



university of  
groningen

faculty of economics  
and business

# FEB Research

Summer '22





We are very happy with these results and thank the committee, not only for their praise, but also for their valuable recommendations regarding how to further improve our performance.

FEB's Research Institute has been evaluated very positively in the national Research Review Economics & Business, that was recently published.

Our research quality and scientific impact were described as "world class", "top in Europe", and excellent in terms of relevance. Our policies regarding HR and diversity were also positively evaluated. The committee highlighted as noticeable strengths our "personal", "open", and "collaborative" culture, and the good network of former staff members and alumni. According to the committee, this is a remarkable achievement and the outcome of structural changes and effective management.

In the self-evaluation report the new objectives, challenges and policies for the next evaluation period of six years were formulated. On the basis of the committee's feedback the following actions have been formulated.

### **Measuring impact**

The DORA development and the movement of Responsible Research in Management calls for the inclusion of more qualitative research performance indicators as well as indicators related to achieving societal impact. This should be done wisely and we must consider potential consequences for our research quality and international competitive position. In May 2021 a committee has been installed to explore the pros and cons of different ways to address this issue.

### **Gender balance and diversity**

In FEB's Strategic Plan of 2021-2026, diversity and inclusion have been broadened from nationality, language and culture, towards diversity in terms of gender, work experience, religious affiliation, socioeconomic background and more. A new diversity and inclusion officer who will work on further policies has been appointed in March 2022.

### **Strengthen our international standing**

Earlier this year a new branding plan for FEB was presented, including research-related actions and activities. We feel that having wellwritten impact cases will also help to improve the visibility of our research and provide more structure to our research activities.

Also, the further development of the multidisciplinary themes will play an essential role in improving our visibility.

Vice dean research, professor Robert Lensink

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Bernard Nijstad looks back on his research results after receiving a prestigious VICI grant six years ago.



Veni grants for research on Multiple Team Membership and unconventional monetary policy transmission.



Now that travel restrictions are lifted, Nevena Ivanovic and Guido Berends spent some months in the US for their research and share their experience.

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# FAR Grant: how relational interfaces impact audit quality

Dennis Veltrop, Reggy Hooghiemstra and Floor Rink received a research grant of approximately € 510.000 from the Foundation for Auditing Research (FAR) with € 265.000 matching from FEB, this amounts to a total grant of € 775.000 to fund a six year thematic research project in cooperation with Dutch audit firms.

## Research objective

Auditors provide assurance that a firm's financial statements are free from material misstatements. Many parties rely on the financial statements of organizations for their information. This means that solid auditing is key, but there are numerous instances where audit quality has proven insufficient. Corporate scandals, like Wirecard, show that auditors are not always able to deliver high-quality audits. Most of the attention goes to the mistakes auditors have made, but this is only one part of the root causes of audit failures. Dennis Veltrop: "The central thesis of our project is that low audit quality may already be determined before the auditor starts with the audit. I realize that this is a bold statement, but the point we are making is that key governance actors within organizations play an important role for audit quality." A more nuanced investigation is needed to understand how interactions between the auditor and key governance actors at the top of organizations - such as CEOs, CFO's, boards - jointly shape audit quality. Doing so increases not only the understanding of drivers of audit failures, but will also teach us how to prevent audit failures in the future.

The realization that interactions between key governance actors themselves impact audit quality opens up the possibility for new research streams. Reggy Hooghiemstra: "We distinguish two types of audit interfaces, namely the interfaces that take place during the audit between the auditors and key governance actors, called ex-post interfaces, and the interfaces that take place before the start of the audit between governance actors themselves, called ex-ante interfaces. Simply stated, it will be more difficult to attain high audit quality if the auditor is faced with uncooperative directors or top managers who do not see the added value of an audit to begin with."

## Research set up

This thematic research program consists of three main phases and is built on a full cycle research approach that will be carried out over the next 6 years. All phases are executed in close cooperation with several Dutch audit firms. These audit firms have agreed to provide proprietary information needed to study the impact of interfaces between the auditor and key governance actors. The project starts with an exploratory research phase using qualitative research methods. Phase 2 examines which processes play a role within the 'ex-post interfaces'. In this phase, the relational mechanisms that take place after the auditor has been appointed will be studied. Whereas phase 1 is exploratory in nature, phase 2 extends and tests these exploratory insights through both fundamental and more applied methods. Veltrop explains: "Within the team we have experience as auditors, access to boards through the board evaluations we carry out via [boardresearch.org](http://boardresearch.org), as well as experience with archival, interview, survey and experimental research methods." Phase 3 examines exante interfaces, and focuses on the mechanisms that drive the client's stance towards a high-quality audit, indicating that they take place before the auditor has been appointed. In addition, the final phase will study how the ex-ante and ex-post interfaces collectively impact audit quality in a time-layered manner. Floor Rink: "In essence, we maintain that from start to finish, so from the auditors' appointment to the auditors' final audit report, social dynamics determine whether or not the audit will be of highquality." Veltrop adds "I'm not objective, but this is going to be a really cool research project with important practical insights. We are thankful to FAR for providing the opportunity to do this."

## Societal relevance

Rink: "Our research project feeds into current practical discussions about the role and functioning of the auditor in the wider corporate governance context. While both academics and practitioners acknowledge that auditors do not operate in isolation, to date less is known about the relational interplay between auditors and key governance actors, including client management and the audit

committee. Through this thematic research project, we are able to identify unexplored relational mechanisms that fundamentally shape audit quality." The results from this program of research will directly be beneficial to the audit practice and will help to strengthen the auditor's position. Veltrop: "Knowing what drives the client's stance towards a high-quality audit to begin with is important as this sets the stage for a high-quality audit."

## The researchers



 **Dennis Veltrop** - Associate Professor

"I focus on governance and auditing from a behavioral perspective. My research is at the crossroad between governance, auditing, and social psychology. In this research project, I will take the role of principal investigator and will act as the central coordinator with FAR and the participating audit firms. I believe the most impactful research draws from both rigorous academic research and views from practice. I have worked as auditor in the past before entering academia and as part of my research I have been involved in a large number of board evaluations (see [boardresearch.org](http://boardresearch.org)). Listening to the issues auditors and directors face in their work is really important."



 **Reggy Hooghiemstra** - Professor

"My research focuses on corporate governance in the broadest sense and covers corporate narrative reporting, executive compensation, boardroom dynamics as well as the effects of culture on reporting. I add an interdisciplinary focus to auditing, financial reporting and governance. I have worked as an auditor as well. In addition to my academic input, I am also very much attuned to the practical relevance of this thematic research and the implications for audit and financial reporting rules and legislation."

 **Floor Rink - Professor**

"My research interests are focused on intergroup identity theory and work-related phenomena that involve interrelational dynamics. For example, I have studied how teams can overcome distrust in diverse group settings and how new team members can best communicate their intentions. I also apply these fundamental processes to explore how they affect boardroom interactions and supervisors employed at external supervisory agencies. I am originally trained as a social psychologist and thus can add an in-depth insight on how fundamental psychological processes and interactions affect governance and auditing."

## The foundation for Auditing Research

The audit profession is undergoing significant changes in respect of expectations and demands. The Foundation for Auditing Research (FAR) focuses on enhancing the knowledge of what makes a good audit today and on sustainably improving audit practices. FAR's research agenda is focused on relevant and rigorous academic research into audit quality drivers to inform the audit profession in its further development and improvement of audit quality. FAR believes that research has the potential to identify those factors that influence audit quality in daily practice. To that end, FAR supports projects using multiple research approaches and methods to arrive at a balanced, evidence-based perspective of informing the continuous improvement of the audit practice as well as the public debate and policy making.



# Vici: conquering creative challenges

**Bernard Nijstad, professor at the department of Human Resource Management & Organizational Behavior, received a prestigious Vici grant by the Dutch Research Council (NWO) in 2016. The grant enabled him to delve deep into the topic of creativity and study how people come up with creative ideas and explore how creativity can be managed within organizations in such a way that it can actually be used to create profitable innovation. As his Vici project comes to a close, he shares his main findings with FEB Research and looks to the future.**

### Vici project: background

“The Vici project was about creativity and innovation in organizations. It is clear that these are related phenomena: creativity refers to the generation of new and useful ideas and innovation to their actual implementation in new products or processes. However, the scientific literature about creativity and innovation are very separate. The idea behind the Vici project was that creativity and innovation are related phenomena that operate across different levels of analysis, and are characterized by important tensions. For example, at the individual level, we know that creativity benefits from freedom and autonomy, but also sometimes from pressure and constraints. At the team level, we know that teams must cooperate to be creative, but also that some conflict and friction within the team can be good. And at the organizational level we know that organizations must exploit their current capabilities, but must also develop new ones.”

### Individual level findings

“Gerben Tolkamp, one of the PhD students who worked with me in this project, examined creativity-relevant processes at the individual level. In one study, in press with the *Journal of Business and Psychology*, he looked at how freedom - in the form of employee autonomy – and pressure – in the form of high supervisor expectations - are related to different creative activities that individuals

perform, and how these activities are, in turn, related to creative outcomes. Gerben found that autonomy stimulated creativity because it leads employees to engage more in problem construction. Autonomy creates ownership of problems, and this leads employees to think more deeply about them. In contrast, external pressure was mainly associated with the production of ideas, but not with problem construction. Engaging in problem construction, in turn, was especially important to achieve radical creativity, ideas that are very different from previous ideas, rather than only incremental creativity, which refers to small adaptations of existing ideas.”

### Team-level creativity

“Suqing Wu, another PhD student who was part of the project team, worked on team-level creativity. She examined creative role differentiation. Different people in the team may focus on different creative activities: one member may focus on problem construction, another on idea generation, and a third on idea implementation. In an interesting study, which we have just submitted for publication, Suqing examined this in a hackathon setting involving teams that had to generate IT blockchain solutions for societal problems in a 48-hour timeframe. She found that high functional diversity in teams – with members having different areas of expertise - was associated with creative role differentiation. Yet, this was only the case when team members had a very

good idea of who was good at what. In turn, role differentiation was positively associated with performance in this high-pressure context: teams that had higher role differentiation were ranked higher in the hackathon contest.”

### Creativity-to-innovation

“Bart Verwaeren, the postdoc who was part of my team, and I examined the creativity-to-innovation relation. We found that the relation between team creativity and team innovation depends on the market conditions under which an organization operates. In dynamic markets, characterized by quick changes in technologies, products and customer preferences, this relation was actually weaker than in less dynamic markets. In dynamic markets, teams were relatively innovative but this was not dependent on their own, internal creativity; in less dynamic markets, teams were only innovative when they were also highly creative. Market competitiveness, in contrast, had the opposite effect. The relation between creativity and innovation was especially strong in highly competitive markets, but less strong in less competitive markets. Apparently, high market competitiveness helps teams to turn their ideas into innovations; as if they use all available ideas to beat the competition. We also found that having a shared vision in an organization may be a mixed blessing. On the one hand, having a shared idea of important goals is good for the creativity and innovation of employees, especially when an organization also clearly communicates that creativity is desired and appreciated. However, we also find that a shared vision constrains managers in their explorative behavior, such as finding new customers and developing new competencies, because they make less use of the creative input of their employees.”

### Implications

“This research project has highlighted that managing creativity means managing tensions. Creativity inherently involves some tensions. It requires novelty, variety, experimentation, but also usefulness, convergence and eventual implementation. It requires deep thinking about a problem, but also that something is eventually accomplished. It is about harnessing diverse points of view, but also about achieving a common goal. To some degree, this involves stimulating – rewarding and encouraging - apparently contradictory behaviors.

The project has also made clear that we should not equate creativity and innovation, but should manage the relation between creativity and innovation. An idea is not an innovation, and many creative ideas are never implemented. Also, sometimes internally generated creativity may not be very useful for innovation, for example because ideas are readily available in the market and there is no need to reinvent the wheel. Therefore, it is important to recognize when creativity is needed and when it should be used to innovate, and when not. This is what I mean by saying that the relation between creativity and innovation also needs to be managed.”

### Impact

“Many of the important societal issues that we face require creativity and innovation. It is clear that some of the major problems and challenges in the past, for instance high mortality rates due to diseases and communication over long distances, were solved through creativity and innovation. It is likely that our current problems will also benefit from innovation. There is an important caveat, though, which is that innovations often solve some problems, but may also create

new ones. For example, although solar panels reduce our dependency on fossil fuels, the production of solar panels takes much energy and resources. In a new interdisciplinary PhD project we will look into this, and propose that innovation does not always need to involve the introduction of something new, but may also involve to quit doing something.”

### **Looking to the future**

“I already mentioned the idea that innovation can also imply quitting something. We are going to investigate the idea of subtractive change - or subtractive innovation. More in particular, a recent paper found that people have a clear tendency to solve problems by adding something, and this is called the ‘additive bias’. We would like to find out under which conditions people - and organizations - are likely to have a weaker additive bias, and also consider subtractive change. I believe that this could be important for the future of our planet.”





# From Groningen to New York and Illinois

Research is often an international endeavor, a collaborative effort together with colleagues from other universities abroad. FEB Research spoke to Nevena Ivanovic and Guido Berends, PhD candidates at FEB who both recently visited universities in the US for their projects. They are now back in the Netherlands and told us about their research and their experiences abroad.





## Nevena Ivanovic - Northwestern University (Illinois)

"I am a fourth-year PhD candidate in the department of Human Resource Management & Organizational behavior, supervised by Gerben van der Vegt, Thom de Vries and Dirk Pieter van Donk. I completed my bachelor and master's degree in psychology at the University of Belgrade and spent two years at the University of Bamberg in Germany in a student exchange program before starting my PhD. As a master's student, I was searching for a PhD program where I could research how organizations can effectively respond to disruptions and crises. Eventually, I found the PhD posting in Groningen on a NWO grant *Building cooperation capabilities for improving resilience and optimizing joint maintenance in future infrastructures*. This is how I came to Groningen in 2018. Outside my work, I like being active and exploring new hobbies. I enjoy contemporary dance and recently started an improv comedy class."

### Research

"I am passionate about understanding what characterizes successful individuals and teams working in challenging circumstances

(e.g. time pressure, stress, disruptions), and how they can rely on technology to sustain their performance and wellbeing. The goal of my PhD research is to empirically demonstrate the impact of small-scale workplace stressors on resilience and to identify strategies to effectively deal with them. I conduct my research using communication logs of employees in their workplace, which allows me to follow fine-grained changes in communication behavior and explore how these relate to different performance levels. My research focuses on organizations with critical functions (e.g. critical infrastructure organizations), and work contexts with extreme time pressure (e.g. accelerated innovation). In such situations, dealing with stress depends on the ability to effectively work in collaboration with others. As such, I focus on detecting how the change in communication behavior between workers is related to their ability to effectively resolve daily disruptions."

### Research visit to the US

"I was at Northwestern University (Illinois), specifically at ATLAS lab, hosted by professor Leslie DeChurch and professor Noshir Contractor. Since I am interested in the performance of individuals in challenging circumstances, I was drawn by their research on teams in space. They have led numerous projects funded by NASA, and I was curious to learn more about how they conduct their studies. Conducting teams research in the context of space exploration brings additional challenges related to, for example, communication delay. As someone interested in team communication myself, it was interesting to see these additional variables being explicitly measured and tested. The members of the ATLAS lab were very friendly and welcoming. They were very open to talk about their ongoing research, and also involved me in social activities that

allowed us to bond and helped me learn more about American culture. It was interesting to be part of a close-knit small lab where everyone knows what others are working on, sharing their energy in setting up and conducting experiments. In that sense, it is a different working environment to the one at FEB – mostly because my department here is much larger with researchers working on very different topics.”

### **Collaboration**

“I am working on my final dissertation chapter in collaboration with dr. Aaron Schechter from the University of Georgia, along with Leslie DeChurch, Noshir Contractor, and my supervisors in Groningen. We are applying one form of network analysis called relational event modeling to understand how communication patterns between employees in a company are related to the changes in organizational performance. As I am applying relational event modelling in one of my dissertation projects, starting a new collaboration with the researchers who are experts in this method was important to advance the quality of my work. I am also working on a side project on team task-switching with my colleagues at Northwestern University, in which we use agent-based modelling on data collected in the NASA space analog. Learning more about this method and its different applications is very useful for the projects I plan to work on in the future. My research stay in the US was a valuable experience for me both professionally and personally. I would definitely recommend other students to plan research stays abroad, as learning about other cultures and research environments allows you to learn more about yourself and develop as a researcher.”



### **Guido Berends - Cornell University (New York)**

“Before starting my PhD at the Innovation Management & Strategy department almost three years ago, I obtained a master’s degree in Business Administration and a Research Master in Economics and Business both here, at the Faculty of Economics and Business. So, I have been at FEB, and in Groningen, for quite a while now. Currently though, I live in Amsterdam. Outside of work, I try to take advantage of the entertainment provided by the city and every now and again I play a round of golf.”

### **Research**

“My dissertation focuses on how firms behave after being publicly accused of corporate misconduct. In particular, my colleagues and I are interested in how different stakeholders respond to the behavior displayed by the firm and its leadership in the wake of misconduct. In the first chapter, for instance, we study how firms accused of environmental misconduct repair their damaged reputation. With the insights generated in this project, we caution regulators, investors, and watchdog organizations of the possibly misleading

persuasiveness of reform efforts from some firms. Our data shows that while orchestrating corrective actions over time helps firms regain lost reputation, it does not necessarily lead to substantive changes within the firm.”

### Research visit to the US

“During my research stay in the US, I visited the SC Johnson Graduate School of Management at Cornell University. Cornell is located in Ithaca, New York state, and is about a four-hour drive from New York City. One of my supervisors, Dr. Mitzinneck, received his PhD from Cornell University and his supervisor professor Dowell, now my academic granddad, kindly agreed to host me for a research stay. I initially planned to go to the US 1,5 years ago already, but because of travel restrictions it was not possible to travel until the beginning of this year. Better late than never! At Cornell, I developed the idea for the third chapter of my dissertation and collected the necessary data for the project. It has been a such great experience to visit a University like Cornell. I had the chance to attend numerous insightful seminars and even join a few MBA classes. I met other PhD students in my field and discussed my research with different senior scholars at Cornell. A research stay is an experience I would definitely recommend to anyone who gets the chance!”

### Lessons learned

“There are two things I have brought back with me from Cornell University that I will try to continue to keep in mind. The first is to not just focus on the content of my presentations, but also spend more time on refining the delivery and creating interaction with the audience, whether in class or in front of an academic audience. Of course, it was always clear that it is not just about what you present, but also how. Yet, attending the classes and seminars at Cornell showed me there is still quite a bit of room for improvement. Particularly, some

of the MBA classes I joined were inspiring to watch. The second thing that I have learned is that by creating a set of ambitious goals, I allocate my time more effectively. It for example helps me determine more clearly which projects I can and would like to take on. It was quite thought-provoking to hear how some of the scholars I met at Cornell were meticulously mapping out the projects they would work on in their pursuit to achieve an ambitious goal or answer larger questions.”

# New in Groningen: Stephanie Rizio and Ahmed Skali

In the midst of the Covid-19 pandemic, assistant professors Stephanie Rizio and Ahmed Skali decided to make a change. They moved their family from Australia to Groningen and continued their research at FEB.



### ***Moving during the pandemic must have been quite challenging?***

Skali: "Moving from Australia to the Netherlands during the pandemic (in January 2021) was quite an experience. It was very eerie to travel through three completely empty airports and to arrive in a country in lockdown. As former Melbourne residents, we were already very experienced in the "art" of living in lockdown, but even though such measures are sometimes necessary, they are never pleasant. Of course one never wishes for a pandemic, but a practical silver lining was the lack of congestion: no airport queues, no crowds, and not many issues finding an apartment when we got here, which is clearly unusual in Groningen. On the practical side, we really cannot overstate how much help we got from the University's International Service Desk (ISD). They took care of all visa matters and more, which kept our cognitive load manageable - we are very grateful for that. And once we got here, our new colleagues took the time to meet us, some online and some in person, and we are very grateful for that too."

### ***Why did you choose Groningen?***

Rizio: "From a personal perspective, as an Italian-Australian growing up listening to many stories of my grandfather's work experiences in several cities throughout Europe (France, Belgium and Switzerland), I was always fascinated by how a continent as large as the country I grew up in, could be so diverse and highly integrated. Once I saw Europe for myself, having had the opportunity to travel to several parts of the continent, I knew that I would very much like to experience living here at some point in my life. For an early career researcher with a background in economic psychology, the timing was just right: here was an opportunity to join an excellent marketing department in the heart of a country I very much enjoyed travelling to. After having

learnt more about FEB, I was impressed by the excellent research spanning across FEB but also its support of inter-disciplinary work, which very much suited my background in economics and psychology. It goes without saying that when the opportunity arose for my family and I to move to Groningen, there wasn't much to contemplate."

Skali: "On paper, it is clear that much brilliant research is being done throughout FEB, across many areas. Thus, without knowing anything else, the opportunity to join such a vibrant research community was already very exciting. Then, talking to my now-colleagues before moving here, I became convinced that FEB would be a great intellectual home, which has absolutely been the case so far. The people here make for a stimulating, supportive, and collaborative atmosphere, and I am grateful to have them as colleagues. On the organizational side, FEB's approach to research, with its embrace and support of inter-disciplinary work, also fit me very well. Add to that my previous interest in moving to the Netherlands, an open society where people (including one of my siblings) lead quite happy lives, and the decision to move here really was not a difficult one."

### ***Could you tell us about your career so far?***

Rizio: "Prior to starting my PhD, I had worked as an economist in the Australian public service. This made me aware of the practical difficulties of policymaking and the constraints that policy makers face in terms of how people understand messages about public policy. I guess it comes as no great surprise that I sought to undertake a PhD in social psychology which looked at how lay beliefs about the economy can help us understand how people come to view issues regarding the environment. I have been fortunate to work in research and teaching roles throughout my PhD, that not only has been extremely



rewarding, but has also been a great help in streamlining my transition from PhD to Assistant Professor.”

Skali: “I received a PhD from Monash University in Australia in 2015. After that, I worked at several Australian universities in research and teaching roles, so I have quite literally been a student of economics my whole adult life. It has been a very enriching journey, over the course of which I’ve been fortunate enough to live in France, Spain, the US and Australia. Each of these places is unique, and each also quite different from Morocco, where I was born and raised. So I feel right at home in the Global Economics and Management (GEM) department, with its focus on international economics and international business.”

### ***Can you tell us what your research is about?***

Rizio: “My research is in the field of economic psychology, with a particular interest in social cognition. Therefore, I tend to gravitate towards research that involves understanding the psychosocial underpinnings of broader macro-level phenomena, including those



involving public policy communication, but also on projects in social marketing and environmental psychology that target consumer sustainability behaviours. In a recent paper, I look at the relationship between the timing of government communication about the pandemic and the propensity to engage with QAnon conspiracy theories, using Google search data. With colleagues in my department, I am currently working on investigating the effectiveness of various government interventions for curbing plastic use, with an international dataset of supermarket purchase behaviors. More generally, I am passionate about how and why people come to view social and economic issues in a certain way and how this shapes institutions, our behaviour, and its implications.”

Skali: “My research is in the field of political economy, focusing on the interplay of culture, institutions, and human behaviour. For example, in a recent paper, my co-authors and I studied the effect of crises on trust in government, using neutral Switzerland during the two world wars as a quasi-experiment. In ongoing research, my co-authors and I look at the effect of war on trust between Christians

and Muslims in Indonesia. More generally, I try to learn something about how economies and societies are organized, why that is the case, and where that leads us.”

### ***How about societal relevance?***

Rizio: “My early work experiences in the public service have taught me to consider the broader societal relevance of an issue which has influenced how I see problems, and which areas I am interested in, including sustainability, health, and institutional problems. Also, as a social scientist I feel that it is our duty to ensure that we help educate and train the next generation of leaders and thinkers about the importance of evidence and scientific rigour in public discourse and policy development, especially on these issues.”

Skali: “As an empirical social scientist, I try to always keep societal relevance at the top of my mind. I very much hope to inform the public and policy-makers of what works and what doesn’t. We live in an era where our social and political institutions are under various threats, especially in the wake of the pandemic, and where often times, public discussions of societal issues are not always well-informed by analytical rigour, so bringing evidence to the fore is very important.”

### ***What can we expect in the future?***

Rizio: “I am currently working on a paper investigating the psychological determinants of vaccine hesitancy and uptake, which also considers the effect of COVID pandemic fatigue and the broader anti-vaccination backlash. More generally, I look forward to submitting my PhD thesis and expanding my thesis research into social marketing, not only on issues pertaining to the environment, but also towards public health, and the circular economy.”

Skali: “At the moment, I am working on the determinants of combat motivation in Nazi Germany’s armies. At the risk of sounding alarmist, we need to understand what motivates people to participate in large-scale social movements which entail putting their own lives at risk, especially in the pursuit of objectively abhorrent ideas. Fascism may seem like ancient history to most residents of liberal democracies, but recent events show that democracy is not as secure as we previously thought.”

# Veni grants for Joost van de Brake and Daniel te Kaat



This spring, the Dutch Research Council (NWO) awarded two Veni grants to Joost van de Brake and Daniel te Kaat. The grants are in the field of Social Sciences and Humanities. FEB Research talked to them about their projects.

## Joost van de Brake

### Multiple Team Membership

Van de Brake received the grant for his research project on multiple team membership. “Many people work in multiple teams at the same time. Yet we know surprisingly little about the consequences of this work practice for employee wellbeing and performance. The proposed project examines why and when working in multiple teams has positive or negative consequences for individuals and entire teams. In doing so, I will not only look at the total number of teams in which a person is active, but also examine how these teams differ from each other.”

### Social identity and social status

Van de Brake argues that important questions about when and why multiple team membership (MTM) benefits or hurts individuals, and the teams that they work in, remain unanswered. “Existing research has mainly conceptualized and measured MTM as the total number of teams in which people are simultaneously involved, which does not do justice to the complexity of the MTM phenomenon. I aim to advance the MTM literature by grounding it in the social-psychological literature on social identity and social status – two of the most prominent theoretical perspectives used in business and organization studies”.

In doing so, van de Brake will examine individuals’ social identities and status positions in their multiple teams. “For example, MTM may provide people with different identities because multiteamers’ tasks and duties differ across teams. MTM may also

give rise to differences in status across teams because multiteamers may occupy a high-status position in one team and a lower-status position in another team. Such team- and individual-level differences in identification and status are known to produce important individual and team outcomes”. The purpose of van de Brake’s project is to examine such MTM differences.

“I am very excited about this opportunity. In the upcoming three years, I will test the framework outlined in my proposal by examining real work teams embedded in multiple team membership (MTM)-intensive organizations. In addition, I will conduct experiments in our school’s behavioural lab to manipulate multiteamers’ identity and status configurations and, thus, to examine the causal linkage between MTM heterogeneity and key outcomes. I hope to fundamentally advance the MTM literature by both systematically organizing different MTM conceptualizations that can be used in present and future research and by explaining MTM’s potentially inconsistent implications for teams and individuals.”

## Daniel te Kaat

### Unconventional monetary policy transmission

Te Kaat received his grant for his research of central banks’ unconventional monetary policy transmission outside the credit market through a household portfolio rebalancing channel. Following the global financial crisis (GFC), central banks expanded their monetary policy toolkit by purchasing financial assets (quantitative easing) in order to support the economy. The ECB also set a

negative interest rate on its deposit facility. The empirical analysis of the transmission mechanism of monetary policy is an important area of quantitative research and, after the GFC, a large literature developed investigating the financial and real effects of these non-conventional monetary policy tools. This literature mainly focuses on the transmission via credit markets and finds that non-conventional monetary policy tools have positive growth effects by raising credit volumes.

However, to what extent and through which channels does non-conventional monetary policy affect economies with flat or declining credit volumes? Such creditless recoveries happen frequently. For instance, the euro area experienced an economic boom without a credit boom after the GFC. China's housing boom was creditless until 2012 and other emerging markets have experienced economic booms despite a lack of financial development.

### A Housing Portfolio Channel

Te Kaat explains: "Unconventional monetary policy makes holding bonds and deposits less attractive because it reduces interest rates. Households, mainly wealthy ones, therefore rebalance their portfolios towards housing – an investment with higher returns – without necessarily borrowing. This, in turn, pushes up house prices. As households have to buy houses at an elevated price, future housing returns are lower and drive down the aggregate portfolio return, as housing has a large weight in households' wealth. The return on savings is low and this, finally, leads people to consume a larger part of their income, which increases economic growth." His research will contribute significantly to the understanding of monetary policy transmission in economies with flat or declining credit volumes and will also deliver important insights regarding the redistributive effects of monetary policy across households.

### Future Plans

Te Kaat is excited about the possibilities the grant offers for his research. "Going forward, I will construct a large European cross-country household-level data set. I will use the data set to empirically identify the extent to which non-conventional monetary policy affects household consumption through changes in household portfolios, and whether and why this effect differs across countries. In order to promote dissemination of my research results, I will present my work at renowned international conferences and at central banks – the main knowledge users of my research. Finally, I will organize a conference on the transmission of non-conventional monetary policy through household portfolios at the University of Groningen in 2023. This conference will not only stimulate discussions, but also potentially set the course for further collaborations in this research field."

The projects will be conducted in collaboration with Dominik Boddin (Deutsche Bundesbank), Chang Ma (Fudan University) and Alessandro Rebucci (Johns Hopkins University).



## Grants

### Wallenberg Academy Fellows prolongation grant for Jutta Bolt

The Knut and Alice Wallenberg Foundation has decided to award a Wallenberg Academy Fellows prolongation grant to professor Jutta Bolt. The aim of Bolt's project is to map historical disease patterns in Africa between 1850-1960 and explore how colonial governments have attempted interventions to curtail disease outbreaks. Outcomes can shed new light on the effectiveness of government-led strategies to promote healthy lives for all, a priority of the United Nations Sustainable Development Goals.

### Sustainable Society PhD research Grant for Manuela Fritz

The UG has awarded a Sustainable Society PhD Research grant to Manuela Fritz. The grant of € 2,500 is to be spent on research in

the field of sustainability. As a PhD student at FEB, Fritz focuses on research at the intersection of health economics and development economics. Fritz' research mainly contributes to solutions for societal challenges relating to health care systems, with a special focus on Southeast Asia.

### Veni grants for Joost van de Brake and Daniel te Kaat

The Dutch Research Council (NWO) has awarded Veni grants to assistant professor Joost van de Brake and assistant professor Daniel te Kaat. The grants are in the field of Social Sciences and Humanities (SGW). The grants provide the laureates with the opportunity to further develop their own research projects during a period of three years. Read more about their projects on page 20.

## National Comenius Leadership Fellow grant for Jan Riezebos

The Netherlands Initiative for Education Research (NRO) and The Dutch Research Council (NWO) have decided to award the national Comenius Leadership Fellow grant 2022 to Jan Riezebos, professor of Educational Innovation at the Faculty of Economics and Business.

## Awards and prizes

### Royal Decoration awarded to Harry Garretsen

On April 26<sup>th</sup>, Harry Garretsen has been appointed Officer of the Order of Orange-Nassau. Garretsen is Professor of International Economics & Business and Director of the Centre of Expertise In the LEAD.

For many years, Garretsen has been combining his groundbreaking research at the interface of international, spatial, and macro-economics with structural attention for leadership and management.

### Anna Dreischerf and Paul Buijs win the Transport Logistics Best Paper Award

Researchers Anna Dreischerf and Paul Buijs have won the Transport Logistics Best Paper Award 2021/2022. Their paper (in Dutch) on public procurement for more sustainable urban logistics and the role of municipalities herein was found to be the best by the jury at the Transport Logistics Working Days.

### Dr. Jochen Hartmann wins Wissenschaftspris 2022

Dr. Jochen Hartmann, assistant professor at the Marketing Department, was awarded the Wissenschaftspris 2022 (Science Award) for his dissertation 'Machine Learning Methods for Data-Driven Marketing'. Hartmann obtained his PhD at the University of Hamburg and joined FEB at the beginning of 2022.

## Appointments

### Milena Nikolova appointed as editor of the Journal of Population Economics

Associate professor and Rosalind Franklin Fellow Milena Nikolova has been appointed as an Editor of the Journal of Population Economics. The Journal of Population Economics is an international quarterly that publishes original theoretical and applied research in all areas of population economics.

### Nancy Kamp-Roelands appointed at the Royal Holland Society of Sciences and Humanities

This spring, Professor Nancy Kamp-Roelands was appointed a member of the Koninklijke Hollandsche Maatschappij der Wetenschappen (KHMW, Royal Holland Society of Sciences and Humanities). As a member of KHMW, Kamps-Roelands hopes to contribute to the exchange of knowledge on how corporate transparency on sustainability contributes to sustainable development and eventually a more sustainable society.

### Maarten Gijsenberg appointed as professor of Marketing Dynamics

Maarten Gijsenberg has been appointed as professor of Marketing Dynamics. In his research he will focus on the investigation of the over-time evolution in marketing decisions and their resulting effects on outcome metrics that are relevant to consumers, companies, and/or society as a whole.

### Appointment Anet Weterings as professor of Regional and Circular Economic Development

Dr. Anet Weterings has been appointed as professor of Regional and Circular Economic Development. In this role, Weterings will conduct scientific research into regional development with a focus on the circular economy, sustainable agriculture and the energy transition.

This chair is a joint initiative of FEB, the Faculty of Spatial Sciences and the three northern provinces: Drenthe, Friesland, Groningen. The provinces are funding this chair, as the theme of Regional Economic Development and Circular Economy is high on the Provincial agenda

### **Florian Noseleit appointed as Professor of Entrepreneurship and Innovation**

Florian Noseleit has been appointed as professor of Entrepreneurship and Innovation. Noseleit will continue contributing to the development of entrepreneurship research within the faculty and aims to develop synergies with the already existing chairs situated in the Innovation Management & Strategy department.

### **Swarnodeep Homroy appointed as Associate Editor of Applied Economics**

Associate professor Swarnodeep Homroy has been appointed as Associate Editor of the journal Applied Economics. Applied Economics is an international peer-reviewed journal encouraging the application of economic analysis to specific problems in both the public and private sectors.

## **Academic Support Fund**

The Faculty of Economics & Business has installed the FEB Academic Support Fund. This dedicated fund under the Groningen University Fund (GUF) wants to provide support to fellow students and staff of higher education institutions in times of crisis. The support can take different shapes, for example providing scholarships for study, facilitating short stays, or financially supporting relevant charities or aid initiatives. The first support initiative facilitated by the fund is the FEB for Ukraine crowdfunding action.

 [FEB Academic Support Fund](#)

## Publications

Please find below an overview of publications in high quality journals and PhD theses in the period January – July 2022.

Aboagye, P.Y., and Bolt J. (2021). Long-term Trends in Income Inequality: Winners and Losers of Economic Change in Ghana, 1891–1960. *Explorations in Economic History*, 82, 101405.

Ahmad, M., Ahmed, Z., Yang, X., Hussain, N., & Sinha, A. (2022). Financial Development and Environmental Degradation: Do Human Capital and Institutional Quality make a Difference? *Gondwana Research*, 105, 299-310.

Beke, F.T., Eggers, F., Verhoef, P.C., & Wieringa, J.E. (2022). Consumers' Privacy Calculus: The PRICAL Index Development and Validation. *International Journal of Research in Marketing*, 39 (1), 20-41.

Berger, S., van de Brake, H.J., & Bruch, H. (2022). Resource Leverage, Resource Depletion: A Multilevel Perspective on Multiple Team Membership. *Journal of Applied Psychology*, 107 (2), 298-309.

Bolderdijk, J.W., & Jans, L. (2022). Minority Influence in Climate Change Mitigation. *Current Opinion in Psychology*, 42, 25-30.

Czura, K., Englmaier, F., Ho, H., & Spantig, L. (2022). Microfinance Loan Officers before and during Covid-19: Evidence from India. *World Development*, 152, 105812.

Duan, J., Farh, J.L., Janssen, O., & Wang, X.H. (2022). Transformational Leadership and Voice: When Does Felt Obligation to the Leader Matter? *Journal of Business and Psychology*, 37, 543–555

Estrada Vaquero, I., & Zhou, H. (2022). Beyond the Scope of the Deal: Configuration of Technology Alliance Portfolios and the Introduction of Management Innovation. *British Journal of Management*, 33 (2), 980-996.

Green, C., & Homroy, S. (2022). Incorporated in Westminster: Channels and Returns to Political Connection in the United Kingdom. *Economica*, 89 (354), 377-408.

Goldsby, C., & Hanisch, M. (2022). The Boon and Bane of Blockchain: Getting the Governance Right. *California Management Review*, 64 (3), 141–168

Goncharenko, R., Ongena, S., & Rauf, S. (2021). The Agency of CoCos: Why Contingent Convertible Bonds Are Not for Everyone. *Journal of Financial Intermediation*, 48, 100882

Ionescu, T., Iftime, O.V., & Necoara, I. (2022). Model Reduction with Pole-zero Placement and High Order Moment Matching. *Automatica*, 138, 110140.

Jacobs, J.P.A.M., van Norden, S., Sarferaz, S., & Sturm, J.E. (2022). Can GDP Measurement Be Further Improved? Data Revision and Reconciliation. *Journal of Business & Economic Statistics*, 40 (1), 423-431.

Juodis, A., & Sarafidis, V. (2022). A Linear Estimator for Factor-Augmented Fixed-T Panels with Endogenous Regressors. *Journal of Business and Economic Statistics*, 40, (1), 1-15.

**Kleine, M.**, Heite, J., & Huber, L.R. (2022). Subsidized R&D Collaboration: The Causal Effect of Innovation Vouchers on Innovation Outcomes. *Research Policy*, 51 (6), 104515.

**Lesscher, L.**, Lobschat, L., & Verhoef, P.C. (2021). Do Offline and Online Go Hand in Hand? Cross-Channel and Synergy Effects of Direct Mailing and Display Advertising. *International Journal of Research in Marketing*, 38 (3), 678-697.

**Nikolova, M.**, Otrachshenko, V., & Popova, O. (2022). Stalin and the Origins of Mistrust. *Journal of Public Economics*, 208, 104629

**Mierau, J.**, Schumpe, B.A., **van Veen, K.**, et al. (2022). Predictors of Adherence to Public Health Behaviors for Fighting COVID-19 Derived from Longitudinal Data. *Scientific Reports*, 12 (1).

Van Bavel, J.J., **Skali, A.**, et al. (2022). National Identity Predicts Public Health Support during a Global Pandemic. *Nature Communications*, 13 (1), 517.

**de Vries, T.**, **van der Vegt, G.**, Bunderson, J., Walter, F., & **Essens, P.** (2022). Managing Boundaries in Multiteam Structures: From Parochialism to Integrated Pluralism. *Organization Science*, 33 (1). 311-331.

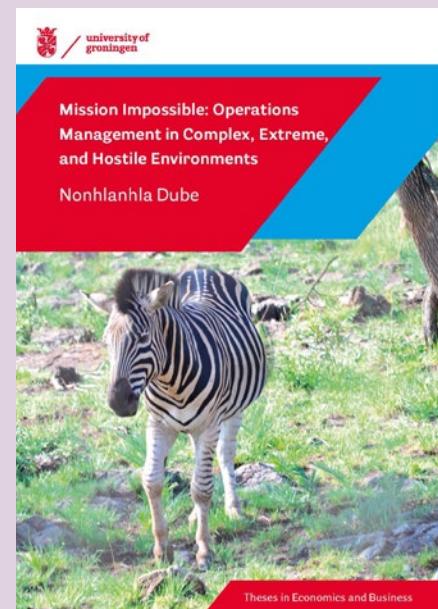
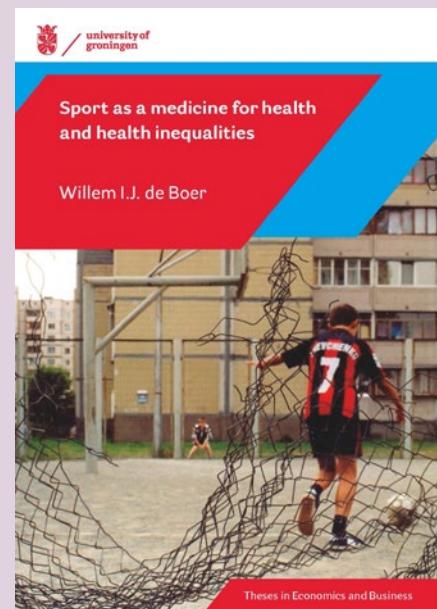
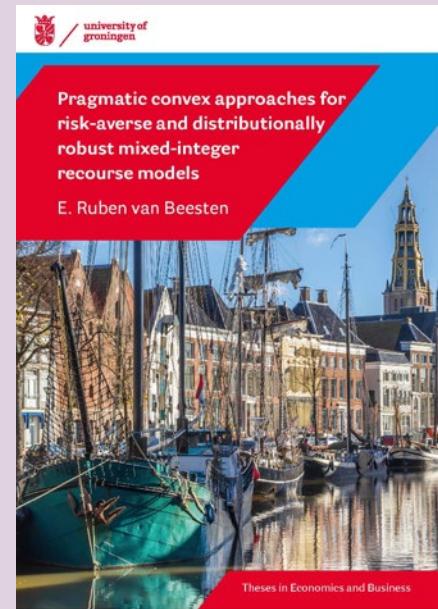
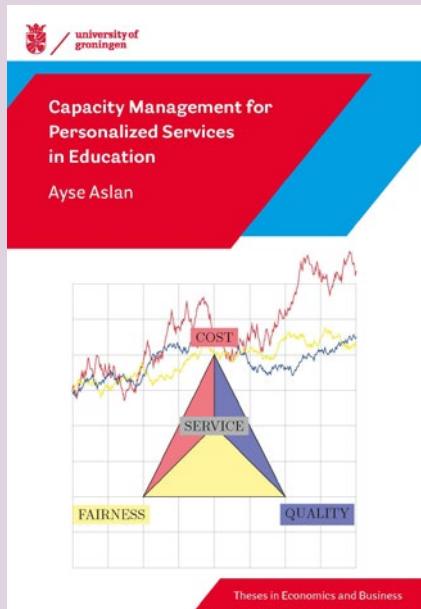
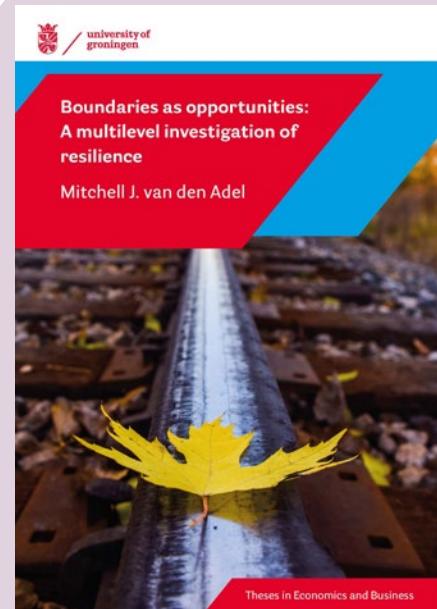
**de Vries, T.A.**, **van der Vegt, G.S.**, **Scholten, K.** & **van Donk, D.P.** (2022). Heeding Supply Chain Disruption Warnings: When And How Do Cross-Functional Teams Ensure Firm Robustness? *Journal of Supply Chain Management*, 58 (1). 31-50.

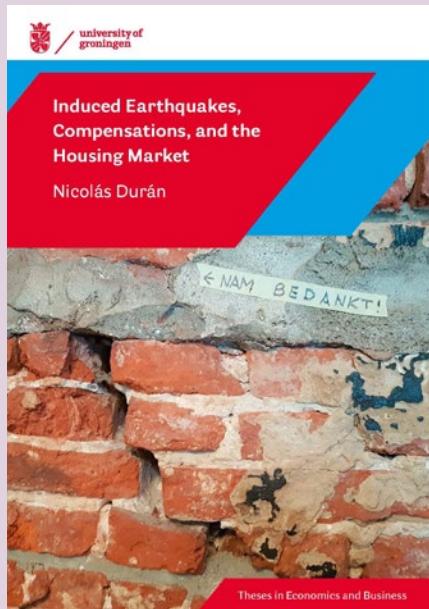
**Wilhelm, M.**, & Villena, V. (2021). Cascading Sustainability in Multi-tier Supply Chains: When Do Chinese Suppliers Adopt Sustainable Procurement? *Production and Operations Management*, 30 (11), 4198-4218.

**Yuan, Y.**, Humphrey, S.M., & van Knippenberg, D. (2022). From Individual Creativity to Team Creativity: A Meta-Analytic Test of Task Moderators. *Journal of Occupational and Organizational Psychology*, 95 (2), 358-404.

**Yuan, Y.**, & van Knippenberg, D. (2022). Leader Network Centrality and Team Performance: Team Size as Moderator and Collaboration as Mediator. *Journal of Business and Psychology*, 37, 283-296.

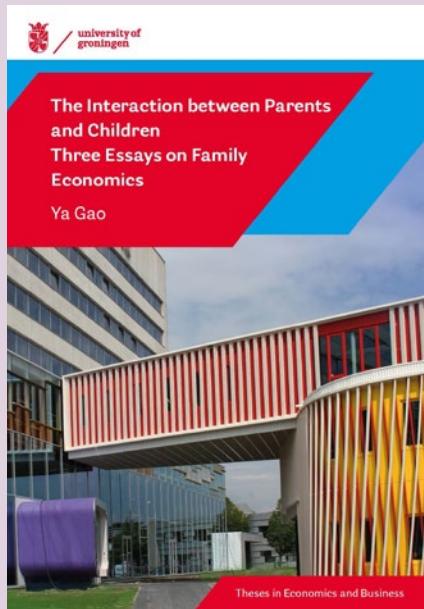
# PhD theses





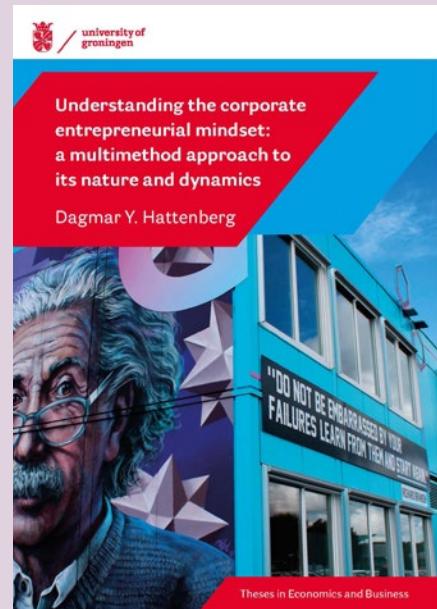
### Nicolás Durán

Promotor: Prof. J.P. Elhorst, Co-promotor: Dr. P. Heijnen. Defended on May 12, 2022.



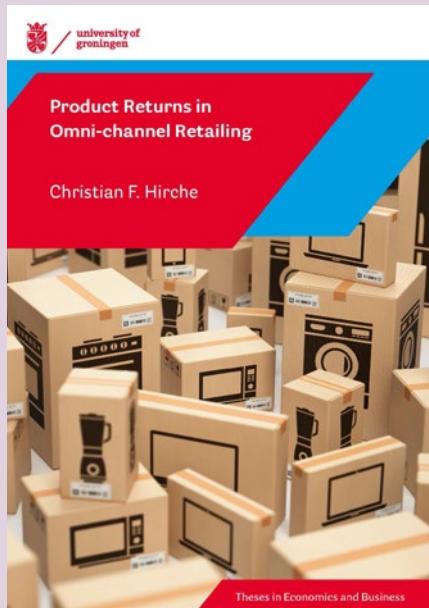
### Ya Gao

Promotores: Prof. R.J.M. Alessie and Prof. V. Angelini. Defended on April 14, 2022.



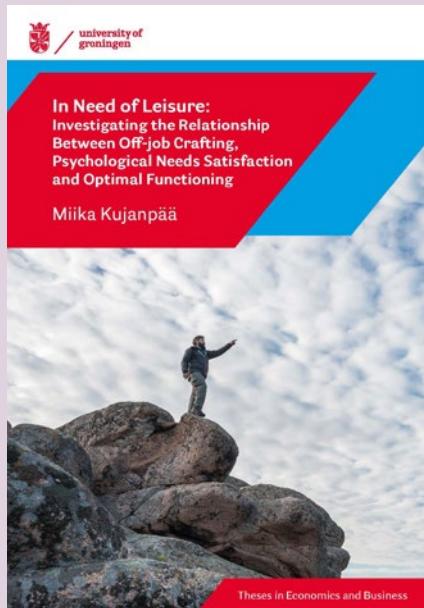
### Dagmar Hattenberg

Promotor: Prof. A.J. Groen, Co-promotor: Dr. O. Belousova. Defended on April 7, 2022.



### Christian Hirche

Promotor: Prof. T.H.A. Bijmolt, Co-promotor: Dr. M.J. Gijsenberg. Defended on March 3, 2022.



### Miika Kujanpää

Promotores: Dr. J. de Bloom and Prof. U. Kinnunen. Defended on March 3, 2022.



### Niels van der Laan

Promotor: Prof. R.H. Teunter, Co-promotor: Dr. W. Romeijnders. Defended on January 27, 2022.

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Zhao Zhao



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