

CURRICULUM VITAE DENNIS B. VELTROP

Work Address

University of Groningen
Faculty of Economics and Business
SOM Research School
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Academic and Professional Positions

Associate professor of Corporate Governance, Department of Accounting, University of Groningen, 2020 – Present (tenured).

Coordinator Research Master Economics and Business, SOM Research School, University of Groningen, 2020 – Present.

Economist, De Nederlandsche Bank, 2011 – Present.

Officer Corporate Governance Division European Academy of Management, 2017– Present (currently serving as program chair).

Cofounder, BoardResearch.org, Research and Evaluations of Boards of Directors.

🌐 www.boardresearch.org

Tenure Track Assistant professor at the Department of Accounting, University of Groningen, 2014 – 2020.

Auditor, PricewaterhouseCoopers, 2004 – 2005.

Education

Ph.D. Economics and Business, University of Groningen, 2012

Thesis: *On board(s): Studying Boards as Human Decision Making Groups*.

Mphil, International Economics and Business, University of Groningen, 2007, Cum Laude.

Executive postmaster of Accountancy, University of Groningen, 2006.

Msc Accountancy and Controlling, University of Groningen, 2004.

Publications

Veltrop, D.B., Bezemer, P., Nicholson, G., & Pugliese, A. (in press). Too unsafe to monitor? How board–CEO cognitive conflict and chair leadership shape outside director monitoring, accepted for publication, *Academy of Management Journal*.

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*, Vol. 44, No. 2, pp. 445-469.

Veltrop, D.B., Molleman, H.B.M., Hooghiemstra, R.B.H., and 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*, Vol. 54, No. 7, pp. 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*, Vol. 23, No. 2, pp. 145-160.

Other publications / books / book chapters

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.

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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*. Vol. 91, No. 9/10, pp. 282-288.

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.

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 & Toezicht*. tijdschrift over governance, Vol. 8, No. 3, pp. 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*, Vol. 89, No. 2, pp. 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 & Toezicht*, tijdschrift over governance, Vol. 1, pp. 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.

Ees, H. van, R.B.H. Hooghiemstra, G. van der Laan & D.B. Veltrop (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.

Revise and Resubmit

Veltrop, D.B., de Haan, J., & Rink, F.A. [title omitted]. *Strategic Management Journal*.

De Waal, M.M., Veltrop, D.B., Stoker, J.I., & Rink, F.A. [title omitted]. *Long Range Planning*.

Zhang, J., Veltrop, D.B., Hooghiemstra, R.B.H. & Rink, F.A. [title omitted]. *Auditing: A Journal of Theory and Practice*.

Weck, M., Veltrop, D.B., Oehmichen, J. & Rink, F.A. [title omitted]. *Long Range Planning*.

Working Papers

Expectancy Violation at the Top: How and When TMT Performance Evaluation Incongruence Spirals into TMT-Board Emotional Conflict (with Irene Mostert, Paula van Veen-Dirks, Timothy D. Hubbard). *Target: Academy of Management Journal*.

I Can't Get No Satisfaction From Challenging the CEO: Understanding How and Why Board Psychological Safety Moderates the Relationship Between Director-CEO Cognitive Conflict and Director Satisfaction (with Irene Mostert, Paula van Veen-Dirks, Floor Rink). *Target: Journal of Management*.

Director Conformity: A Social Experiment (with Floor Rink). *Target: Organization Science*.

Monitoring and Advising High Tenured Executives: How Cognitive Conflict and Board Tenure Shape Board Functioning (with Irene Mostert, Paula van Veen-Dirks and Jakob de Haan). *Target: Corporate Governance: An International Review*.

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Media Attention from National Newspapers

- Tijd voor gepaste zorgvuldigheid bij toetreden tot raad van commissarissen. Het Financieele Dagblad, 23-2-2017.
- Sleutelspeler. Het Financieele Dagblad, 17-2-2017.
- Voorzitter bepaalt of bedrijfscrisis voortettert 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.
- 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.

PhD Grants

- 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).
- Research grant from De Nederlandsche Bank (k€ 90, with Paula van Veen-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).

Selected Awards

- Best Reviewer EURAM conference 2019.
- 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 and 2018).
- Best paper nominee EURAM conference 2018 (> 2000 submissions), 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 (> 1500 submissions).
- 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).

PhD Supervision

2019 – 2023 Michelle Weck (with Jana Oehmichen).
2018 – 2022 Fabian Ahrens (with Floor Rink and Laetitia Mulder).
2018 – 2022 Julia Prompeler (with Floor Rink and Janka Stoker).

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

2015 – 2020 Irene Mostert (with Paula van Veen-Dirks).

Research Visits

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

Recent Invited presentations (excluding conference presentations/seminars)

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.

Chair, Keynote and Moderator of the yearly 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, Non-executive Director Masterclass: Future Oriented Governance, March 2018 / March 2017.

KPMG Consulting, Executive Masterclasses on Board Dynamics, October-December 2017.

Crisis in the Boardroom, Nationaal Register, The Hague, 2016.

Other professional presentations include presentations for among other PWC, Rabobank, De Nederlandsche Bank, INSEAD (INNED), VTW, NVTZ.

Scholarly Presentations

I have presented my work several times at, among others, the Academy Management 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

- Boardroom Dynamics (executive teaching / masterclasses) – since 2017.
- Corporate Governance (research master) – since 2017.
- Behavioral Perspectives on Corporate Governance (master level/coordinator) – since 2012.
- Corporate Governance for Accountancy & Controlling (bachelor three level) – since 2014.
- Financial Accounting (bachelor one level) – 2014 and 2015 .
- Master thesis and (honors) bachelor thesis supervision – since 2008.

The evaluations for the courses, teaching, and supervision have been consistently good (A-scores and A+-scores).

Editorship and Reviewing

Editorial board member Corporate Governance: An International Review.

Ad hoc referee for the Academy of Management Journal, Strategic Management Journal, Journal of Management Studies, Long Range Planning, Organizational Research Methods, Organizational Behavior and Human Decision Processes, European Journal of Work and Organizational Psychology.

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Other service

- Member Binding Study Advice Committee FEB since 2014.
- Member of the SOM Signature Area on Board Effectiveness, Member Institute for Governance and Organizational Responsibility (iGOR).

Groningen, September 2020