability processes; corporate stakeholder engagement; and professional accounting disciplinary procedures. Researchers have published in A journals including Accounting, Organizations and Society and Contemporary Accounting Research with some winning awards for their work. The retention of excellent PhD graduates, some of who have graduated Cum Laude, is further strengthening this research theme.

Researchers in the management accounting theme are examining issues such as customer profitability analysis (using cost price information to value customer relationships, and evaluate the return on marketing decisions); the role and design of management control systems in the public sector; target costing; and the design of incentive and rewards systems. Members of this group have published in A journals such as The Accounting Review and The Journal of Accounting and Economics. An internationally renowned Professor in this research theme (Professor Marc Wouters) was appointed to a three year part-time position in September 2013 to help further develop this theme and further increase the quality and relevance of the research output.

Researchers in the financial accounting and capital markets theme focus on empirically assessing the impact of financial accounting on financial decision making and the impact of financial decisions on financial reporting. These researchers seek to combine the financial accounting and finance disciplines in order to research issues surrounding market efficiency, fundamental analysis and valuation, issues of accounting choice, and financial management and governance. This research stream suffered from the loss of some senior researchers in 2010, and a junior researcher who had published in The Accounting Review and Contemporary Accounting Research. However, a recent recruitment drive has
led to the appointment of a Full Professor with a record of publication in top tier journals. Moreover, existing researchers within this theme also have work in the advanced rounds of review at top tier journals such as *The Accounting Review, Accounting, Organisations & Society,* and *Management Science.*

### 5.2 INPUT

#### 5.2.1 INPUT RESEARCH STAFF

Table 7: research in fte 2012 Accounting

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<td><strong>Total 3rd flow of funds</strong></td>
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<td></td>
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<td>2,20</td>
<td>1,69</td>
<td>2,09</td>
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</table>
5.2.2 INPUT: FUNDING

The largest amount of funding for this programme has been the allocation of research time to faculty (1st flow of funds). Next to that, the ABS research institute offered a personal research allowance to all staff members with a Ph.D. degree who had a 0.5 fte research time allocation, and funding for Ph.D. students for their training and research expenses. As to external funding for staff, this involved one position (in total accounting for 5% of the research programme’s staff): 3rd flow of funding for a PhD student.

5.3 OUTPUT, EVALUATION & RESULTS

5.3.1 PROGRAMME EVALUATION BY PROGRAMME DIRECTOR

2012 has been a year of consolidation in terms of high quality output. The number of A journal publications declined from four to two but this was softened by the fact that, by the end of 2012, three forthcoming A publications had already been accepted for publication in 2013. Overall, the list of forthcoming publications beyond 2012 indicates that the future of this group remains very positive despite the loss of some high performing researchers in 2011. Several younger scholars have publications at advanced review rounds in several high ranking A and B journals and the research pipeline of all research staff is extensive with collaboration within the section continuing to flourish. The research seminar series continues to attract leading international and national academics in the various sub-disciplines of accounting with editors of leading A journals visiting for extended periods during the year.

The programme is now positioned to further its progress towards publication in top quality publications and to benefit from the reputational benefits that this brings. Planned recruitment should see the arrival of new young scholars with tremendous potential, well developed international connections and, in some cases, a record of high level publications. A number of assistant professors (Georgakopolous, Kroos, Bissessur) also have work at the advanced review rounds of top-tier journals such as The Accounting Review, Accounting, Organizations and Society, and Management Science. We have also recruited two new PhD students in 2012. Despite losing senior Professors in 2010 during an extensive reorganization in the Faculty, we have managed to consistently maintain our overall publication and output, while significantly increasing our output in top tier A journals. Our key aim now is to recruit two senior Professors and continue to recruit younger scholars with established research records and significant potential. This is necessary in order to ensure that all three research themes can fully thrive.

5.3.2 EXPLICIT INDICATORS OF ACADEMIC REPUTATION (OTHER THAN ALREADY MENTIONED IN THE LIST OF PUBLICATIONS/ACTIVITIES)

Scholars in this programme have received numerous international awards for their work including: the 2011 Emerald Publishers Research Impact award for a seminal paper (O’Dwyer); the 2008 Mary Parker Follett award for Best Published paper in Accounting, Auditing and Accountability Journal (Georgakopolous), the 2010 European Social Investment Forum Best European research paper award (O’Dwyer and O’Sullivan); the most downloaded paper in the history of Accounting, Auditing and Accountability Journal (as at end of 2010- O’Dwyer) and several Best Paper awards in leading international journals. Moreover, two 2010 PhD graduates (David Veenman (Supervisor: Alan Hodgson) and Niamh O’Sullivan (Supervisor: Brendan O’Dwyer) were awarded their PhDs cum laude. The programme director serves on the editorial board of the A journals Accounting, Organizations and Society and Contemporary Accounting Research and is currently editing a special issue of Accounting, Organizations and Society on NGO accounting due for publication in 2015.
5.3.3 **EXPLICIT INDICATORS OF SOCIETAL IMPACT**

Much of the research undertaken in the programme involves in-depth engagement with practitioners. Through this work, researchers have had an influence on the development of sustainability assurance practice in Big 4 firms (O’Dwyer), the design of reward schemes in a major retail outlet (Kroos), and performance measurement development in a major Dutch brewery (Groen and Wouters). The programme has direct contact with the Dutch accounting profession through the Accounting section’s Post Master in Accounting programmes and part-time profession-based Professors. A recent longitudinal PhD study on the development of NGO accounting and accountability in The Netherlands was extensively commented on by key players in the Dutch NGO sector. Other research projects engage directly with accounting regulators in an effort to understand and contribute to their effectiveness. This has involved high level governmental contacts outside the Dutch context. A current PhD study is examining the process through which a highly influential Dutch NGO-business networking organisation (the VBDO) has shaped the response of major Dutch companies to the sustainability accounting and accountability agenda. Two researchers (O’Dwyer and Georgakopoulos) have been heavily involved in The Prince of Wales’ Accounting for Sustainability project in the UK which resulted in the publication of a book launched at Buckingham Palace, London by the Prince of Wales in the presence of all researchers involved. Professor O’Dwyer, the programme director, has also actively input into the deliberations surrounding the development of an Integrated Reporting framework for companies worldwide. The programme has also engaged extensively with the social investment industry and researchers have presented at practitioner-oriented social investment conferences in The Netherlands and the University of St. Andrews in the UK as well as in Big 4 professional services firms. This research has also been disseminated within university-wide platforms for the valorisation of research results. Professor O’Dwyer has also co-organised (with Professor Ans Kolk) the academic sessions at the Global Reporting Initiative (GRI) conference since 2008. Moreover, practitioners constantly seek researchers’ advice on issues of sustainability accounting and assurance and the application of IFRS. The programme therefore always engages openly with practitioners as part of its efforts to make its work more societally relevant.

5.3.4 **OVERVIEW OF RESULTS**

**Key publications**


O’Connell, V., Murphy, T. & Ó hÓgartaigh, C. (Forthcoming). Discourses surrounding the evolution of the IASB/FASB Conceptual Framework: what they reveal about the ‘living law’ of accounting. Forthcoming in *Accounting, Organizations and Society*.

Canning, M. & O’Dwyer, B. (Forthcoming). The dynamics of a regulatory space realignment: strategic responses in a local context. Forthcoming in *Accounting, Organizations and Society*.


Table 8: publications in numbers Accounting

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<td>in other Dutch journals</td>
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<td>2</td>
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<tr>
<td>chapters in books (Dutch)</td>
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<td>1</td>
<td></td>
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</tr>
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<td>3) Ph.D. theses</td>
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<td>1</td>
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</table>

**Forthcoming international publications**


**Articles in international refereed journals**


Articles in Dutch refereed journals


Academic publications in other international journals


Academic publications in other Dutch Journals


Wallage, Ph. (2012). The EC has issued proposals to bring major changes to the EU audit market. FSA Magazine, 67-69.

Papers in proceedings


Vieira, R., Lan Ha, T.T. & O’Dwyer, B. (2012). Interplay of management control systems and social capital in social enterprises – A case study of a social enterprise in Vietnam, Proceedings of the 8th European Network for Interdisciplinary Perspectives on Accounting Conference (IPA) (11-13 July). Cardiff, United Kingdom (this paper was also presented at XVII Workshop on Accounting and Management Control "Memorial Raymond Konopka", IE Business School, Segovia, Spain and XII Grudis Seminar on Accounting Research, Évora, Portugal).

Chapters in books (international)


Chapters in books (Dutch)


Dissertations


Professional publications


Working- and discussion papers

Groen, B.A.C., Evers, F., Gravesteijn, M., Molenveld, M., Schopman, M., Veerbeek, R. & Wilderom, C.P.M. (2012). Performance measurement attitudes and team learning explained after co-


**Popular publications**


**Contributions to academic conferences, workshops and seminars**


Boomsma, R. (2012). Presentation. The construction of NGO accountability within the Dutch governmental development cooperation funding scheme. AGCI PhD research speed seminar. VU University, Amsterdam, The Netherlands, January.


European Academy of Management Conference, Rotterdam, June.


Vieira, R. (2012). Sistemas gerencias de avaliação de desempenho – Ensino e pesquisa, VI Seminário UFPE de Ciências Contábeis, Recife, Brazil, October. (key-note speaker.)

Other lectures on research


Groen, B.A.C. (2012, January). Guest lecture about my PhD-research for the course “Professional Service Provision”. Master of Business Administration, University of Twente.

Wallage, Ph.,(2012). Implementatie van witwasmeldingen binnen een accountantsorganisatie, Lezing De aanpak van witwassen, Amsterdam, 29 november 2012, Kerckebosch, 4e jaarcongres.


**Organisational contributions to conferences, workshops and seminars**


**Participation in academic networks & fellowships**


Boomsma, R.S. (2012). Member of the Research Center on Accounting and Control Change (RACC), The Netherlands.


Boomsma, R.S. (2012). Member of the Research Center on Accounting and Control Change (RACC), The Netherlands.

Vieira, R. (2012) Member of the Management Control Association (MCA), United Kingdom.

Vieira, R. (2012) Member of the Portuguese Accounting Research Network (Grudis), Portugal.

**Member editorial board/editor international refereed journals**

O’Dwyer, B. (2012). Associate editor of *Accounting, Auditing and Accountability Journal*. [B]

Editorial Board Member of: *Accounting, Organizations and Society* [A]; *Auditing: A Journal of Practice and Theory* [B]; *Behavioural Research in Accounting* [B]; *Contemporary Accounting Research* [A]; *British Accounting Review* [B]; *International Journal of Qualitative Research in Management*; *Australian Accounting Review*; *International Journal of Auditing; Social and Environmental Accountability Journal*.


**Member editorial board/editor Dutch refereed journals**


**Referee activities**


O’Dwyer, B. (2012). *Accounting, Organizations and Society* [A]; *Auditing: A Journal of Practice and Theory* [B]; *Behavioural Research in Accounting* (B); *Contemporary Accounting Research* [A]; *British Accounting Review* [B]; *International Journal of Auditing; Social and Environmental Accountability Journal*; *Accounting and Business Research* [B]; *Management Accounting Research* [B]; *Critical Perspectives on Accounting* [B].


**Membership of academic committees (including Ph.D. committees outside the FEB)**

O’Dwyer, B. (2012). Primary PhD examiner Olugbenga Coker (Kings College, University of London).

Wallage, Ph. (2012). IAEER, Chair of Concurrent Session, VU University, Amsterdam.

Wallage, Ph. (2012). Promotor drs H.B. Duits, The Demand for Auditing in a non-mandatory environment, University of Amsterdam, 13 June 2012.

Wallage, Ph. (2012). Member of Ph.D committee of lid promotiecommissie drs. K. Linke, Rijks
Universiteit Groningen.

**Research contributions in the media**


Groen, B.A.C. Middag Magazine (2012). Interview op TV Enschede FM.

**Prizes and honours**

**2nd and 3rd stream funding**

**Various activities**

**Box 6 External PhD students Accounting**

Rebecca Maughan
Social Accounting, Promotor: prof.dr. B.G.D. O’Dwyer. [planned finalization: 2013]

Daniël Bodden
*Synergies and IT - Possiblilites, limitations and realizations.* Promotor: prof.dr. G.G.M. Dedene. [planned finalization: 2016]
6. Corporate Finance & Financial Systems

Programme director: Prof. dr. E.C. Perotti
Starting date: January 1, 1992
Department/section: Business Studies/Finance
JEL classification: G: Financial economics
METIS-code: uva/feb/abs/fin/
Website: www.abs.uva.nl/financegroup

6.1 PROGRAMME OVERVIEW

Modern corporate finance recognizes that agency and informational problems create substantial frictions to raise funding. Potential conflicts exist between management and external providers of funds, as well as between investors and other stakeholders. They may distort corporate choices, affect incentives for financial intermediaries and create aggregate risk.

A key focus of the research programme is corporate governance. Different control configurations for banks, insiders and market investors imply very different corporate choice (Perotti and von Thadden, 2006; Boot and Thakor, 2007), in the corporate as well as in the financial sector (Cremers, Huang and Sautner, 2010; Sautner, Glaser and Lopez-de-Silanes 2012).

At the root of these governance systems are national institutions shaping contractual enforcement and the allocation of control. The research programme gives considerable attention to fundamental questions, assessing empirically and theoretical the roots of financial allocation in developed and developing countries (Claessens and Laeven, 2003; Haber and Perotti, 2008). To study comparative features of investor protection, financial competition and regulation requires a combination of law and political economy of finance to complement the economic approach. Such an approach can be validated by its ability to explain the temporal evolution of financial systems (Pagano and Volpin, 2003; Perotti and von Thadden, 2006).

A new impulse to research has come from the financial crisis, that highlighted the drawbacks of traditional assumptions of market efficiency for business practices as well as for regulation. Novel research in the program is directed at understanding the incentive and behavioral foundations of risk creation in asset price formation and bank lending. The ultimate goal is to provide a fundamental framework for the analysis of financial reform (Perotti, Ratnovski and Vlahu, 2011; Perotti and Suarez 2011; Campello, Giambona, Graham, and Harvey, 2011).
### 6.2 INPUT

#### 6.2.1 INPUT RESEARCH STAFF

Table 9: Input in fte Finance

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Function</th>
<th>Total 2010</th>
<th>Total 2011</th>
<th>Total 2012</th>
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<td>Almeida da Matta, R.</td>
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</table>

| Total 1st flow of funds       | 8,88   | 6,30     | 5,52 |
| Total 2nd flow of funds       | 0,40   | 0,00     | 0,00 |
| Total 3rd flow of funds       | 0,26   | 0,65     | 0,56 |
| Total 1st f.o.f. excl. Ph.D.'s| 6,99   | 5,35     | 4,54 |
| Total all flows of funds      | 9,54   | 6,95     | 6,08 |
| Ph.D. students                | 2,55   | 1,60     | 1,54 |
6.2.2 INPUT: FUNDING

The largest amount of funding for this programme has been the allocation of research time to faculty (1st flow of funds). Next to that, the ABS research institute offered a personal research allowance to all staff members with a Ph.D. degree who had a 0.5 fte research time allocation, and funding for Ph.D. students for their training and research expenses. The Duisenberg School of Finance co-funds PhD positions of PhD-student who join the group through the Tinbergen Institute.

6.3 OUTPUT, EVALUATION AND RESULTS

6.3.1 PROGRAMME EVALUATION BY PROGRAMME DIRECTOR

The Finance Group at the UvA has been for some years one of the most prominent research oriented finance groups in Europe, with senior and junior faculty achieving a high rate of success in top finance and economics journals. Peak performance was achieved in 2008-2010, at a time when almost no finance faculty in Europe equaled its performance in top publications. The group has suffered in 2008-2010 as senior staff and prominent young researchers left voluntarily, in frustration about faculty policy measures. Their quality was evident from their move to better remunerated positions in prestigious schools. Recovering the lost terrain will take considerable time, although the reputation of the group as a breeding place for excellent researcher appears intact and remains a strength in attracting top junior faculty and visitors.

Indeed, recruiting since 2011 has had good success, with four promising junior hires from the international job market. Thanks to strong student interest and full classes, the finance group is running a robust surplus and has very good perspectives. The current faculty has an excellent core around corporate finance and banking. An industry-funded chair in asset pricing should enable recovery in that area as well.

In corporate finance, governance and banking, the programme has produced original theoretical work at the highest level (Arping, Boot, Perotti, Schroth). A special area of high performance has been financial regulation (Boot, Perotti), where the senior staff enjoys top academic and policy impact unmatched in the Netherlands and internationally, thanks to an active role in advising the IMF, DNB, ECB, the Bank of England and the ESRB advisory council (Boot, Claessens, Perotti). The research group has markedly expanded in empirical analysis (Claessens, Giambona, Sautner). The asset pricing area has suffered much from departures (Beber, Chaieb, Cosemans, Driessen, Phalippou), with researchers leaving for London, MIT, Oxford, Geneve and Tilburg. However, the research group has gained an excellent senior addition in a joint appointment with Actuarial Studies (Laeven).

Active researchers ensure very strong performance in behavioral finance and real estate finance (Giambona, Peters).

The group is now targeting new hires at the junior level, and its successful junior recruiting at the AEA-AFA meetings confirms its status as the most attractive Dutch faculty in finance for international candidates.

In the last years, doctoral graduates have taken positions at NYU Stern, Copenhagen Business School, Michigan State University, the National University of Singapore, the World Bank and the IMF research department. A decline in PhD student numbers is due to many graduations in 2011-12 (three) and reduced supervisory capacity. At present there are three doctoral students in the department, though two are not following the Tinbergen MPhil program on instructions from their supervisor.

A key effort of the group has been to increase participation in doctoral education at TI. From next year five UvA-provided finance courses are planned, in place of only one in 2011-12. We expect this to increase the number of doctoral students significantly in the near future.
6.3.2 **EXPLICIT INDICATORS OF ACADEMIC REPUTATION (OTHER THAN THAT ALREADY MENTIONED IN LIST OF PUBLICATIONS/ACTIVITIES)**

The group is an active international research hub, with an excellent academic network in the US and Europe. Researchers have excellent coauthors at Harvard, MIT, LBS, NYU, Toulouse, Univ of Illinois and Berkeley.

The group maintains a top seminar series, with a seminar each week, in part joint with DNB. Researchers in the group also organize top international conferences with CEPR, DNB, IMF, ESRB and international policy institutions.

6.3.3 **EXPLICIT INDICATORS OF SOCIETAL IMPACT**

The department used to rank second in Europe in terms of publications in top finance and economics journals. Faculty members of the research program contributed overwhelming to the top ranking granted by SSRN in 2008 to the Amsterdam Business School as the top business school outside the US in terms of number of research papers downloaded per author. The Finance Group was then the most frequently downloaded finance department outside the US. The group retains a top standing on its reduced scale.

The senior faculty is very engaged in the public debate on financial reform, at the national as well as international level. Faculty members are active advisors to the Dutch Central Bank, the EC, the European Systemic Risk Board, and the European Central Bank. The breadth of the impact of this work on financial reforms and regulatory governance directed at stability and financial sustainability can be seen on the top European policy site Vox EU, with over 160,000 downloads.

Members of the group make frequent contributions to international and Dutch quality opinion newspapers (Financial Times, NRC) and are often cited by the national and international press for their research results.

6.3.4 **OVERVIEW OF RESULTS**

**Key publications**


Table 10: publications in numbers Corporate Finance & Financial Systems

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<tr>
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<tr>
<td>in other Dutch journals</td>
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<td>5</td>
<td>5</td>
<td>1</td>
<td>2</td>
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<tr>
<td>papers in proceedings</td>
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<td>2</td>
<td>1</td>
<td>3</td>
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<tr>
<td>chapters in international books</td>
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<td>5</td>
<td>2</td>
<td>4</td>
<td>12</td>
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<tr>
<td>chapters in books (Dutch)</td>
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<td>6</td>
<td>3</td>
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<td>2) Monographs</td>
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<td>International</td>
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<td>3) Ph.D. theses</td>
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<td>4) Professional publications</td>
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<td>12</td>
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<td>7</td>
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<td>9</td>
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</table>

**Forthcoming international publications**


**Articles in international refereed journals**


Articles in Dutch refereed journals


Academic publications in other international journals


Academic publications in other Dutch Journals


Papers in proceedings


Chapters in books (international)


Chapters in books (Dutch)


Monographs (Dutch)


Dissertations


Professional publications


Working- and discussion papers

Laeven, R. J. A. & Stadje, M.A (2012). Robust portfolio choice and indifference valuation, Mimeo, University of Amsterdam and Tilburg University.


Schilder, F., en Conijn, J. (2012). Ontwikkeling van de hypotheekschuld: De invloed van enkele beleidsmaatregelen. ASRE Research paper, te verschijnen, Amsterdam School of Real Estate, Amsterdam, Nederland.


**Popular publications**


**Contributions to academic conferences, workshops and seminars**


Giambona, E. (2012). Ohio State University ,Columbus, Ohio.


Scotland, June 15.
Theebe, M.A.J. (2012). Lecturing at post-graduate real estate program of Amsterdam School of Real Estate (performance analysis, market analysis, asset management, statistical analysis, thesis writing)
Sautner, Z. (2012). Shanghai Advanced Institute of Finance (April 2012), Shanghai University of Finance and Economics (April 2012), University of Liverpool (May 2012), 4 Nations Cup (May 2012), Argentum Centre for Private Equity Symposium in Bergen (scheduled September 2012), ERIM PhD/MPhil Seminar in Corporate Finance at Rotterdam School of Management (scheduled November 2012), Deakin Finance Colloquium 2012 (November 2012) presentation by co-author, University of Illinois at Urbana-Champaign (scheduled December)
Vladimirov, V. N. (2012). Conference presentations: 4th Paris Spring Corporate Finance Conference, European Finance Association annual meetings in Copenhagen 2012, Seminar presentations: University of Amsterdam, Boston University, Goethe University, University of Houston, Imperial College London, University of Vienna, Warwick University.

Other publications
Perotti, E.C. (2012). DNB Internal Policy Note on Solvency II (with J. Gorter)

Other lectures on research
Boot, A.W.A. (2012, February 9). Greece and the Eurozone, University of Amsterdam (Room for discussion), Amsterdam.
Boot, A.W.A. (2012, April 5). Europese politiek en de (on)macht van de kiezer, Machiavelli, Universiteit van Amsterdam, Amsterdam.
Schroth, E.J. (2012, January) Queen Mary College.
Schroth, E.J. (2012, January) HEC School of Management.
Schroth, E.J. (2012) "Search Frictions and Block Illiquidity."
Schroth, E.J. (2012, January) London School of Economics.

Organisational contributions to conferences, workshops and seminars
Boot, A.W.A. (2012, June 1-3). Member Program Committee, FIRS Meetings, Minneapolis.
Claessens, S. (2012, June 18-20).AEA/AFA; Bank of Korea; many others.
Claessens, S., (2012). AEA/AFA; Bank of Korea; many others.
Laeven, Roger J. A.(2012, September 6). Organizer of a Mini Symposium on Risk, Regulation and Supervision for Insurers and Pension Funds, Royal Netherlands Academy of Arts and Sciences (KNAW).

Participation in academic networks & fellowships
Boot, A.W.A. (2012). Fellow Davidson Institute, University of Michigan.
Boot, A.W.A. (2012). Honorary Professor, University of Ljubljana.
Francke, M.K. (2012). Research Fellow Amsterdam School of Real Estate
Giambona, E. (2012), Fellow Duisenberg School of Finance
Perotti, E.C. (2012)CEPR Fellow In Financial Economics, CEPR Fellow In Development Economics, Tinbergen Fellow, NBER Summer Institute Fellow, July
Theebe, M.A.J. (2012), Member of ERES, VOGON.
**Volume-editorship**

**Member editorial board/editor international refereed journals**
Boot, A.W.A. (2012). Associate editor *Journal of Corporate Finance*.

**Member editorial board/editor non-refereed and Dutch journals**

**Referee activities**
Vladimirov, V. N. (2012). Referee for *Journal of Corporate Finance*.

**Membership of academic committees (including Ph.D. committees outside the FEB)**
Francke, M.K. (2012)). Board member of the European Real Estate Society (ERES).


Sautner Z. External PhD Committee Membership.


Research contributions in the media


Gool, P. van (2012, January 27). Interview in de Telegraaf bij artikel:: “Wie stopt de linkse landadel?”.


Sautner Z. (2011, August). Het Parool on Greece, Titel "Onzekerheid stuwt rente"

**Prizes and honours**

Boot, A.W.A. (2012). Member The Royal Netherlands Academy of Arts and Sciences (KNAW).

**2nd and 3rd stream funding**

Boot, A.W.A. (2012). In the last five years approximately 2,0 mln from industry for asset pricing chair and various Aios/postdocs).
Laeven, Roger J. A.(2012). Netspar Theme Grant 2012 (one of eight participants).

**Various activities**

Boot, A.W.A. (2012). Member (Kroonlid), Sociaal Economische Raad (SER).
Boot, A.W.A. (2012). Director, Amsterdam Center for Corporate Finance (ACCF).
Boot, A.W.A. (2012). Member board EMFC (Controller program), University of Amsterdam.
Boot, A.W.A. (2012). Non-Executive director RGA and Optiver Holding.
Boot, A.W.A. (2012). Member/chair of several ad hoc committees.
Claessens. S. (2012).Research Fellow Financial Economics Programme, CEPR, London; Associate Fellow Tinbergen Institute; Fellow Asian Institute of Corporate Governance (AICG); Fellow
European Development Research Network (EUDN); Research Associate of European Corporate Governance Institute (ECGI); Fellow of the Wharton Financial Institutions Center; member of the Advisory Board of the Ira M. Millstein Center for Global Markets and Corporate Ownership (Columbia University).

Claessens. S. (2012). Assistant Director, IMF Research Department
Gool, P. van (2012). Voorzitter examencommissie Amsterdam School of Real Estate.
Gool, P. van (2012). Fellow of the Royal Institution of Chartered Surveyors (RICS) en lid van de educatiecommissie
Gool, P. van (2012). Lid van de beleggingsadviescommissie van het pensioenfonds PNO Media
Laeven, Roger J. A. (2012). Visiting Professor at the Bendheim Center for Finance, Princeton University, US.
Perotti, E.C. (2012). Advisor European Parliament, CRD4 Committee (Basel III) and Omnibus Committee (Solvency II).
Perotti, E.C. (2012). Research Director, DSF.

Reprints
7. **Human Resource Management – Organisational Behaviour**

**Programme director:** Prof. dr. D.N. den Hartog  
**Starting date:** January 1, 2007  
**Department/Section:** Business Studies/HRM-OB  
**METIS-code:** uva/feb/abs/hrm  
**Website:** http://www.abs.uva.nl/hrmob  
**VSNU scores 2009:** n.a.

### 7.1 Programme Overview

Employees are central to the success of organizations. How to manage the employment relationship such that high levels of employee performance, proactivity, and wellbeing are achieved is therefore a challenge for organizations around the globe. Firms are becoming aware of the key importance of managing their employees towards these aims and that leadership and HRM plays a crucial role there. How can firms ensure their HRM policies and leadership and management practices achieve these aims and fit with the environment and each other? This is a first question studied by researchers in this programme. The program links to the corporate governance and business in society focus of the ABS research as a whole through addressing (human resource) management practices and leadership roles and highlighting their impact on financial and non-financial performance as well as other organizationally relevant behavioural outcomes.

As HRM gains strategic influence, core HRM tasks such as the selection, development and motivation of employees are no longer only the domain of specialized personnel departments. Increasingly, individual line managers as leaders take on more such tasks. How do leaders within firms recruit, develop, manage, and inspire the responsible and proactive employees that firms need to meet their performance goals now and over time? How do firms ensure responsible, innovative, and ethical employee and management behaviour at all levels? How can firms and their leaders make sure they their employees fit with the organization and their tasks?

How to stimulate ethical, innovative, and motivated behaviour of employees and their leaders is a core area of the researchers of the human resource management and organizational behavior research program.

A dilemma is that when HR becomes more strategic, the crucial role of HR in ensuring wellbeing or as employee champion often gets decreasing attention. This balancing act between ensuring high performance and guarding well-being is another important issue studied by researchers in this programme. A related area of interest to the group is how the rapidly changing nature of work and organizations as well as the changing context of firms impact on HRM, employees and leadership. For example, what happens as the workforce becomes more diverse, the work more project-based, and the context more international? Do our “traditional” models of management, HRM, and leadership still hold?

The human resource management and organizational behavior section of the ABS aims to conduct and publish high-quality internationally recognized research in the HRM-OB field that contributes to our understanding in this field. Through their publications in reputable and peer refereed international journals and contributions to international conferences, the researchers of the group aim to contribute to international academic debates. Yet, the applied nature of the field and relevant topics under study imply that the work is also of practical and societal relevance. Thus, publications aimed at a practicing audience as well as debates with practitioners in different areas as well as projects aiming have a societal impact through are also undertaken (e.g., see the EU funded cooperation of our researchers in the EDUWORKS network that focuses on labour market matching processes and forms an EU-wide, trans-disciplinary, multilevel and science-practice-bridging training network involving both academic and industry partners).
The research topics focused on include the impact of ethical and charismatic leadership on employees and organizations, how to stimulate proactive and innovative employee behaviour, (strategic) HRM, selection and assessment, employee well-being, person-organization fit, employee trust, motivation, and emotions at work, the consequences of project-based organizing for firms and their employees, the role of time in organizations as well as cross-cultural issues in many of these research areas, such as expatriate management and leadership across cultures. The research done by the group is multidisciplinary in nature and uses both qualitative and quantitative methods.

Our objectives for the coming years include further building up of our research program, improving and expanding our research and publications in high level outlets, and further strengthening our international and corporate ties.

7.2  INPUT

7.2.1  INPUT RESEARCH STAFF

Table 11: Input in fte Human Resource Management – Organisational Behaviour

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<tr>
<th>Name</th>
<th>Title</th>
<th>Function</th>
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<th>Total 2011</th>
<th>Total 2012</th>
<th>Funding</th>
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<td>3,47</td>
<td>2,87</td>
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<td>PhD students</td>
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<td>4,09</td>
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<td>Abu Ghazaleh, N.</td>
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<td>-</td>
<td>-</td>
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</tr>
</tbody>
</table>

7.2.2  INPUT: FUNDING

The largest amount of funding for this programme has been the allocation of research time to faculty (1st flow of funds). Next to that, the ABS research institute offered a personal research allowance to all staff members with a Ph.D. degree who had a 0.5 fte research time allocation (although teaching loads were up due to the reorganization period at the faculty), and funding for Ph.D. students for their
training and research expenses. As to external funding for staff, this involved two positions (in total accounting for 13% of the research programme’s staff): 3rd flow (EU) funding for two researchers.

7.3 OUTPUT: EVALUATION AND RESULTS

7.3.1 PROGRAMME EVALUATION BY PROGRAMME DIRECTOR

The human resource management and organizational behavior section of the ABS at the UvA is a small, still relatively young, international and research active group. Faculty has shown a good rate of success in high quality journals in the areas of work and organizational psychology, leadership, general management and human resource management. For example, since our start up in 2007 publications have appeared in top level journals in management and applied psychology such as the Journal of Applied Psychology, the Journal of Marketing, Organization Studies, the Leadership Quarterly, the Journal of Organizational Behavior, and the Journal of Management Studies. There are also three recently accepted papers that will come out in the Journal of Management in the next year(s).

Faculty members are reviewers for and members of editorial boards of important journals in the field. Particularly strong areas of the program over the past few years include cross-cultural, charismatic and ethical leadership (Den Hartog), Human Resource Management (Boon; Keegan; Den Hartog), proactive employee behaviour (Belschak; Den Hartog; as well as the new PhD students in the program Van Geffen and Wolsink). In these areas, the program shows top quality international research, with increasing and high quality publications of which several are already well-cited. Several other topics the group members have invested in are starting to lead to high quality publications as well including Person-Environment Fit (Boon), the role of time (Van Eerde), selection (Mol; Kismihok), psychological contracts (Mol), and the role of traits such as Machiavellianism (Belschak; Den Hartog).

The year 2012 has seen a continuation in the recent research achievements in the programme, including several high ranking A publications (for example two in the Journal of Applied Psychology). The research active staff are thus publishing in leading international A and B journals. The list of forthcoming publications for 2013 and beyond is also very good by international standards and in terms of number of accepted publications and this forthcoming list includes several high ranking A journals (including A publications in the Journal of Management and Human Resource Management) as well as highly respected B journals that have significant impact factors (such as Applied Psychology: An International Review and the European Journal of Work and Organizational Psychology). The research pipeline of all research staff is good and greater collaboration within the section and externally is evident from the new work people are producing.

The research programme is still relatively small, some more time and research capacity would help to build the program to its full strength. The extra pressure on teaching of the past period implied less time for research and thus a slower growth of the research output than ideal, yet this past year has produced good output. Besides the current senior and junior faculty, we started 2012 with only one PhD candidate in the final stage of the project. Two new internal PhD students were recruited and started in 2012 (Wolsink and Van Geffen). One PhD student defended her thesis in 2012 (Abu Gazaleh), the defense of an external PhD (De Haas) has taken place early 2013. More PhDs can help strengthen the program over time and faculty are therefore actively trying to apply for funding externally. One major (€ 3.700.000) EU grant has been obtained for the coming year: the EDUWORKS network: Crossing borders in the comprehensive investigation of labour market matching processes: An EU-wide, trans-disciplinary, multilevel and science-practice-bridging training network. Stefan Mol, Gabor Kismihok, Corine Boon and Deanne Den Hartog are participating in this programme. Other grant applications are in progress.
7.3.2 EXPLICIT INDICATORS OF ACADEMIC REPUTATION (OTHER THAN THAT ALREADY MENTIONED IN LIST OF PUBLICATIONS/ACTIVITIES)

The HRM-OB group is an active and internationally oriented research group collaborating with researchers in Europe as well as the US. Since its start in 2007, the programme has established a clear presence in high level journals in organizational behavior and applied psychology (e.g., JAP, JOB) and general management as well as HRM (e.g., JOM, JMS, Org. Studies, HRM, LQ). Members have receiving several international best paper awards and other signs of international reputation (for example, visiting professorship at NYU Stern Business School, a fellowship award). A student in the program won the Berenschot thesis award. Group members are asked for service to the academic community such as acting as reviewers and examiners for PhD theses elseweher and some hold positions on editorial boards of prestigious journals (e.g., JOM, LQ, JOB) and one is associate editor (AP:IR). The head of the program is representative on the executive committee of the OB division of the Academy of Management, is on the Board of Directors of the IAAP and is on the program committee of the next Congress of the European Association of Work and Organizational Psychology to be held in Oslo in 2015. In addition to academic publishing, members have also been active in submitting external funding proposals, for example with the EU and NWO, with some success (EU grant). The HRM-OB distinguished speaker seminar series has international established scholars come in and the regular seminar series (“small talk”) focuses on further developing work in progress of emerging scholars in the field.

7.3.3 EXPLICIT INDICATORS OF SOCIETAL IMPACT

Programme members serve on boards of several organisations and reach out on their research. For example, one member works closely with the project managers association IPMA, serving both as a board member of their research group (DNRG) a regular speaker for them. Applied research projects were carried out and external funding proposals are often developed in collaboration with organizations (such as consultancies and temp agencies). Members of the group also write for outlets aimed at practitioners to help disseminate research and do regular sessions with and for practitioners in relation to their research work. A member is on the Board of Examiners of the NIMA (Netherlands Institute for Marketing). In relation to corporate governance. A spin-off company is being created for putting into practice the outcomes of research and development that came out of an previously EU funded project on job knowledge and selection. Sponsored by entrepreneurship center ACE, a group member developed an honours course for the coming academic year for both UvA and VU students on social entrepreneurship that focuses on helping people in socially disadvantaged positions and of which part of the credit involves community service work of the students.

7.3.4 OVERVIEW OF RESULTS

Key publications


Table 12: Publications in numbers HRM/OB

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<tr>
<td>1) Academic publications in international refereed journals</td>
<td>15</td>
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Forthcoming international publications


Articles in international refereed journals


Keegan, A., Huemann, M. & Turner, JR (2012). Beyond the Line: exploring the HR responsibilities of line managers, project managers and the HR department in four project-oriented companies in the Netherlands, the UK, the USA and Austria. *International Journal of Human Resource Management, 23*, (15), 3085-3104. [B]


Articles in Dutch refereed journals


Chapters in books (international)


Chapters in books (Dutch)


Dissertations

Professional publications

Popular publications

Contributions to academic conferences, workshops and seminars
Hartog, D. N. den, & Belschak, F. (2012, August). The role of leader personality in evaluating proactive behavior. Academy of Management Meeting, Boston, USA.

Other lectures on research
Hartog, D.N. den (2012, September 6) Invited presentation on ‘Leader Narcissism and Gender Differences (with A.H.B. De Hoogh and B. Nevicka) at the Women at the Top event sponsored by the British Psychological Society and Coventry University, London, UK.

Hartog, D. N. den. (2012, April). Invited presentation on ‘the role of leader personality in evaluating proactive behavior’ for the OB Work in Progress seminar series of NYU Stern School of Business, New York, USA.


Organisational contributions to conferences, workshops and seminars


Hartog, D.N. den. (2012, August). Organizer of the OB division Junior Faculty Workshop, Academy of Management Meeting, Boston, USA.


Participation in academic networks & fellowships


Eerde, W. van (2012). EAWOP, AOM, IAAP.

Hartog, D.N.den (2012). Member of IAAP, Academy of Management, SIOP, ION and EAWOP.


Member editorial board/editor international refereed journals


Hartog, D.N. den (2012). Associate Editor Applied Psychology: An International Review


Referee activities


Hartog, D.N. den (2012, October). External examiner for Ph.D. of M. Schanke Aasland (Dept of Psychology, University of Bergen, Norway; supervisor: Prof. dr. S. Einarsen).


Research contributions in the media

Belschak, F. (2012, December 6). Member Ph.D. committee S. van Gils (Erasmus Universiteit Rotterdam; supervisor: Prof. dr. D. van Knippenberg).


Hartog, D.N. den (2012, October). External examiner for Ph.D. of M. Schanke Aasland (Dept of Psychology, University of Bergen, Norway; supervisor: Prof. dr. S. Einarsen).


Prizes and honours

Hartog, D.N. den (2012) Fellow of the Leadership Trust Foundation, UK (since 2010); Elected Member of the Royal Holland Society of Sciences and Humanities (since 2002).

Hartog, D.N. den (2012) visiting scholar at NYU’s Stern School of Business Department of Management on a scholarship received from the Board of the University of Amsterdam.

Wolsink, I. (2012). Participated in the Hendrik Muller Zomerseminar 2012, organized by the KNAW.
(Emotional Rationality).

2nd and 3rd stream funding
Havermans, L.A. (2012). Principal researcher in research project ‘Development paths of project managers’. Project Management Institute (PMI) research grant. Total project amount: $50,000. [granted]

Various activities
Belschak, F. (2012). Affiliated as researcher to the Institute for Sales and Account Management (ISAM).
Buitelaar, W. (2012). Chairman Advisory Committee Chair Strategy ABS-FEB.
Buitelaar, W. (2012). Member Advisory Committee Chair Real Estate ABS-FEB.
Hartog, D.N. den (2012). Member of the board of directors of the International Association of Applied Psychology (IAAP).
Hartog, D.N. den (2012). Elected Member of the executive committee of the OB division of the Academy of Management
Hartog, D.N. den (2012). HR Ambassador representing the Netherlands for the Academy of Management’s HR Division.
Hartog, D.N. den (2012). FEB Representative Member on the UvA AIEC committee.

Box 7 External PhD students Human Resource Management/Organisational Behaviour
Gulsaziye Filiz Ceran
Distraction at work. Promotor: dr. W. van Eerde. [planned finalization: 2017]
Evert Smit
Dieuwke Wolting
8. **INTERNATIONAL STRATEGY & MARKETING**

*Programme director:* Prof. dr. A. Kolk  
*Starting date:* January 1, 2007 (previously part of the Management Research programme)  
*Department/Section:* Business Studies/International Strategy and Marketing  
*METIS-code:* uva/feb/abs/ism  
*Website:* [http://www.abs.uva.nl/strategyandmarketing](http://www.abs.uva.nl/strategyandmarketing)  
*VSNU scores 2009:* n.a.

8.1 **PROGRAMME OVERVIEW**

The research programme of the International Strategy and Marketing section studies the relationships between organizations and their changing market and institutional environments. In particular, the programme views organizations, and more specifically their managers, as central actors, and focuses on the actions and interactions of organizations and their internal and external stakeholders. In doing so, an important central theme running through the programme is the role of business in society, or more specifically the question how organizations impact the behaviors of their stakeholders and their market and institutional environments, and conversely how stakeholder behaviors and market and institutional environments impact organizations. This ‘business in society’ theme connects a number of more specific areas of interest that include corporate governance (both internal and external governance, and in particular the contrast between shareholder and stakeholder perspectives), innovation and entrepreneurship, corporate social responsibility, sustainability, business ethics, non-market (political) strategies and strategic philanthropy.

Both theoretically and methodologically, the programme is expressly multi-disciplinary, drawing from a wide range of theoretical perspectives and methods in the management and marketing fields. Theoretically, a particularly important feature of the programme is that it combines micro (behavioral) and macro (institutional) perspectives. An important part of the research agenda is to increasingly make fruitful connections between behavioral and institutional perspectives, and in doing so contribute cutting edge research to the fields of international business, strategy, and marketing (for instance in behavioral strategy and behavioral ethics). This is also reflected in the methodologies that are employed, which range from qualitative work to experimental studies. Moreover, the programme has recently started to also use unstructured online data (from blogs, forums, helplines, social networks) to examine stakeholder voice and sentiment, and the implications for firms and regulators.

In keeping with the central theme of the programme, much of the research is concerned with topics that are of broad societal relevance. While most of the output takes the form of conceptual and empirical work that aims to further theory development and that is targeted at leading academic journals, it is also an explicit goal of the programme to target journals with a primary aim to contribute to better management practice and/or normative reflection on the role of business in society. As such the overarching purpose of the programme is to contribute to theories, managerial practices and government policies that can help firms increase both economic and social welfare.
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**PhD students**

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- Total 1st flow of funds: 10,83, 10,35, 9,98
- Total 2nd flow of funds: 0,80, 0,80, 1,13
- Total 3rd flow of funds: 1,64, 2,81, 0,85
- Total 1st f.o.f. excl. Ph.D.’s: 7,83, 7,05, 6,48
- Total all flows of funds: 13,27, 13,96, 11,96
- Ph.D. students: 3,60, 6,05, 4,95
8.2.2 INPUT: FUNDING

The largest amount of funding for this programme has been the allocation of research time to faculty (1st flow of funds). Next to that, the ABS research institute offered a personal research allowance to all staff members with a Ph.D. degree who had a 0.5 fte research time allocation, and funding for Ph.D. students for their training and research expenses. As to external funding for staff, this involved two positions from the 2nd flow of funding (the final year of a postdoc, and the first year of a PhD student), and 3rd flow of funding for junior researchers/PhD students. Two junior researchers whom we funded temporarily from contract activities last year moved to other (paid) positions and became external PhD students. Prof.dr. Charles Weinberg (The University of British Columbia) has continued to visit ABS, with several research projects ongoing with some researchers in the programme.

8.3 OUTPUT: EVALUATION AND RESULTS

8.3.1 EVALUATION OF 2012 RESULTS BY PROGRAMME DIRECTOR

This relatively new research programme, created in 2007, has shown an impressive performance in just a few years. From a very small group that relied on output by just a few individuals, it has grown to a much larger one in which the aim to target A journals is widespread, in ambition and also realisation to a considerable extent, coupled with a consistent flow of papers to international B journals as well. Over the years, the number of international refereed journal publications has really taken off, as shown by a steady stream of publications since 2008, also in A journals, which cover both strategy and marketing topics. The overview below also shows a long list of forthcoming publications, including at least seven in A journals. The output of conference papers, other work in progress, and papers under reviews at journals shows a healthy ambition and proper direction of the programme.

The research volume, in terms of staff input, has continued to decrease in 2012 if we look at first-stream funding. This shows the serious challenge faced by the programme in retaining staff in the context of highly competitive market conditions (see the Table with staff input above, those names not printed in bold have left in the past few years). While some staff turnover is a normal phenomenon as such, and also extends the network (to often prominent business schools in the US, France, Australia, Hong Kong, Canada, the UK), it is a clear concern as well. We have been able to attract talented young staff who have been joining from early 2012 onwards, particularly at the assistant professor level: three in 2012, and six in 2013. As such, we are confident that they can develop in the next few years, and also hit good journals, often in collaboration with the more senior researchers, and supported by the good research climate. Still, the balance between more experienced senior researchers with a steady stream of A/B journal publications on the one hand, and more junior researchers on the other, has become less favourable, which means that the development of the programme is slower than it would have been otherwise.

Having said that, overall the programme has still developed well, and key researchers have become a much more coherent group with distinct expertise on areas closely linked to the corporate governance spearpoint (see section 4 in annual report) especially regarding its international social, sustainability and ethical business dimensions, in both strategic and behavioural terms. As shown in the overview of (key) publications, the output has repeatedly reached top academic journals such as AMR, JIBS, JMS, SMJ and managerial ones such as CMR, notably in recent years, which shows that concerted efforts are paying off. This is a very strong foundation to build on, also given that many of these papers are theoretical in nature and set the stage for (further) empirical research, but retaining and attracting staff within the limitations of the Dutch salary system will continue to be an issue.

8.3.2 EXPLICIT INDICATORS OF ACADEMIC REPUTATION

In the six years since its start, the programme has established a clear presence in international
reputable outlets, in international business (with publications in leading IB/IM journals such as JIBS, MIR, JWB, IBR, IMR), management and strategy (e.g. AMR, JMS, JoM, SMJ), and entrepreneurship and innovation (e.g. ETP, JBV, JPIM). While our focus on specific topics including those in the framework of the corporate governance spearpoint clearly comes to the fore in these publications in ‘mainstream’ journals, some of this output is also published in leading specialised journals (e.g. JBE, B&Ś, BEQ). There are regular international best paper awards and other signs of international reputation. Over the years, the latter have included a life-time achievement award, an emerging scholar award, dissertation award, and best reviewer awards.

In addition to (forthcoming) publications, programme members have also been active in submitting external funding proposals, again with some success (several grants that helped fund junior researchers as well as a Ph.D. project approved by the Dutch Science Foundation, NWO, starting per January 2012). Members of the programme have been active as reviewers and editorial board members, and co-editors of special issues of international journals, and have been visiting professors at business schools in the UK, the US, Canada and Austria. In the past two years, a seminar series has taken off with international established and emerging scholars as speakers, with specific attention to corporate governance issues.

8.3.3 EXPLICIT INDICATORS OF SOCIETAL IMPACT

Programme members serve on boards of several organisations, academic, more practitioner-oriented or somewhere in between those two, and reach out on their research. The list of output and activities below gives an overview of these activities as well. Areas in which societal impact is most visible is online marketing (a large project with Child line the Netherlands and a large bank), the creative industries (projects on business incubators and networks in the Amsterdam region; design of product service systems), corporate social responsibility and sustainability, and international business and trade, also in relation to corporate governance. Several programme members have participated in the Partnership Resource Centre (coordinated by RSM Erasmus University, and funded by the Dutch Ministry of Development Cooperation) that focuses on partnerships for development. Applied research projects were carried out, resulting in position papers, and articles in progress. New projects, which will be carried out mostly in 2013, have been acquired as well (see overview of 2nd and 3rd stream funding below). PhD students who graduated within the programme have acquired substantive positions in the field of business in society (examples include the sustainability director position at Unilever Benelux and senior economist international trade at the ING economics department).

In recent years, several external PhD students have started to be supervised by full professors of the programme (see box 8). Of the six currently in the PhD trajectory, two work for business, one for a non-governmental organisation, one is self-employed and two others are lecturers at applied universities. With the PhD student active in the nonprofit sector, joint articles have been published and accepted this year. Results of the research have spread to various societal actors in this way as well.

8.3.4 OVERVIEW OF RESULTS

Key publications of the programme

Table 14: publications in numbers International Strategy & Marketing

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<td>4) Professional publications</td>
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Forthcoming international publications


Kolk, A. (2013). The role of international business in clean technology transfer and development. Forthcoming in *Climate Policy*. 


**Articles in international refereed journals**


**Papers in proceedings**


**Chapters in books (international)**


**Book reviews**


Monographs (International)


Professional publications


Working- and discussion papers


Bhansing, P.V., Leenders M.A.A.M. & Wijnberg N.M. (2012). The role of personal orientations in sensemaking: Differences between dual leaders in the perception of organizational performance. Universiteit van Amsterdam


**Popular publications**


**Contributions to academic conferences, workshops and seminars**


Haxhi, I. (2012, May). ESADE Business School, Ramon Llull University, lecture and research seminar on corporate strategy and corporate governance with PhD students, Barcelona, Spain.


Haxhi, I. (2012, March). School of Management of Hautes Etudes Commerciales (HEC), University of Lausanne, research seminar on “An Actor-centered Institutional Perspective on Cross-national Diversity of Codes”, Lausanne, Switzerland.


Wijnberg, N., Gemser, G., Kuijken, B. & Erp, J. van (2012, September 12-14). The experience of

Other lectures on research
Haxhi, I. (2012, December). University of Amsterdam and SPARK, guest lecture on “Corporate Governance in a Comparative Perspective” to the Libyan Stock Market professionals, Amsterdam.

Organisational contributions to conferences, workshops and seminars
Kolk, A. (2012, August 3-7). Greening in emerging and developing countries. Session Chair. Academy of Management, Boston.
Kourula, A. (2012, August), co-organizer of two professional development workshops at the Academy of Management conference, Boston, USA.

Participation in academic networks & fellowships
Bridoux, F. (2012). Associate Member of the Center for Research in Entrepreneurial Change and Innovative Strategies (CRECIS).
Bridoux, F. (2012). Member of the Scientific Committee of the Association Internationale de Management Strategique.


**Member editorial board/editor international refereed journals**

Haxhi, I. (2012). Member of the Reviewing Editorial Board: Corporate Governance: An International Review

Kolk, A. (2012). Editorial board member Business and Society


Kolk, A. (2012). Editorial board member Organization & Environment

Kolk, A. (2012). Advisory board member Management Online Review


**Referee activities**


Membership of academic committees (including Ph.D. committees outside the FEB)

Bridoux, F. (2012). Member Ph.D. committee G. van Bunnen (Universite de Louvain; supervisor: Prof. L. Taskin).

Bridoux, F. (2012). Member Ph.D. committee T. De Jaegere (Universite de Louvain; supervisor: Prof. R. Coeurederoy).

Dolen, W. van (2012). Member of the PhD committee of Ludwig, S., Our World in Words. Maastricht University. [promotor: Prof. dr. Ko de Ruyter, Prof. dr. Martin Wetzes, Prof. dr. Gerard Pfann. Co-promotor: Dr. Elisabeth Brueggen]


Wijnberg, N.M. (2012). Member ph.d committee Dr. R. de Vries, RuG, supervisors Prof. dr. A. Sorge & Prof dr. A. van Witteloostuijn

Research contributions in the media


Wijnberg, N.M.(2012). Interview in Vrij Nederland, sept. 3rd 2012

Prizes and honours

Bridoux, F. (2012). Outstanding reviewer, Academy of Management, BPS.


2nd and 3rd stream funding

Dolen, W.M. van (2012). Research project ‘Consumers & online buzz’. The main aim of this study is to provide valuable insights to a Dutch bank about which customers engage in online Word-of-mouth. We receive their online buzz data and are allowed to publish articles based on their data. We provide them with our knowledge. Contract December 2012-October 2013.

Dolen, W.M. van (2012). Research project ‘The influence of YouTube and Twitter on Prank Chatting and Calling’. The main aim of this study is to provide valuable insights to de Kindertelefoon about the influence of YouTube clips and tweets about prank calling on the amount of prank calls and chats to Kindertelefoon. We receive their data on number of prank chats and calls and we are allowed to publish articles based on their data. We provide them with our knowledge. December 2012-December 2013.


Kolk, A. & Stofberg, N. (2012). Reducing risk through societal collaboration? The role of individual-
level interactions in business-nonprofit partnerships. AXA research fund [not granted].
Kolk, A., Muller, A. & Lindeque, J. (2012) Research collaboration with and consulting services for ING Bank on key issues in international business and trade [granted].
Wijnberg, N.M. (2012). NWO/MAGW, Topsubsidie proposal. Mixing it up: Careers and categories between art and commerce, under review.

Various activities
Dolen, W.M. van (2012) Advisory Board of Marketing Associatie Amsterdam
Dolen, W.M. van (2012). Member of the Scientific Advisory Board of the NIMA. NIMA is a platform for professional marketers in the Netherlands.
Kolk, A. (2012). Advisor DE Foundation; member of panel 10th anniversary meeting.
Kolk, A. (2012). Member research committee HvA/DEM.
Kolk, A. (2012). Steering committee AGCI.
Kolk, A. (2012). Member sustainability committee UvA.
Kourula, A. (2012). Examination Board member for MBA and MIF programs at University of Amsterdam.

Box 8: External PhD students International Strategy & Marketing

Daniel van den Buuse

Francesca Ciulli
*Multinationals, institutions and sustainability in the energy sector*. promotor: prof.dr. Ans Kolk [planned finalisation: 2014]

Joris Demmers
*Corporate interference with consumer-to-consumer online interactions*. promotor: prof.dr. Willemijn van Dolen, [planned finalization: 2015].

Laura Fleischer
*Flexibility of the automotive distribution system*. promotor: prof.dr. Jean Johnson [planned finalization:2013]

François Lenfant

Bob Rietveld
*The impact of third party actions on brand equity and brand meaning*. promotor: prof.dr. Willemijn van Dolen, [planned finalisation: 2016]

Stephen Tsang
9. **OTHER RESEARCH**

*Department* Business Studies  
*METIS-code:* uva/feb/abs/ovo  
*Website:* www.abs.uva.nl  
*VSNU scores 2009:* n.a.

**Forthcoming international publications**


Praag, C.M. van & Stel, A. van (2013). The more business owners the merrier? The role of tertiary education. Forthcoming in *Small Business Economics*.

**Articles in international refereed journals**


**Articles in Dutch refereed journals**


**Academic publications in other international journals**


**Chapters in books (international)**


**Chapters in books (Dutch)**


**Monographs (Dutch)**


**Dissertations**


**Professional publications**


**Working- and discussion papers**


**Contributions to academic conferences, workshops and seminars**


Ellman, M. (2012, 8 June). Lecture ‘What did economic Sovietology contribute to mainstream economics?’, Conference ‘Against the Mainstream’ held at KNAW, Amsterdam to mark the retirement of prof. Ellman. Other speakers were prof. J. Eatwell (Cambridge, England) and prof. V. Kontorovich (Haverford PA USA).


Praag, C.M. van (2012, June 15). Invited seminar on ‘Why do entrepreneurial parents have entrepreneurial children?’ (with J. Sol and M. Lindquist) at ISEG – School of Economics and Management Technical University of Lisbon, Portugal.


Praag, C.M. van (2012, September 10). Invited seminar on ‘Why do entrepreneurial parents have entrepreneurial children?’ (with J. Sol and M. Lindquist) at the Norwegian Business School, Economics Department, Oslo, Norway.

Praag, C.M. van (2012, September 14). Invited discussant at the First CEPR Workshop on Incentives, Management and Organization at Bocconi University, Milan, Italy.


Other lectures on research


Praag, C.M. van (2012, July 3). Invited lecture/discussion on Self-employed Entrepreneurship (ZZP) at the Wiardi Beckman Stichting of the PvdA, Den Haag.

Praag, C.M. van (2012, September 3). Minicollege Glazen Huis Spui, UvA, Start of the Academic Year “Ondernemerschap, kun je dat leren?”.

Praag, C.M. van (2012, November 3). SER/NCR Symposium “Wat is De Kracht van de Cooperatie?.

Organisational contributions to conferences, workshops and seminars

Drs. J.J. Nooitgedagt RA, Lid RvB en CFO AEGON N.V. (postponed)


Praag, C.M. van & Rosendahl Huber, L. (2012, May 30). ACE event “Effecten van Onderwijs in ondernemen op de basisschool”, Aula UvA, where we offered the research report to Crown Princess Maxima. Other speakers Caroline Gehrels (City of Amsterdam), Chris Buijink (Ministry of Economic Affairs), Alexander Rinnooy Kan (SER) and various young entrepreneurs.

Praag, C.M. van (2012). Organizer of the First Residence Week of Scholars in Entrepreneurship, Oxford, 8-14/07/12 (joint with Prof S. Estrin, LSE and Prof D. Audretsch, Indiana University in Bloomington).


Praag, C.M. van (2012). Organizer of the lecture/discussion series on Behavioral Economics in the AAC (Amsterdam Academic/Faculty Club), (joint with Prof J. Hartog)

Praag, C.M. van (2012, October 8). FEB Seminar Peter Thompson Markets & Organizations group seminar: New firm performance and the replacement of founders, organized by ASE and ACE.

Participation in academic networks & fellowships
Praag, C.M. van (2012). Research Fellow Tinbergen Institute.
Praag, C.M. van (2012). Research Fellow IZA Institute for Labour Market Research, Bonn.
Praag, C.M. van (2012). Research Fellow IZA Institute for Labour Market Research, Bonn.
Praag, C.M. van (2012). Research Fellow ACLE.
Praag, C.M. van (2012). Member of the Koninklijke Hollandsche Maatschappij der Wetenschappen.
Wit, J.G. de (2012). Member of the Scientific Advisory Board of the European Aviation Conference (EAC).
Wit, J.G. de (2012). Member of the Networking Committee of the Air Transport Research Society (ATRS).
Wit, J.G. de (2012). Member of the Benelux Interuniversitaire Groepeing van Vervoerseconomen (BIVEC).
Wit, J.G. de (2012). Member of scientific advisory board Stichting Wetenschappelijk Onderzoek Verkeersveiligheid (SWOV).

**Member editorial board/editor international refereed journals**
Praag, C.M. van, (2012). Associate Editor Small Business Economics
Praag, C.M.van (2012). Associate Editor of IZA Journal of European Labor Studies

**Member editorial board/editor non-refereed and Dutch journals**
Wit, J.G. de (2012). Editor Tijdschrift voor Vervoerwetenschap

**Referee activities**

**Membership of academic committees (including Ph.D. committees outside the FEB)**
Praag, C.M. van (2012, January 24). Member of the Small PhD Committee of Xavier Baeten “Firm Level Corporate Governance Characteristics and CEO Remuneration: A Cross-National European Study”, Ghent University, Belgium (supervisor Prof Lutgart van den Bergh).
Praag, C.M. van (2012). Member of the Curatorium of the Chair “Ethnic entrepreneurship”, IMES UvA (Sponsored by VNO NCW).
Praag, C.M. van (2012). Member of the Supervisory Board of the EIM scientific program ‘SME’s and entrepreneurship’.
Praag, C.M. van (2012, September 28). Member of the PhD Committee of Bart Sleutjens, Utrecht University.
Praag, C.M. van (2012). Chair of the Supervisory Committee of the Academic Study
Group (led by Prof dr E. Stam) that was commissioned by the AWT (Adviesraad voor het Wetenschaps- en Technologiebeleid) to study Ambitious Entrepreneurship: A review of the academic literature and new directions for public policy. Based on this the AWT wrote an advisory letter to the Minister of Economic Policy and Innovation.

Research contributions in the media
Praag, C.M. van (2012, October 12) “Ons onderwijs selecteert niet op talent maar op zwakte”, NRC Opinie.

Prizes and honours
Ellman, M.J. (2012). Received a UvA medal (Stapenning) from the Rector of the UvA at his retirement conference.

2nd and 3rd stream funding
Veen, M.L. van der (2012). ‘MKB-innovatie in het kader van de Groene Economie’. SIA Raak project on green innovations by SME’s. In co-operation with a.o. Hogeschool Utrecht and Wageningen Universiteit. FEB is expert partner. Total project amount € 300.000,--.

Various activities
Leenaars, J.J.A. (2012). Member of the board of the COELO chair (Rijksuniversiteit Groningen).
Leenaars, J.J.A. (2012). Chair of the academic visitation committees of the education programs Bachelor of Accounting, Master of Accounting and Master of Controlling of Nyenrode University.
Praag, C.M. van (2012). Founding academic Director of the Amsterdam Center for Entrepreneurship.
Praag, C.M. van (2012). Member of the Advisory Council of Social Enterprise Netherlands.
Praag, C.M. van (2012). Member of the Board of SEO Economisch Onderzoek.
Praag, C.M. van (2012). Member of the Board of the Dutch Friends of the Tel Aviv University.
Praag, C.M. van (2012). Member of the CPC (Supervisory Board of the CPB).
Praag, C.M. van (2012). Member of the Supervisory Board of APG Group NV.
Praag, C.M. van (2012). President of the Amsterdam Academic Club.
Praag, C.M. van (2012). Member Raad van Toezicht Kriterion.
Vinig G.T. (2012). Visiting professor appointment at the, Guilford Glazer Faculty of Business and Management, Ben-Gurion University, Israel.
Wit, J.G. de (2012). Chairman of the International Peer Review Committee of the TRAIL research school, University of Technology Delft, as a part of the KNAW accreditation process.

Box 16 Other external Ph.D. students

Mary van der Boon-Farmer
Organisational Behaviour, supervisor: prof.dr. Jacob de Smit [planned finalisation: 2014]

Peter Blok

Ksawery Mulinski

Tilman Platz
The efficient integration of inland waterway shipping into continental intermodal transport chains – Possibilities and Measures, Supervisors: prof.dr. Toon van der Hoorn and prof.dr. Rob van der Heijden [planned finalisation: 2015].

Jolanta Rekiel

Jacob Rugeberg
Dispersed Damages and Deterrence in Antitrust Law Enforcement, Supervisors: Joe McCahery & Maarten-Pieter Schinkel, [planned finalisation: 2014].