

CURRICULUM VITAE DENNIS B. VELTROP

Work Address

University of Groningen
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Current Positions

- Professor of Corporate Governance and Behavior, Department of Accounting and Auditing, University of Groningen, 2026 – Present.
- Director Centre of expertise In the LEAD, University of Groningen, 2026 – Present.
- Coordinator of FEB Strategic Theme 'Leadership and Governance', 2025 – Present.
- Founder and board member, BoardResearch.org, Research and Evaluations of Boards of Directors, 2013 – Present. 🌐 www.boardresearch.org

Prior Positions

- Tenure Track Associate professor, Department of Accounting and Auditing, University of Groningen, 2020 – 2026.
- Coordinator Research Master Programme Economics and Business, SOM Research School, University of Groningen, 2020 – 2022.
- Officer and Chair Corporate Governance SIG, European Academy of Management (EURAM), 2017 – 2022.
- Economist, De Nederlandsche Bank, 2011 – 2022.
- Tenure Track Assistant professor, Department of Accounting, University of Groningen, 2014 – 2020.
- Auditor, PricewaterhouseCoopers, 2004 – 2005.

Education

- PhD Economics and Business, University of Groningen, 2007 – 2012,
Thesis: *On board(s): Studying Boards as Human Decision Making Groups*.
- MPhil, International Economics and Business, University of Groningen, 2005 – 2007, Cum Laude.
- Executive postmaster of Accountancy, University of Groningen, 2004 – 2006.
- MSc ('doctoraal') Accountancy and Controlling, University of Groningen, 2000 – 2004.

Academic Publications

- Veltrop, D.B., de Haan, J., & Rink, F.A. (In press). Supervising your in-group? How social identification shapes external supervision of financial institutions. *Regulation & Governance*.
- Weck, M.K., Veltrop, D.B., Oehmichen, J., & Rink, F.A. (In press). Reaching for the stars and knowing how to get there: how CEO promotion focus and organizational experience shape strategic uniqueness. *Strategic Organization*.
- Ahrens, F.K., Veltrop, D.B., Mulder, L.B., & Rink, F.A. (2026). Board size in context: a meta-analysis on the relationship between board size and firm performance. *Corporate Governance: An International Review*, 34(2): 289-576.
- Veltrop, D.B., Mostert, I., Dirks, P.M.G., & de Haan, J. (2025). From conflict to counsel: the interplay of board-TMT cognitive conflict, TMT tenure and board tenure on board advice giving. *Corporate Governance: An International Review*, 33(5): 1178-1202.

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- Zhang, J., Veltrop, D.B., Hooghiemstra, R.B.H., & Rink, F.A. (2023). Does auditor resilience mitigate the effects of multiple team memberships on quality threatening behaviors? *Auditing: A Journal of Practice & Theory*, 42(2): 179-203.
- Prömpeler, J., Veltrop, D.B., Stoker, J.I., & Rink, F.A. (2023). Striving for sustainable development at the top: exploring the interplay of director and CEO values on environmental sustainability focus. *Business Strategy and the Environment*, 32(7): 5068-5082.
- Weck, M.K., Veltrop, D.B., Oehmichen, J., & Rink, F.A. (2022). Why and when female directors are less engaged in their board duties: An interface perspective. *Long Range Planning*, 55(3): 102123.
- Rink, F.A., de Waal, M., Veltrop, D.B., & Stoker, J.I. (2022). Managing C-suite conflict: The unique impact of internal and external governance interfaces on top management team reflexivity. *Long Range Planning*, 55(3): 102121.
- Veltrop, D.B., Bezemer, P., Nicholson, G., & Pugliese, A. (2021). Too unsafe to monitor? How board–CEO cognitive conflict and chair leadership shape outside director monitoring. *Academy of Management Journal*, 64(1): 207-234.
- Veltrop, D.B., Molleman, H.B.M., Hooghiemstra, R.B.H., & van Ees, H. (2018). The relationship between tenure and outside director task involvement: A social identity perspective. *Journal of Management*, 44(2): 445-469.
- Veltrop, D.B., Molleman, H.B.M., Hooghiemstra, R.B.H., & van Ees, H. (2017). Who's the boss at the top? A micro-level analysis of director expertise, status and conformity within boards. *Journal of Management Studies*, 54(7): 1079-1110.
- Veltrop, D.B., Hermes, C.L.M., Postma, T.J.B.M., & de Haan, J. (2015). A tale of two factions: why and when factional demographic faultlines hurt board performance. *Corporate Governance: An International Review*, 23(2): 145-160.

Other publications / books / book chapters

- Veltrop, D.B., Ahrens, F.K., Mulder, L.B., & Rink, F.A. (2025). De omvang van de Raad van Commissarissen – wanneer is groter beter? *Jaarboek Corporate Governance*. Wolters Kluwer.
- Wetenschapstoets Wijzigingswet accountancysector (2024, with Anna Gold), Tweede Kamercommissie voor Financiën, Tweede Kamer der Staten-Generaal
https://parlementenwetenschap.nl/wp-content/uploads/2024/03/240314_Wetenschapstoets_wijzigingswet_accountancysector.pdf
(Link [video](#)).
- Veltrop, D.B. (2024). Van sociaal ongemak naar effectieve besluitvorming. *Goed Bestuur & Toezicht*, 15(4): 6-11.
- Veltrop, D.B. & Rink, F.A. (2022). Kwalitatief onderzoek naar het functioneren van de woningcorporatiesector, Vereniging van Toezichthouders in Woningcorporaties (VTW).
- Veltrop, D.B. & Rink, F.A. (2021). Als de kat van huis is dansen de muizen op tafel, Achterhaalde waarheid? Zin en onzin van spreekwoorden, In Boekvorm Uitgevers, ISBN 9789493164109.
- Veltrop, D.B. & Molleman, H.B.M. (2019). Board informal hierarchy and firm performance, *Research Handbook on Corporate Governance*, Edward Elgar Publishing, ISBN 978-1-78643-974-1.
- Hooghiemstra, R.B.H., Rink, F.A., & Veltrop, D.B. (2017). The effects of multiple team memberships on individual auditors' performance. *Maandblad voor Accountancy en Bedrijfseconomie*, 91(9/10): 282-288.

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- Veltrop, D.B. & van Manen, J.A. (2017). Een slimme Raad is op haar toekomst voorbereid: Onderzoek naar hoe RvC's omgaan met kritische situaties, Nationaal Register, ISBN 978-90-79301-17-1. Management boek top 100 (2017).
- Veltrop, D.B., Hermes, C.L.M., Postma, T.J.B.M., & de Haan, J. (2012). Demografische breuklijnen tussen belangengroepen en conflicthantering binnen pensioenfondsbesturen, Goed Bestuur: Tijdschrift over Governance, 8(3): 44-51.
- Veltrop, D.B., Hermes, C.L.M., Postma, T.J.B.M., & de Haan, J. (2012). Een onderzoek naar de relatie tussen demografische breuklijnen tussen belangengroepen en conflicthantering binnen pensioenfondsbesturen, Het Verzekerings-Archief, 89(2): 52-63.
- Veltrop, D.B. & van Manen, J.A. (2012). Bezint eer gij begint: Onderzoek naar benoeming van commissarissen, Nationaal Register, ISBN 978-90-79301-09-6.
- Veltrop, D.B., Hooghiemstra, R.B.H., & van Manen, J.A. (2011). Boardroom dynamics: Een onderzoek naar onderlinge verhoudingen in de boardroom. Groningen: NBA-RUG.
- Veltrop, D.B. & van Manen, J.A. (2010). De hete aardappel van zelfevaluatie binnen raden van commissarissen, Goed Bestuur: Tijdschrift over Governance, 6(1): 34-40.
- Veltrop, D.B. & van Ees, H. (2010). Functioneren van de RvC, Vereniging van Toezichthouders in Woningcorporaties (VTW), ISBN 978-90-812392-8-8.
- van Ees, H., Hooghiemstra, R.B.H., van der Laan G., & Veltrop, D.B. (2007). Diversiteit binnen de raden van commissarissen van Nederlandse beursgenoteerde vennootschappen, onderzoek in opdracht van de Monitoring Commissie Corporate Governance Code, Groningen: Corporate Governance Insights Centre.
- Veltrop, D.B., & de Waard, D.A. (2007). Een metafysisch perspectief op verificatie van maatschappelijke jaarverslagen, Maandblad voor Accountancy en Bedrijfseconomie, 81(11): 512-520.

Research Grants

- Principal investigator, research grant Foundation for Auditing Research (k€ 560) with Reggy Hooghiemstra and Eddy Cardinaels. Thematic Research on the Relational Drivers of Audit Quality (2025-2032).
- Co-applicant, research funding from the Vereniging van Toezichthouders in Woningcorporaties, (k€ 30, with Floor Rink), Evaluatie van het huidige functioneren van de corporatiesector.
- Co-applicant, research grant from the Foundation for Auditing Research (k€ 180, with Reggy Hooghiemstra and Floor Rink) to fund a 4-year PhD position (2017-2021).
- Principal investigator, research grant from De Nederlandsche Bank (k€ 90, with Paula Dirks) to partially fund a four-year PhD position (2015-2019).

Other Research Funding

KPMG 2018 (k€ 5), Nationaal Register 2015 (k€ 25), Nationaal Register 2011 (k€ 20), PricewaterhouseCoopers 2010 (k€ 5), VTW (k€ 3), NIVRA 2008 (k€ 14).

Awards

- Best paper Strategic Management Society Conference 2023, Corporate Governance Track, for the paper "Director Influence – A fuzzy set analysis".
- Top-5 most valued course for the course "Behavioral Perspectives on Corporate Governance" within the Faculty of Economics and Business, University of Groningen (awarded in 2016, 2018 and 2021).
- Best Reviewer EURAM conference 2019.

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- Best paper nominee EURAM conference 2018, for the paper “Afraid to monitor? How Board Climate and Chair Leadership shape Outside Director Monitoring”, also nominated as best paper Corporate Governance Division.
- Best Paper Corporate Governance Division at the EURAM Conference 2017 for the paper “Supervising your in-group? How social identification shapes external supervision of financial institutions”.
- Best Corporate Governance Paper EURAM Conference 2011 for the paper “Social Identities in the Boardroom”. Also nominated as best paper.
- Best paper nominee Corporate Governance Divisions at the EURAM Conference 2012 for the paper “Status and Conformity in the Boardroom”.
- Outstanding Reviewer Award Academy of Management Conference BPS Division (awarded in 2011 and in 2012).

Current PhD Supervision

2022 – 2026 Kevin (Yikai) Tian (with Reggy Hooghiemstra and Jan Hennig).

2025 – 2029 Canberk Tunakan (with Reggy Hooghiemstra and Eddy Cardinaels).

2025 – 2030 Gijs Jansen (with Janka Stoker and Harry Garretsen).

PhD Supervision Completed at RuG

2018 – 2024 Fabian Ahrens (with Floor Rink and Laetitia Mulder).

2018 – 2024 Julia Prompeler (with Floor Rink and Janka Stoker).

2019 – 2023 Michelle Weck (with Jana Oehmichen and Floor Rink).

2017 – 2021 James Zhang (with Reggy Hooghiemstra and Floor Rink).

2015 – 2020 Irene Mostert (with Paula Dirks).

I completed the inclusive recruitment workshops offered at FEB in 2024 and academic leadership and PhD supervision course in 2021.

PhD Dissertation Committee Member

- Erik Schultz, Lund University, Boards of Directors: Values and Behavior, May, 2026, Opponent role.
- Lisanne Vetter, Erasmus University Rotterdam, A behavioral perspective on strategic leadership: how the person behind the position affects strategic decision-making and firm outcomes, January, 2026.
- Mirjam Brandl, University of Groningen, Managing Sustainability: A Governance Perspective, December, 2025.
- Cathrine Furseth, University of South-Eastern Norway, Stories we tell ourselves. The self-understanding of careers and contributions among corporate elites. October 2025.
- Lotte Smeets, KU Leuven, The impact of executive and board dynamics on Contemporary ESG challenges, December 2024.

Research Visits

- Neeley School of Business, Texas Christian University, United States, 2025.
- Mendoza College of Business, University of Notre Dame, United States, 2019.
- School of Accountancy and Behavioural Governance Group, Queensland University of Technology, Australia, 2013.

Invited presentations (excluding conference presentations/seminars)

- The Conference Board, Chair Leadership and Digitalization, Luxembourg, June 2025.
- CORPRT ThinkTank, Boardroom Dynamics, Keynote for Norwegian executive and non-executive directors, April 2023.
- Duurzaam ondernemen, Executive course on sustainable leadership, 2021 / 2022 / 2023

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- Copenhagen Business School, Center for Corporate Governance, 'Zooming' in on Board Functioning, March 2022.
- Vereniging voor Financieel Recht, Boardroom Dynamics, March 2022.
- The Conference Board, Corporate Governance Council meeting, Workshop on Board Dynamics, June 2021 (online).
- KPMG Consulting, Executive Masterclasses on Board Dynamics, October-November 2019.
- Copenhagen Business School, Center for Corporate Governance, presentation of multiple papers, June 2019.
- Mendoza College of Business, University of Notre Dame, presentation 'Unsafe to Monitor', March 2019.
- Keynote and Moderator of the annual Non-Executive Director Conference of the Dutch Association of Non-Executive Directors in Not-for-profit Organizations (>150 non-executive directors), November, 2018.
- University of Twente, Director Masterclass: Future Oriented Governance, 2017 / 2018.
- KPMG Consulting, Executive Masterclasses on Board Dynamics, October-December 2017.
- Crisis in the Boardroom, Nationaal Register, SER, The Hague, 2016.
- Other professional talks include, among others, PwC, Rabobank, De Nederlandsche Bank, INSEAD (INNED), VTW, NVTZ.

Scholarly Presentations

I have presented my work several times at, among others, the Academy of Management Annual Meeting (AOM), Strategic Management Society Conference, The European Academy of Management Conference (EURAM), European Accounting Association and The Norefjell Board Governance Workshop. As well as at the EIASM workshop on Top Management Teams.

Teaching

- Coordinator Organization Theory (research master) – since 2021.
- Corporate Governance (research master) – since 2017.
- Introduction to Corporate Governance (bachelor year 3) – since 2014.
- Boardroom Dynamics (executive teaching UGBS) – since 2017.
- Research in Accounting, Controlling and Sustainability (master level) – since 2021.
- Learning and Practicing Research (research master) – 2020-2022.
- Behavioral Perspectives on Corporate Governance (master level/coordinator) – 2012-2021.
- Financial Accounting (bachelor year 1) – 2014-2015 / 2022-2023.
- Master thesis and bachelor thesis supervision – since 2008.

I hold a "Basis Kwalificatie Onderwijs" ("University Teaching Qualification in Higher Education") from the University of Groningen.

Media Attention from National Newspapers

- Tijd voor gepaste zorgvuldigheid bij toetreden tot raad van commissarissen. Het Financieele Dagblad, 23-2-2017.
- Sleutelrol. Het Financieele Dagblad, 17-2-2017.
- Voorzitter bepaalt of bedrijfscrisis voortdurend of wordt opgelost, Het Financieele Dagblad, 10-2-2017.
- De prijs van diversiteit. Het Financieele Dagblad, 18-12-2015.
- Vous avez dit conflit d'intérêts? Le Monde, 25-9-2015.
- Groepsdenken maakt oud-bankier minder geschikt als toezichthouder. Het Financieele Dagblad, 6-2-2014.
- Werkt werknemer als rode lap op een stier? NRC Handelsblad, 9-9-2014.
- Zwartkijkers zijn goed voor de zaak. Het Financieele Dagblad, 29-3-2014.
- Eigen gewin schadelijk voor RvC ; Commissarissen die het om het geld of de invloed doen, functioneren slechter, blijkt uit onderzoek. Het Financieele Dagblad, 19-11-2012.

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- Diversiteit in bestuur geen pré. Trouw, 25-4-2012.
- Leeftijdsverschil slecht voor pensioenbesturen. Het Financieele Dagblad, 25-4-2012.
- Commissaris met kennis van sector heeft nakijken. Het Financieele Dagblad, 15-6-2011.
- Commissaris: weinig gezag; Gewone commissaris onder in pikorde, president-commissaris heeft meeste invloed. Het Financieele Dagblad, 16-5-2011.

Editorship and Reviewing

Co-editor Special Issue Journal of Management Studies “Decentering Strategic Leadership and Governance Research: Insights from Diverse Institutional Landscapes” with Floor Rink, Ruth Aguilera, Sarosh Asad, Mariano Heyden, Sun Hyun Park.

Co-editor Jaarboek Corporate Governance, since 2025.

Editorial review board member, Academy of Management Journal (second term Aug 2025).

Editorial review board member, Corporate Governance: An International Review (since 2018).

Referee for Strategic Management Journal, Organization Science, Journal of Management, Journal of Management Studies, Strategic Organization, Long Range Planning, Journal of Business Ethics.

Other service

- Co-organizer EIASM Top Management Teams Conference in Groningen 2025.
- Member advisory board, CORPRT ThinkTank, Norway.
- Member of the FEB Focus Area on Leadership and Governance, coordinator as of 2025.
- Track chair board and TMT track, European Academy of Management (2021-2023).
- Member, Research Master curriculum working group (2020-2022).
- Member, FEB Binding Study Advice (BSA) Committee (2014-2020)

Groningen, September 2026