Amsterdam Business School

Annual Research Report 2007

Research Institute

Accounting, Auditing and Accountability Journal
Accounting and Finance
Corporate Governance: An International Journal
Journal of Business Venturing
Journal of Corporate Finance
Harvard Business Review
Journal of Business Venturing
Communications of the Association for Information Systems
International Journal of Banking and Finance
Journal of Retailing, Organization, Business Strategy and the Environment
Personnel Review
Journal of Applied Psychology
International Journal of Human Resource Management

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Preface

This is the sixth annual research report of the Universiteit van Amsterdam Business School (ABS). It is published a little later in the year than normal for various reasons with which we will not bore the reader here. The report gives an account of the policies, organisation, activities and results of the researchers included in the ABS research institute. Again, much has been achieved this year; our staff has been active in publishing in international journals and books, but also in national outlets, both academic and popular. Research output has been made public in other ways as well, inter alia at internal and external seminars and conferences. A full list of publications and activities can be found in part B of this report; this is placed in the appropriate context in part A (where we follow the university’s reporting format as good as possible). A major achievement has been the Equis accreditation, obtained early 2007, for which the great steps made by ABS in the past few years, also with regard to research, have been very important.

This first part of the report underlines that we have again made substantial improvements this year and consolidated success achieved in the previous years. As already announced in previous reports, recruitment rounds in the different areas of the business school have produced results. They have led not only to the appointment of new research staff at the full professor, associate and assistant professor levels, but the strengthening of our research capacity has also become visible in the activities and output as indicated in part B. Noteworthy is the large number of forthcoming publications (including a substantial number accepted for publication in A journals), to which we pay some attention this year already as they are the outcome of substantial effort put in in 2007 (and usually also 2006).

We would like to again thank everybody who has been important to the ABS in the past year, and welcome your further contributions in this and the following years. Suggestions on how to best further our goals are always very much appreciated.

Prof. dr. Ans Kolk
Director UvABS Research Institute

July 2008
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PART A

GENERAL OVERVIEW
1. THE RESEARCH INSTITUTE OF THE 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 require that we publish respectable 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 and that even basic courses are designed in the light of the overall object.

1.2. Organisation

ABS-RI is the research institute of the 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 and their concomitant research programmes.1 Not included in the figure, as a different set-up has been chosen, is the staffing committee, which consists of the directors of ABS and ABS-RI, the department chair and the heads of sections. In that setting, all policies related to staff and relevant developments within ABS are discussed, and areas for improvement and development identified. Aspects discussed have been included budgets for sections, personnel policy and journal lists. Decisions and accompanying information are subsequently communicated to staff and, if applicable, also put on the website. Communications take place via e-mail, and also via meetings (regular meetings for each section, and other types of meetings in a broader or more specified setting where appropriate).

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 prove that this has been a very good strategy, as also underlined by the Equis panel which granted us our accreditation early 2007. As an illustration of the integrated nature, it can be mentioned that support for the ABS-RI director is being given by the bestuurssecretaris of ABS, who also supports the director of ABS, the department chair and thus ABS management more broadly. In this way, a very efficient approach has been taken, with synergies being reaped in a structure that does not need a separate support office for the research institute.

Since 2005, each of the academic sections has a programme that expresses the focus and output of major staff members.2 While section heads are accountable to the director of the business school 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.3 In 2007, with the creation of two new research programmes – strategy & marketing, and HRM/OB (in line with the split of the management section into two), ABS-RI now has a broad and more balanced research portfolio, which is in accordance with the core teaching areas.

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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. The finance research programme, for example, includes some researchers that are formally included in the Amsterdam Centre for Law and Economics (ACLE), which is closely linked to and partly funded by the ABS.

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).
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

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4 Prof.dr. Henriëtte Maassen van den Brink was interim dean until September 2007 when prof.dr. Tom Wansbeek started. Prof.dr. Allan Hodgson was interim director from April 1, 2007 until April 1, 2008 replacing prof.dr. Rees who was on sabbatical.
coherence, quality and research traditions. Overall, we found the whole range from productive researchers with important international refereed articles to those that still needed to embark on that path (or to move to fulltime teaching positions). 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.

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 had led to valuable links to practitioners, crucial for attracting (post)graduate students, possible 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). This is fully consistent with the University’s overall mission. Retaining the benefits of part-time staff (practitioners) while reducing the well-known drawbacks (difficulty of building an internationally renowned research group and concomitant culture; lack of managerial capacity especially at the full professor level) was thus an important two-fold approach.

The main component of our strategy to improve research quality and output in international refereed journals has been fairly straightforward: the recruitment (and retention) of good, fulltime academics with these capacities, and providing facilities and a stimulating research environment. Since 2004, significant steps have been made in recruitment, which have covered all sections, though not simultaneously, as in the first year particularly accounting was strengthened at the full professor level, and 2007 has mostly seen appointments in strategy, marketing and information management, and some Ph.D. positions across the board. Section 2 gives more details and show developments over the years. 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 may need further strengthening (also because the inflow of new students keeps growing) but the overall ABS aim has been achieved.

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. ABS has drafted a personnel policy document that contains more details.

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 co-ordination 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.

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5 Annual research report 2002, Amsterdam, pp. 5-16 <available on the research section of the ABS website, http://www.abs.uva.nl>
The system of research time allocation and related list of journals (updated in 2007) can be found on the ABS website (research – institute).
2. **INPUT: STAFF AND RESOURCES**

2.1 **Research staff**

Table 1 clearly sets out the notable increase in research staff over the years. The table gives overviews for the ABS as a whole, and for the five individual programmes. It shows the growth in research capacity overall, and in the various areas.

<table>
<thead>
<tr>
<th>Table 1: Staff input ABS-RI⁶</th>
<th>fte 2004</th>
<th>fte 2005</th>
<th>fte 2006</th>
<th>fte 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>13.29</td>
<td>14.22</td>
<td>16.97</td>
<td>18.47</td>
</tr>
<tr>
<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
<td>0.80</td>
<td>0.79</td>
<td>1.47</td>
<td>1.30</td>
</tr>
<tr>
<td>WP 3 (third flow of funds, excluding Ph.D. students)</td>
<td>0.33</td>
<td>0.93</td>
<td>1.51</td>
<td>2.44</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>7.64</td>
<td>8.50</td>
<td>9.19</td>
<td>11.02</td>
</tr>
<tr>
<td>Total Research staff</td>
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<td>24.44</td>
<td>29.14</td>
<td>33.23</td>
</tr>
<tr>
<td>Accounting</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
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<td>3.78</td>
<td>4.00</td>
<td>4.61</td>
</tr>
<tr>
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<td>0.00</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>
<td>0.00</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>1.80</td>
<td>0.80</td>
<td>1.39</td>
<td>1.69</td>
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<td>6.30</td>
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<tr>
<td>Corporate Finance &amp; Financial Systems</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>3.87</td>
<td>3.77</td>
<td>4.92</td>
<td>4.77</td>
</tr>
<tr>
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<td>0.79</td>
<td>0.80</td>
<td>0.50</td>
</tr>
<tr>
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<td>3.35</td>
<td>4.40</td>
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<td>10.17</td>
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<tr>
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<td>1.80</td>
<td>1.84</td>
<td>1.22</td>
<td>2.11</td>
</tr>
<tr>
<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
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<td>0.00</td>
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<td>0.00</td>
</tr>
<tr>
<td>WP 3 (third flow of funds, excluding Ph.D. students)</td>
<td>0.00</td>
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<td>0.00</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>0.64</td>
<td>0.00</td>
<td>1.39</td>
<td>1.69</td>
</tr>
<tr>
<td>Total Research staff</td>
<td>2.44</td>
<td>1.84</td>
<td>1.22</td>
<td>2.11</td>
</tr>
<tr>
<td>Strategy &amp; Marketing</td>
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<td></td>
</tr>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2.50</td>
</tr>
<tr>
<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
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<td>-</td>
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<td>-</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3.20</td>
</tr>
<tr>
<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0.00</td>
</tr>
<tr>
<td>WP 3 (third flow of funds, excluding Ph.D. students)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1.19</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1.70</td>
</tr>
<tr>
<td>Total Research staff</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>6.09</td>
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<tr>
<td>Other Research Business Studies</td>
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<td></td>
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<tr>
<td>WP 1 (first flow of funds, excluding Ph.D. students)</td>
<td>4.41</td>
<td>2.70</td>
<td>2.74</td>
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<td>WP 2 (second flow of funds, excluding Ph.D. students)</td>
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<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>WP 3 (third flow of funds, excluding Ph.D. students)</td>
<td>0.33</td>
<td>0.47</td>
<td>0.27</td>
<td>0.27</td>
</tr>
<tr>
<td>Ph.D. students</td>
<td>0.80</td>
<td>1.80</td>
<td>1.80</td>
<td>1.60</td>
</tr>
<tr>
<td>Total Research staff</td>
<td>5.54</td>
<td>4.97</td>
<td>4.81</td>
<td>3.15</td>
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</tbody>
</table>

⁶ In 2007 the Management Section was split into a Strategy & Marketing Section (ISM) and a Human Resource Management/Organisational Behaviour Section (HRM/OB). In 2006 there were 8,15 fte in Management (3.93 in HRM/OB, 4.22 in ISM) and in 2005 3,73 fte (0.17 in HRM/OB and 3,56 in ISM). These totals (all including Ph.D. students) are in the overall figures for ABS, but not reported separately.
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, reflecting efforts put in. This year as well staff members have done their best this year in submitting proposals as well (see box 2 in section 3.1). For the coming years, at least two additional positions will be funded from second-flow funding because both a post-doc and Ph.D. grant proposal have been approved by NWO in the first half of 2008.

As Table 1 does not include externally-funded Ph.D. students, table 2 gives a detailed overview of the 2007 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 finance and strategy & marketing areas showing successful diversification of sources of funding away from the first flow (with slightly over 25% from second and third flows), followed by HRM/OB. It must be noted though that for HRM/OB external funding involved two one-year positions which ended in September 2007. The information management programme includes one Ph.D. student funded from external sources – however, as this person does not have a formal UvA appointment, this cannot be counted in the same way. Overall, external sources accounted for 19% of total in 2007; in 2002, the first year of the business school’s existence, this was 9% - in view of the large growth we have experienced since the increase in absolute amounts has been rather impressive.

<table>
<thead>
<tr>
<th>Funding 2007 (programme/funding stream)</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>92%</td>
<td>0%</td>
<td>8%</td>
<td>100%</td>
</tr>
<tr>
<td>Corporate Finance &amp; Financial Systems</td>
<td>74%</td>
<td>5%</td>
<td>21%</td>
<td>100%</td>
</tr>
<tr>
<td>Information Management</td>
<td>100%</td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Strategy &amp; Marketing</td>
<td>73%</td>
<td>15%</td>
<td>12%</td>
<td>100%</td>
</tr>
<tr>
<td>Human Resource Management / Organisational Behaviour</td>
<td>80%</td>
<td>0%</td>
<td>20%</td>
<td>100%</td>
</tr>
<tr>
<td>ABS programmes Total</td>
<td>81%</td>
<td>4%</td>
<td>15%</td>
<td>100%</td>
</tr>
</tbody>
</table>

It should be noted that the number of first-flow Ph.D. positions in the field of business has traditionally been very low due to funding limitations at the Faculty level (only 13 in total were assigned to ABS, which meant around 3 Ph.D. students per year cohort). Also in view of teaching demands and the overall lack of research-oriented staff with a Ph.D. degree, the decision was made to first focus investments on strengthening more senior capacity, as this is necessary to have the proper ability to adequately supervise Ph.D. students (and create a Ph.D. programme in the future). Only in the past two years, some more Ph.D. students were appointed, including five from external funding.

### 2.2 Resources and facilities

On the basis of the research time allowances made by the ABS-R1 (and the FEB’s other research institute RESAM) in 2002, the FEB allocates funds to the two institutes, which are, in the case of the ABS-R1, subsequently channelled to the sections where the researchers are formally located. In the course of 2003, a start was made to split the budgets for both research institutes. However, this division was and is based on a historical situation in which the ABS had very little researchers and much more teaching activities than economics and econometrics; thus leading to an allocation of research funding of only one third of total. Although the imbalance has been redressed to a considerable extent in staff terms as a result of the appointment of business researchers, it has not yet been the case regarding the budgetary situation (allocation of research funding). Temporary extra funding from the University Board has, however, helped the FEB to bridge the extra period under the old allocation system. In 2008 we are supposed to move to another budget allocation system that redresses existing unbalances to enable a sustained and fair funding of the ABS as well.
Since the major expenditure for a research institute is allocating research time to individual researchers, the number of research faculty within the sections largely determines the size of budget. The total budget of the research institute in 2007 was approximately €2.5 million of which €1.7 million was used for research time allocation, €520K for Ph.D. students and the remainder, a little less than 10% (see table 3), was used for non-staff costs such as Ph.D education, and research allowances (for e.g. conference visits) particularly for those staff members with a 0.5 fte research time allocation and a Ph.D. As to facilities for Ph.D. students, this either goes via the Tinbergen Institute (particularly for Ph.D. students in the finance area) or, for the others, directly via ABS-RI.

### Table 3: Expenditures

<table>
<thead>
<tr>
<th>Expenditures (personnel and non-personnel costs)</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
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<tbody>
<tr>
<td>Personnel costs</td>
<td>93%</td>
<td>91%</td>
<td>94%</td>
<td>91%</td>
</tr>
<tr>
<td>Other costs</td>
<td>7%</td>
<td>9%</td>
<td>6%</td>
<td>9%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Facilities like computers, software and the library are provided centrally (university, faculty). Generally sufficient support is provided and where needed the ABS or individual researchers generate funds to buy software or data that meet specific needs. As there was a gap to be filled, a decision for a generic, necessary investment in data by ABS, together with the UvA library, was made (WRDS, Compustat among others; realised in 2008).
3. OUTPUT: ACTIVITIES AND RESULTS

3.1 Evaluating activities and collaboration

Important activities for research in general have again been recruitment rounds, in which we have put much time and effort. In 2007, this has resulted in appointments of assistant/associate professors in marketing, strategy, accounting and information management. In accounting, finance and management, several appointments have been made at the Ph.D. level as well. Most of these new staff members are non-Dutch and will contribute to the further internationalisation of ABS. All this has been very important as a further stimulus for our research culture and output (see also parts 3.2 and 3.3).

In 2007, many seminars have taken place again at ABS, usually organised by different research groups and programmes, frequently with prominent (international) guests – these are too numerous to list here. The ABS Ph.D. seminars also continued in 2007 (for an overview of these presentations, see box 1). The objective is to create a Ph.D. programme/research masters in business in the coming years, for which some initial explorations have been made in the past year.

Box 1: Business School Ph.D. seminars 2007

The following Ph.D. presentations were given this year in the series that was organised by Jonatan Pinkse (Spring) Niamh O’Sullivan (Fall)

26 April
Niamh O’Sullivan: Social Accountability and the Finance Sector
Joris Ebbers: Organizations or Networks - Latency and Continuity in Project-Based Film Production

21 June
Anna Snel: The values of experience.
Mark van der Veen: The greening of new product development. The integration of R&D, marketing and environmental management.

18 October
Victor Maas: Management accountants' engagement in the creation of budgetary slack: experimental evidence of the interactive effect of function design, social pressure and Machiavellianism.
Sanjay Bissessur: Timely Loss Recognition Using Accruals For Profit And Loss Firms.

13 December

Research funding applications are presented in Box 2. As already noted in 2.1, there has been quite some activity and success in 2007, for both smaller and larger grant in both second and third stream funding.

Box 2: Apptlications for external funding (2nd and 3rd stream) in 2007

Boxes 3 and 4 give two examples of research projects (from respectively the accounting and strategy & marketing programmes) that involve external funding and that combine academic and societal relevance.

**Box 3: Insider trading and corporate governance**

Allan Hodgson initially received a Large Australian Council grant to establish a research database on global insider trading. The project is undertaking research on the impact of corporate governance and asymmetric information on the predictability of future earnings, excess stock returns, financial analyst forecasts and the ability of insiders to earn current excess returns and to disseminate information to markets. Allan is currently member of the Accounting research programme of the ABS and is Visiting Research Professor at the Centre for Advanced Studies in Finance (CASIF) at Leeds University. Both groups have access to insider trading data for up to 30 years in the US and UK and from many countries in Europe, Asia and Australasia.

**What is the objective of the project?**

There is intense debate on the whether inside trading should be allowed under legal contraints or be banned. The economics literature takes the view that insider trading reduces information asymmetry from both publicly and privately known information and thus timely reporting constitutes an externality to security markets. The legal literature takes the view that trading by insiders constitutes a theft of information. The result is that there are some empirical ‘puzzles’ about information and returns. This research project aims at integrating the insights from the accounting, finance, law and the management literatures to determine the global extent of insider trading and the specific information traded.

**What kind of puzzles are there?**

The first puzzle is to determine the information content of trading. Does it reverse or accentuate previous trends, what sort of firms does it mainly occur in, do different country legal and accounting reporting environments constrain returns, does trading enhance the predictability of future economic variables and how does it affect liquidity and trading spreads.
How are you going to explain them?

We examine and compare several identified events and asymmetric information attributes in a global context and examine their economic impact including: intangibles (marketing, R&D, capital expenditures), the introduction of IFRS, derivative trading, accounting accruals, country specific legal and accounting environments, firm specific corporate governance, and accounting impairments. The research network currently includes researchers in Australia, New Zealand, Finland, Thailand, Germany, Spain, the UK and the US.

Box 4: PhD defense Fabienne Fortanier on Multinational Enterprises, Institutions and Sustainable Development

On February 21st (2008), Fabienne Fortanier defended her Ph.D. thesis on “Multinational Enterprises, Institutions and Sustainable Development” in the Aula of the University of Amsterdam. Her research was supervised by Professor Ans Kolk.

Can you give a short summary of the research presented in your thesis?

My key interest was to study the consequences of economic globalization for sustainable development. Economic globalization – or increases in international trade and international investment flows – is primarily driven by the way in which a relatively small number of large multinational firms structure their international activities. Therefore, understanding the strategies and characteristics of these multinational firms is vital in analyzing their development impact. However, existing research barely touches upon such so-called firm heterogeneity. But I found that it indeed mattered, for example, from which country a multinational firm originates, or what its size or sector of activity is, for its impact on sustainable development.

Sustainable development is a broad concept; what exactly do you mean by it?

Sustainable development is generally defined as providing for the needs of the present generation, without compromising the ability of future generations to meet their needs. So it entails not only economic growth, but also takes the natural environment into account, as well as social justice and distribution effects. In my thesis, I focused mostly on the economic and social effects (the latter in the form of employment, wages and labour conditions). But one of my six empirical studies also addressed MNEs strategies with respect to the environment.

What are your plans for future research?

I am currently an assistant professor at the ABS. During my PhD, I have been involved in various externally funded research projects that have enabled me to do more research on the host country consequences of foreign investments in the coming years. I will work in particular on the employment consequences of international MNE activity, working in collaboration with the Wage Indicator Foundation (see www.wageindicator.org). We have a lot of information on wages and working conditions of employees in several developing countries, as well as on the multinational firms (if any) for which they work. I am really looking forward to using those data to tease out to what extent and in what way multinational firms affect various dimensions of employment, and to see how these effects may differ according to firm-specific characteristics and strategies.

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 2007. Below we will include some other indicators, especially the judgement of Equis, the European Quality Improvement System of the EFMD (the European Foundation for Management Development).

Early 2007, ABS received the Equis accreditation, for which the assessment of our research quality was an important component in view of our overall objectives and mission. The progress made by ABS in terms of research has been clearly acknowledged by Equis, and was explicitly mentioned and reflected in the scores given in the report that accompanied the accreditation which we obtained (the visit of the panel took place in November 2006). The scores given for ‘quality of research output’, as well as for the research indicators ‘clear policy’ and ‘distinctive expertise’ were all ‘above standard’, which Equis
defines as “the institution demonstrates outstanding quality, well above the level required to satisfy the EQUIS standard in this area, where it can be considered a model of excellence”. In the report itself Equis noted about research that “In summary, the research management, culture, activity and output at ABS are a clear highlight. The School has a strong research culture and a well developed understanding of the significance and importance of research to a vibrant and intellectual business school” and “Research output generally across the ABS has showed signs of continued improvement. The shifting focus to international refereed journals is obvious, and the ABS experienced a strong increase in the number of these publications in 2005. Thus, the ABS is making significant progress in improving the quantity of quality publications”.

What Equis assessed on the basis of the situation late November 2006 has been continued. In addition to the output (see 3.3.), another sign of academic reputation is staff members’ activities as (associate) editors and editorial board members of international refereed journals (see box 5). 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 5: Board memberships international refereed journals 2007

**Michel Avital**  
Editorial board member *Communications of the AIS, Information and Organization.*

**Arnoud Boot**  

**Ellen Christiaanse**  

**Stijn Claessens**  
Associate editor of the *Journal of Financial Stability*, Editor of the *Journal of Financial Services.*

**Tjalling van der Goot**  
Editorial review board member *International Journal of Accounting.*

**Deanne den Hartog**  

**Allan Hodgson**  

**Toon van der Hoorn**  
Member Editorial advisory board journal *Transportation.*

**Frank de Jong**  

**Ans Kolk**  

**Rik Maes**  
Member editorial board *Information Research, Journal of Strategic Information Systems.*

**Joe McCahery**  

**Brendan O’Dwyer**  
There are other examples such as best paper awards, of which box 6 gives an example.

**Box 6.: ICIS 2007 Best Paper Award for information management paper**

Ard Huizing, Wim Bouman, René Jansen, Tim Hoogenboom, Mark Schoondorp and Bolke de Bruin of the Amsterdam Business School have won the Best Paper Award of the 2007 International Conference on Information Systems, the most prestigious conference in the field of information systems and management.

**What is the paper about?**
The paper addresses the new Internet phenomenon of social software services that facilitate social human interaction in large, long-lived and heterogeneous groups. Think for instance of Flickr.com where millions of people share photos and movies. From a management and organizing perspective the interesting part is that new forms of organization emerge on the basis of voluntary participation of members. Traditional institutional power relations are lacking. The question is how such new forms of organization can be properly designed and managed.

**What is the paper's contribution?**
The paper introduces the concept of sociality to better understand if and to what degree social software services can enable and host social behavior among people. Based on the premise that sociality cannot be designed, but only designed for, we have also developed a design framework that supersedes common design approaches focusing on system's functionality.

**What did the jury say?**
According to the jury the paper is "extremely well written, with a poetic writing style, thought provoking, and a real contribution to the field". In particular the jury appreciated the emphasis put on the social aspects of designing software.

### 3.3 Overview of the 2007 output

The aggregated numbers of ABS publications in 2007 are shown in table 3. Like 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. In addition, since ABS has published its new list of journals in 2007, from this year onwards these categories are also reported.

Overall, there is a large increase, with total publications doubling since 2004. 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, when we did not exist yet, the number of international refereed journal publications was 16). Compared to 2004, the earliest year included in this report, the number of international refereed articles has almost doubled (it is more than 3.5 times higher than in 2001), which is clearly a result of the steps taken, most notably the increase in research staff and higher productivity overall of existing staff. If we would compare 2007 numbers of A and B publications to 2005/2006 using the same list, we see a steady increase: from 32 in 2005 to 35 in 2006 and 44 in 2007). The emphasis on international journal
publications seems to have affected those in Dutch journals, but not as far as professional publications are concerned – these have doubled as well since 2004.

Table 4: Aggregated results

<table>
<thead>
<tr>
<th>TOTAL</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Academic publications in international refereed journals</td>
<td>29</td>
<td>55</td>
<td>57</td>
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<tr>
<td>A</td>
<td></td>
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</tr>
<tr>
<td>B</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>in Dutch refereed journals</td>
<td>15</td>
<td>28</td>
<td>18</td>
<td>14</td>
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<tr>
<td>in other international journals</td>
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<td>3</td>
<td>7</td>
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<td>in other Dutch journals</td>
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<td>chapters in books (Dutch)</td>
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<td>Dutch</td>
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<tr>
<td>3) Ph.D. theses</td>
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<td>4) Professional publications</td>
<td>18</td>
<td>21</td>
<td>30</td>
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<tr>
<td>Total</td>
<td>114</td>
<td>171</td>
<td>187</td>
<td>225</td>
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</tbody>
</table>

It should be noted that 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) can be reaped already. To give some indication of what can be expected in future years in terms of international journal publications, we have also included, in box 7, main forthcoming (accepted) publications in A journals that we are aware of. This is namely also output related to the steps taken in the past few years. The box underlines Equis’ judgement that the quantity of quality publications has increased, with 19 forthcoming A journal publications (A publications of staff leaving next year have not been counted). This trend applies not only to finance, which has traditionally been a very strong area, but some highly-ranked journal publications can also be seen in particularly marketing, strategy and organisation.

Box 7: Forthcoming A publications ABS


As to the number of Ph.D. theses defended, this has been limited, also in 2007, but this is a function of the limited investments in previous years (also before the creation of ABS and in its early years) in Ph.D. positions (see section 2.1 where this has been explained). While current numbers are still not high due to funding limitations, they should grow in the coming years (particularly once we will be able to start a Ph.D. programme or research master that can attract international students as well).

More details of our activities and results, including the full publication lists, can be found in the next chapters, in part B.
4. ACCOUNTING

Programme directors: Proved. B. O’Dwyer
Starting date: January 1, 2000
Department: Business Studies
JEL classification: M: Accounting; Business Administration and Business Economics
METIS-code: uva/fee/bs/aos/prog
Website: www.abs.uva.nl/accounting
VSNU scores 2002: Quality: 3, Productivity: 3, Relevance: 4, Viability: 3

4.1 Programme overview

This research programme focuses on accounting in the broadest sense. It brings together researchers who are committed to publishing in the leading international refereed journals in their field, and thus contribute to international academic debates. In addition, research themes are not only addressed for their theoretical, but also for their societal importance, thus helping to provide guidelines for accounting and management practice and policymaking where possible and appropriate. As a whole the research programme is distinctly multidisciplinary in nature, adopting theoretical perspectives from different disciplines, and using various research methodologies and methods.

A number of researchers focus on examining issues of accounting and accountability in a number of different organizational contexts. Researchers here embrace interdisciplinary perspectives and qualitative methodologies and methods. These researchers are actively engaged in research examining corporate and non-governmental organization (NGO) accounting and accountability; social and ethical accounting and reporting; sustainability reporting assurance practice; theoretical; financial sector legitimation and accountability processes; corporate stakeholder engagement; and professional accounting disciplinary procedures.

Researchers in the area of management accounting are examining customer profitability analysis (using cost price information to value customer relationships, and evaluate the return on marketing decisions); the role of the management accountant and the design of the management accounting function in organizations; the design of incentive and rewards systems; the role of social incentives, fairness considerations and ethics in performance measurement and performance evaluation and the role of personality characteristics and cognitive biases in economic decision-making processes.

A number of researchers also focus on empirically assessing the impact of financial accounting on financial decision making and the impact of financial decisions on financial accounting. 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, financial management and governance. Recent popular research subjects include insider trading; pricing and governance issues related to IPOs; returns, earnings and market efficiency; accounting valuation models such as the residual income model; event studies and long horizon association studies following accounting events; and accounting data and financial analysts and qualitative management forecasts.
4.2 Input: research staff

Table 5: Input: research staff Accounting

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<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<th>Total 2005</th>
<th>Total 2006</th>
<th>Total 2007</th>
<th>Funding</th>
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</table>

Total 1st flow of funds          4,58  5,39  5,79
Total 2nd flow of funds          0,00  0,00  0,00
Total 3rd flow of funds          0,00  0,00  0,51
Total 1st f.o.f. excl. Ph.D.'s   3,78  4,00  4,61
Total all flows of funds         4,58  5,39  6,30
Ph.D. students                   0,80  1,39  1,69

4.3 Output: Evaluation and results

4.3.1 Evaluation of 2007 results by programme director

2007 has seen a continuation in the recent research achievements in the section. While the academic output of the group in terms of quantity has stabilised, a wider range of staff are now publishing in leading international journals and the long list of forthcoming publications indicates how recent investments in new research staff are beginning to bear fruit. Furthermore, the research pipelines of assistant professors appointed in the past two years are highly impressive and bode well for the future success of the programme. PhD students who joined the programme on a full time and part time basis in 2005 are also progressing very well and three more PhD students will be appointed in the programme in 2008. The research seminar series established in 2005-2006 continues to attract leading international and national academics in the various sub-disciplines of accounting. Our new appointments should also help us to further position ourselves as a leading academic accounting research department in the Dutch and international contexts.
4.3.2 Overview of results

Key publications of the programme

Table 6: Publications in numbers: Accounting

<table>
<thead>
<tr>
<th>Accounting</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Academic publications in international refereed journals</td>
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<td>13</td>
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</tr>
<tr>
<td>A</td>
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<tr>
<td>B</td>
<td>6</td>
<td>7</td>
<td>5</td>
<td>4</td>
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<tr>
<td>in Dutch refereed journals</td>
<td>1</td>
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<td>2</td>
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<tr>
<td>in other international journals</td>
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<td>in other Dutch journals</td>
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<td>papers in proceedings</td>
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<td></td>
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<td>chapters in books (international)</td>
<td>6</td>
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<tr>
<td>chapters in books (Dutch)</td>
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<td>2) Monographs</td>
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<td>3) Ph.D. theses</td>
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<td>4) Professional publications</td>
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</table>

LIST OF PUBLICATIONS

**Forthcoming international publications**
Articles in international refereed journals

Articles in Dutch refereed journals

Papers in proceedings

Chapters in books (international)

**Chapters in books (Dutch)**


**Monographs (International)**

**Monographs (Dutch)**


**Dissertations**

**Working- and discussion papers**


Goot, L.R.T. van der & Giersbergen, N. van (2007). Look Who is Talking Now, Analyst Recommendations and Internet IPOs.

Goot, L.R.T. van der (2007). Is it Timing of the Date, of the News or is it Backdating of Option Grants.


**Professional publications**


**Popular publications**


**Other results and activities**

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


Maas, V.S. (2007). Paper presentation at AAA MAS midyear meeting, Fort Worth TX, USA.


Other lectures on research


Organisational contributions to conferences, workshops and seminars

O’Dwyer, B. (2007). Member of the Scientific Committee of the European Accounting Association annual conference.

O’Dwyer, B. (2007). Member of the International Editorial Board of the Asia Pacific Interdisciplinary Perspectives (APIRA) on Accounting conference, Auckland, New Zealand.


Participation in academic networks & fellowships


O’Sullivan, N. (2007-). Member Centre for Social and Environmental Accounting Research (CSEAR), St. Andrews University, Scotland.


**Volume-editorship**

**Member editorial board/editor international refereed journals**
Goot, L.R.T. van der (2007). Member of the Editorial Review Board of the *International Journal of Accounting*.
O’Dwyer, B. (2007). Associate Editor of *Accounting, Auditing and Accountability Journal*.
Wallage, P. (2007). Member of Editorial Board of *Current Issues in Auditing, American Accounting Association (AAA)*.

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

**Referee activities**
Membership of academic committees (including Ph.D. committees outside the FEB)
Goot, L.R.T. van der (2007). Member of the Program Committee of the European Finance Association and the Southern Finance Association.
O’Dwyer, B. (2007). External examiner - PhD in Accounting, David Bevan (Kings College, University of London; Supervisor: Prof. Dr. Jeffrey Unerman).
Wallage, P. (2007, December 21). Member of Ph.D committee of M. Hage, A stakeholders concern: Towards an economic theory on stakeholder governance, Erasmus University, Rotterdam.
Wallage, P. (2007). Member of Ph.D committee of L. Paape, Erasmus University, Rotterdam.

Research contributions in the media

Prizes and honours
O’Dwyer, B. (2007). Winner of the Emerald Publisher’s 2006 Outstanding Special Issue Award for a co-edited special issue (with Unerman, J.) of Accounting, Auditing & Accountability Journal on NGO Accountability. This award acknowledged the most outstanding special issue across all of Emerald’s 180 academic journals in 2006.

2nd and 3rd stream funding

Various activities
Goot, L.R.T. van der (2007). Chairman of the Ondernemingsraad (Workers council) of the Faculteit Economie en Bedrijfskunde, University of Amsterdam, since 2006.
Langendijk, H.P.A.J. (2007). Member of the Board of the Limperg research institute.
5. Corporate Finance & Financial Systems

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

5.1 Programme overview

Corporate and international finance
The degree and form of external finance varies greatly among corporations and across countries. Modern corporate finance recognizes that agency and informational problems create substantial frictions to raise funding, and may distort corporate choices. Potential conflicts exist between management and external providers of funds, as well as between investors and other stakeholders (Boot and Thakor, 2007). Institutions which support contractual solutions to these conflicts are central in explaining the structure of financial markets and institutions. They lead to different configurations of roles of banks, private investors and market investors which shape corporate choice.

The research programme gives considerable attention to structural issues in financial systems, assessing both empirically and theoretical the foundations of the process of financial allocation in developed and developing countries (Claessens and Laeven, 2003; Haber and Perotti, 2008). The law and finance approach (LaPorta et al, 1997, 1998) has trail blazed a broad framework for studying comparative features of investor protection, financial competition and regulation. The novel field of political economy of finance offers promise to complement this approach and explains its temporal evolution (Pagano and Volpin, 2003; Perotti and von Thadden, 2006).

Novel, specialized intermediaries emerge in response to novel needs in a modern economy. The initial financing of entrepreneurs represents an intriguing example. Entrepreneurial activity requires seed funding and venture capital support at a time when a critical ingredient of any financing, information, cannot be assessed by conventional intermediaries (Hellmann, 1993; Repullo and Suarez, 1998; Perotti and Biais, 2004). The importance of contractual solutions to this problem cannot be overemphasized, especially in a European context of limited entrepreneurial activity.

Asset pricing and financial markets
The research program embraces broad issues in asset pricing and the management of financial long term risks, both for financial institutions and for corporations. Research in this area focuses both on classic issues such as testing asset pricing models and financial portfolio choice, and on new topics such as private equity funds and credit derivatives. For example, important contributions have been made to the literature on credit risk of corporate bonds and credit derivatives. Driessen (2005) and Cremers, Driessen and Maenhout (2007) study the puzzlingly high level of credit spreads on corporate bonds. Other important directions of research are international investments (Chaeib and Errunza, 2007) and the measurement of the performance of private equity investments (Phalippou and Gottschalg, 2008). Here as elsewhere the asset pricing research agenda links with the corporate and international finance areas of the program. Integration of these approaches is part of the strength of this research program.
5.2 Input research staff

Table 7: research staff Corporate Finance & Financial Systems

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Function</th>
<th>Total 2005</th>
<th>Total 2006</th>
<th>Total 2007</th>
<th>Funding</th>
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</table>

Total 1st flow of funds 7,67 7,27 7,57
Total 2nd flow of funds 0,79 0,80 0,50
Total 3rd flow of funds 0,86 1,50 2,10
Total 1st f.o.f. excl. Ph.D.'s 3,77 4,92 4,77
Total all flows of funds 9,32 9,57 10,17
Ph.D. students 4,30 3,35 4,40
5.3 Output, Evaluation and Results

5.3.1 Programme evaluation by programme director

The Finance Group at the UvA has by now fully emerged as one of the most prominent research oriented finance groups in Europe. Both senior and junior faculty continue to show a high rate of success in top finance and economics journals, with four articles in the Journal of Finance, four in the Journal of Financial Economics, four in the Review of Financial Studies, one in the Journal of Econometrics, the Economic Journal, and one in the Journal of Political Economy forthcoming or published in the last three years.

In corporate finance, governance and banking, the programme produces original theoretical work at the highest level (Arping, Boot, Perotti). The research group has in recent years dramatically increased its profile in empirical analysis (Claessens, Lopez de Silanes, Iyer, Sautner, Schwienbacher). A particularly strong strand of the research profile is in comparative corporate governance, financial development and political economy (Perotti, Claessens, Lopez de Silanes). In this area the program belongs to the very top of international research, with some of the best published and most cited contributions in the area in the last few years, summarized in two important review articles forthcoming in the Journal of Economic Literature.

Empirical asset pricing and risk management (Beber, Chaieb, Driessen, Phalippou), is growing steadily in breadth and quality of output thanks to excellent recent hires, which is reflected by 4 publications in top journals in the last 3 years and joint research with co-authors from internationally renowned universities. Researchers work on asset and option pricing, behavioral finance, private equity and real estate finance. A large NETSPAR grant ensures further growth in faculty positions for this area.

The group has grown considerably (six new faculty members, active in banking, real estate finance, asset pricing and behavioral finance, have joined in the last three year). After interviewing over 20 job applicants at the AEA-AFA meetings in New Orleans in January 2008, the group hired three new faculty members, Alessandro Beber (associate professor), Daniela Fabbri (assistant professor) and Enrique Schroth (assistant professor); all come from the University of Lausanne and have significant publication records).

PhD graduates from the group continue to excel in their placement. In the last two years, graduates have taken positions at NYU Stern, the World Bank, the Bank of England and the Federal Reserve Bank. Two more PhD students are expected to graduate in 2008-2009, while three new students have recently joined the department. In total, fourteen nationalities are represented in the group.

5.3.2 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. It counts four Fellows in Finance at CEPR, the most prestigious European research network and two active NBER finance program participants. Researchers have co-authors at Harvard, MIT, Yale, LBS, INSEAD, NYU, Toulouse, Stanford and Chicago.

The group maintains a top seminar series, with usually two seminars a week. Researchers in the group also organize a large number of international conferences (seven in the last two years alone, jointly with academics from Wharton, Chicago, Harvard, Washington and MIT). In addition, In the last two years we have hosted the following researchers for longer-term visits: In the last two years we have hosted Daniel Paravisini (Columbia), Veronica Rappoport (Columbia), Ray Fisman (Columbia), Philippe Aghion (Harvard), Thomas Hellmann (UBC), Luc Laeven (World Bank), Katharina Pistor (Columbia Law School), Steve Haber (Stanford), Bruno Biais (Toulouse), Stijn Claessens (World Bank), Ron Kaniel (Duke University), Atif Mian (University of Chicago), Martijn Cremers (Yale University), Bob Gibbons (MIT).

Three new research grants have been received in recent years, two from the EC and one from NETSPAR, for a value of 1.5 million euro.
5.3.3 Explicit indicators of societal impact (other than that already mentioned in the list of publications/activities)

The department ranks second in Europe in terms of publications in top finance and economics journals according to a recent independent study (Keloharju, Matti, “What’s New in Finance?”, 2007, Available at SSRN). Faculty members of the research program contributed overwhelmingly to the top ranking granted by SSRN 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 is the most frequently downloaded finance department outside the US. Senior researchers (Lopez de Silanes, Perotti, Boot) have an extensive role as policy advisors for national and international institutions. Prof. Enrico Perotti has been nominated to the Council of the European Economic Association.

5.3.4 Overview of results

**Key publications**


**Table 8: Publications in numbers: Corporate Finance & Financial Systems**

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<td>1) Academic publications in international refereed journals</td>
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<tr>
<td></td>
<td>B</td>
<td>9</td>
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<td></td>
</tr>
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<td>in Dutch refereed journals</td>
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<td>3</td>
<td>4</td>
<td>5</td>
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<td>4</td>
<td>3</td>
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<tr>
<td>papers in proceedings</td>
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<tr>
<td>chapters in international books</td>
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<td>10</td>
<td>11</td>
<td>5</td>
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<td>chapters in books (Dutch)</td>
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<td>2) Monographs International</td>
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<td>2</td>
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<td>Dutch</td>
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<tr>
<td>3) Ph.D. theses</td>
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<td>4) Professional publications</td>
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<td>5</td>
<td>11</td>
<td>10</td>
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</table>

**LIST OF PUBLICATIONS**

*Forthcoming international publications*


Schwienbacher, A. (2007). Innovation and Venture Capital Exits. Accepted for publication at *Economic Journal*.

**Articles in international refereed journals**


Articles in Dutch refereed journals


Chapters in books (international)


Chapters in books (Dutch)


**Monographs (International)**


**Monographs (Dutch)**


**Dissertations**


**Professional publications**


Boot, A.W.A. (2007, June 11). De bank wist dat ze te veel was verwaterd, Het Financieel Dagblad, p.7.


**Working papers**


**Discussion papers**


**Popular publications**


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


Boot, A.W.A. (2007, 5-8 July), Competition and Entry in Banking, Conference on Bank Competition, Banco de Portugal, Porto, Portugal.


Claessens, C.A.M.F. (2007). Queens University Conference, presenter


Claessens, C.A.M.F. (2007). Discussant at World Bank access to financial services conference


Driessen, J. (2007). Discussion at ASAP Asset Pricing Conference, Imperial College London.

Driessen, J. (2007). Discussion at Hedge Fund Conference, Imperial College London.


Lopez de Silanes, F. (2007, May). Key Note Speaker: Law, Institutions, and Development, Brazil’s Supreme Court, Brasilia, Brazil.

Lopez de Silanes, F. (2007, May). Key Note Speaker: Reforming Regulation, Brazil’s Senate, Brasilia, Brazil.


**Other lectures on research**


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

Claessens, C.A.M.F. (2007). Key note Speaker at Brazil Bankers Association
Schwienbacher, A. (2007). Member of the Programme Committee (Co-Chair) for the 2007 Annual European Finance Association (EFA) meeting (2007), held in Ljubljana (Slovenia)

**Participation in academic networks & fellowships**
Boot, A.W.A. (2007). Fellow, Davidson Institute, University of Michigan.
Claessens, C.A.M.F. (2007). 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
Lopez de Silanes, F. (2007). Faculty Research Fellow, Financial and International Markets, Tinbergen Institute, Netherlands.
Lopez de Silanes, F. (2006-). Board Member, Academic Advisory Board, Corporate Governance Center, Hebrew University, Jerusalem, Israel.
Lopez de Silanes, F. (2006-). Fellow, Amsterdam Center for Law & Economics, Universiteit van Amsterdam.
Lopez de Silanes, F. (2005). Board Member, Academic Advisory Board, The Fraser Institute, Canada.
Lopez de Silanes, F. (1996-). Faculty Research Fellow and Research Associate, National Bureau of Economic Research, Cambridge, MA.
Schwienbacher, A. (2007). Coordinator of the RICAFE-2 EU program (STREP Grant; Contract Number: 028942 – RICAFE2) for the University of Amsterdam node (2006-2009).

Volume-editorship

Member editorial board/editor international refereed journals
McCahery, J. (2001-). Editorial Board member and International Board member The Yearbook of European Environmental Law.

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


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


McCahery, J.A. (2007). PhD Committee, How Chinese are Entrepreneurial, Marleen Dielman (June 2007); Leiden University School of Business.


Schwienbacher, A. (2007). PhD Examination Committee of Sofia Johan, Univ. Tilburg
Schwienbacher, A. (2007). PhD Examination Committee of Gael Imad’Eddine, Univ. Lille 2

Research contributions in the media

Prizes and honors

2nd and 3rd stream funding (applications/grants)
McCahery, J.A. (2005-). Ministry of Economic Affairs Chair in Corporate Governance.
Schwienbacher, A. RICAFE-2 EU STREP Grant (Contract Number: 028942 – RICAFE2) for the University of Amsterdam node (2006-2009)

Various activities
Boot, A.W.A. (2007). Director, Amsterdam Center for Law & Economics (ACLE).
Boot, A.W.A. (2007). Director, Amsterdam Center for Corporate Finance (ACCF).
Boot, A.W.A. (2007). Member Bank Council (Bankraad), De Nederlandsche Bank.
Boot, A.W.A. (2007). Honorary Professor, University of Ljubljana, Slovenia.
Claessens, C.A.M.F. (2007). Member Board of Millstein Center for Corporate Governance and Performance at Yale University
Lopez de Silanes, F. (2007). Board Member, Academic Advisory Board, The Fraser Institute, Canada, March 2005 to present.
6. **HUMAN RESOURCE MANAGEMENT – ORGANISATIONAL BEHAVIOUR**

*Programme director:* Prof.dr. D.N. den Hartog  
*Starting date:* January 1, 2007 (previously part of the Management Research programme)  
*Department:* Business Studies  
*METIS-code:* uva/fee/bs/hrm/prog  
*Website:* [http://www.abs.uva.nl/hrmob](http://www.abs.uva.nl/hrmob)  
*VSNU scores 2002:* n.a.

### 6.1 Programme overview

Employees are central to the success of organizations. How to manage the employment relationship such both high levels of employee performance and high levels of employee wellbeing are achieved, is therefore a challenge for organizations around the globe.

When firms become aware of the key importance of their employees, HRM is often given an increasingly strategic role or place in the firm. 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 take on more such tasks. How do leaders within firms recruit, develop, manage, and inspire the responsible, proactive and engaged employees firms need to meet their goals now and over time? How do firms ensure responsible, innovative, and ethical employee and management behaviour at all levels? This crucial role of both employees and their leaders within firms is a core area of the researchers of the human resource management and organizational behavior section.

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 performance and guarding well-being is another important HRM issue studied by researchers of the human resource management and organizational behavior section.

Finally a third area of interest of the researchers in 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 still hold?

The human resource management and organizational behavior section of the ABS is a relatively new research active group aiming to conduct and publish high-quality internationally recognized research in several areas that contribute to our understanding in this broad area. Through their publications in reputable and peer refereed international journals as well as their contributions to international conferences, the researchers of the group aim to contribute to international academic debates. Yet, the applied nature of the field and highly relevant topics under study imply that their work is also of practical and societal relevance.

The research topics include general human resource management issues, employee selection and assessment, employee well-being, commitment, motivation, and emotions, the impact of ethical and charismatic leadership on employees, the consequences of project-based organizing for firms and their employees, how to stimulate proactive and innovative employee behaviour in firm, the role of time in organizations as well as cross-cultural issues in OB and HRM, such as expatriate management and leadership across cultures. The research undertaken by the group is multidisciplinary in nature and the methods used are diverse. They include both qualitative and quantitative methods. Our objectives for the coming years include further improving and expanding our research and publications in high level outlets, and strengthening our international ties.
6.2 Input: research staff

Table 9: Input research staff Human Resource Management/Organizational Behaviour

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<th>Total 2005</th>
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<th>Total 2007</th>
<th>Funding</th>
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<td>ud</td>
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<td>postdoc</td>
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<td>ud</td>
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<td>Schinkel, S.</td>
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<tr>
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Total 1st flow of funds 0,17 3,19 4,90
Total 2nd flow of funds 0,00 0,00 0,00
Total 3rd flow of funds 0,00 0,74 1,19
Total 1st f.o.f. excl. Ph.D.'s 0,17 1,84 3,20
Total all flows of funds 0,17 3,93 6,09
Ph.D. students 0,00 1,35 1,70

6.3 Output: Evaluation and Results

6.3.1 Evaluation of 2007 results by programme director

The human resource management and organizational behavior section of the ABS at the UvA is a relatively young, international and highly research active group. Faculty has shown a good rate of success in top journals in the areas of work and organizational psychology, human resource management, leadership and general management. For example, multiple publications are forthcoming or have been published in the last three years in top level journals such as the *Journal of Applied Psychology*, the *Journal of Marketing*, the *Leadership Quarterly*, and the *Journal of Management Studies*. Several faculty members are also members of editorial boards of these and other 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 (Keegan; Den Hartog), Innovation (Anderson), Selection (Anderson) and Sales Management (Belschak). 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 newly hired group members have invested in are starting to lead to high quality publications as well, including the role of time (Van Eerde), proactive employee behaviour (Belschak; Den Hartog), and selection and management of expatriates (Mol).

As the group is new, most members are relatively young and the group as a whole is still relatively small, some more time and research capacity is needed to build the program to its full strength. Some growth is also needed for the program to stabilize. Besides the current senior and junior faculty, there are three PhD candidates at different stages of their projects. All are starting to send out their research papers to high quality journals and conferences. One more PhD student is expected to join the programme in August 2008.
6.3.2 Overview of results

Key publications

Table 10: Publications in numbers: Human Resource Management

<table>
<thead>
<tr>
<th></th>
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<tr>
<td>1) Academic publications in international refereed journals</td>
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<td>in Dutch refereed journals</td>
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<tr>
<td>in other international journals</td>
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<td>in other Dutch journals</td>
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<td>papers in proceedings</td>
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<td>chapters in international books</td>
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<td>chapters in books (Dutch)</td>
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<td>2) Monographs</td>
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<tr>
<td>International</td>
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<tr>
<td>Dutch</td>
<td></td>
</tr>
<tr>
<td>3) Ph.D. theses</td>
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<td></td>
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<tr>
<td>4) Professional publications</td>
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Forthcoming publications
Jacobs, G., Christe-Zeyse, J., Keegan, A. & Polos, L. Reactions to organizational identity threats in times of change: Illustrations from the German Police. Forthcoming in *Corporate Reputation Review*.
Practitioners, Butterworth Heinemann.


Articles in international refereed journals


Articles in Dutch refereed journals

Academic publications in other international journals


Academic publications in other Dutch journals/reports

Papers in proceedings


Books (international)

Chapters in books (international)


Dissertations

**Working- and discussion papers**


Mol, S.T., Born, M.Ph., Hockstra, H.A., & Van der Molen, H.T. Predicting Multidimensional Expatriate Job Performance. (Submitted)

Mol, S.T., Van der Maesen de Sombreff, P., Oostrom, J. A social relations analysis of the predictive validity of the Webcamtest. (Manuscript in preparation)

Schinkel, S., Ryan, A.M., Vianen, A.E.M. van, Dierendonck, D. van & D. Anderson, N., Applicant reactions to rejection: The influence of perceived fairness and attributional style. (submitted for publication)

Schinkel, S., Vianen, A.E.M. van, Dierendonck, D. van, & Anderson, N. Applicant test-taking motivation following rejection feedback: Perceived fairness and attributional style as moderators. (submitted for publication)

Schinkel, S., Vianen, A.E.M. van, & Dierendonck, D. van. Applicant reactions following selection outcomes: Perceived procedural and distributive fairness as moderators. (in preparation)


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


Beeftink, F., Eerde, W. van, & Rutte, C. G. Design work and deadlines: an interview study among architects, Academy of Management Meeting, (Philadelphia)

Beeftink, F., Eerde, W. van, & Rutte, C. G. Organized and creative? A Diary Study among R&D engineers. Presentation at the Technical University of Munich, Kolloquiums zur Motivationsforschung und –praxis, (December, Munich)


Belschak, F., Verbeke, W., & Baggozzi, R. (2007). When Machiavellianism is and is not advantageous for the organization, 67th Conference of the Academy of Management in Philadelphia, (August, USA)


Hartog, D.N. den (2007). Differences in Preferred Leadership Characteristics for Different Age Groups. Paper presented in the ‘Leadership, Trust, Retention: Generational Differences in North America and Europe Symposium’ at the 22nd Annual Society for Industrial and Organizational Psychology (SIOP) conference, (April, New York, USA)


Jacobs, G., Segalla, M., & Belschak, F. (2007). The power of the situation: Methodological considerations for cross-cultural management research, Conference on Crosscultural Life of Social Values, (May, Rotterdam, the Netherlands)


Sylva, H. (2007). Organizer, Workshop quantitative and qualitative field research PHRESH (PhD network HRM field), University of Amsterdam, (March)


**Other lectures on research**


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

Abu Ghazaleh, N. (2007). co-organizer seminar quantitative and qualitative field research PHRESH (PhD network HRM field), University of Amsterdam Business School, the Netherlands.


Kalshoven, K. (2007, 7 March). Organizer, Workshop quantitative and qualitative field research PHRESH (PhD network HRM field), University of Amsterdam, the Netherlands.


**Participation in academic networks & fellowships**

Hartog, D.N. den (2007). Elected member of Royal Holland Society of Sciences and Humanities (Koninklijke Hollandsche Maatschappij der Wetenschappen).

Hartog, D.N. den (2007). Member of the board of directors of the International Association of Applied Psychology.


Hartog, D.N. den (2007). Member of international professional associations such as AoM, IAAP and SIOP.


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

Member editorial board/editor non-refereed and Dutch journals

Referee activities
Hartog D.N. den (2007). Referee for JAP, APIR, JOOP, LQ, EJWOP, etc.

2nd and 3rd stream funding

Various activities
Hartog, D.N. den (2007). Member of board of the NfMD (Netherlands foundation for Management Development.
Hartog, D.N. den (2007). Member of the University of Amsterdam commitee AIEC (Algemene Instellingsgebonden Ethische Commissie).
7. **INFORMATION MANAGEMENT - PRIMAVERA**

**Programme director:** Prof. dr.ir. R.E. Maes  
**Starting date:** January 1, 1998  
**Department:** Business Studies  
**METIS-code:** uva/fee/bs/im/prog  
**Website:** http://primavera.feb.uva.nl  
**VSNU scores 2002:** Quality: 3, Productivity: 3, Relevance: 3, Viability: 2

7.1 **Programme overview**

Information management is the research field investigating the management and use of information and information technology in and between organisations. Traditionally, research in this field has paid (and is still paying) a lot of attention to information technology as such and to the direct business-information technology link, e.g. in terms of strategic alignment (Henderson and Venkatraman, 1993). Recent research, however, indicates that these approaches miss two crucial linking pins for information technology to add value to business and for business to exploit the dematerialisation of economic activity: 1) ‘information and communication’ as intermediary, mediating concepts bridging business and information technology, and 2) ‘architecture and infrastructure’ as similar concepts bridging the strategic and operational levels of organisational attention.

As to ‘information and communication’, it is noticed that the importance of these concepts has recently been augmented by information technology being put at a certain distance of the business (e.g. by outsourcing), as a result of what the organisation of the information ‘demand side’ has become paramount. A further consequence of the growing attention for information and communication is that new, immaterial concepts such as emotion, learning, sense making, knowledge, experience, trust etc. are gaining importance in information management as they do in economic activities in general (Huizing and De Vries, 2007).

With regard to ‘architecture and infrastructure’, it can be said that organisations are increasingly discovering that information management is not exclusively aimed at the support of business strategy, yet at least as much at that of business operations. The volatility of present-day strategy and the conclusion that strategy is only indirectly influencing operations further add to the importance of ‘infrastructure and architecture’ as linking pins, both in a theoretical and a practical sense (Maes and Dedene, 2001; Truijens and De Gouw, 2002; De Vries, 2003).

This research programme is focused on the conceptual and practical development of ‘information and communication’ and ‘architecture and infrastructure’ as the core concepts defining information management. It aims at the rigorous codification and testing of a specific information management language, which is capable of articulating and addressing the traditional gaps between business and information technology as well as between strategy and operations in a novel way. Put differently, the programme participants use a common frame of reference stating that a full comprehension of information management entails that it has to be studied interdependently at the strategic, (infra-) structural and operational level, and from the point of view of business, information/communication and technology, whereby ‘information and communication’ and ‘architecture and infrastructure’ are considered to play pivotal roles.
## 7.2 Input: research staff

### Table 11: Input research staff Information Management

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Function</th>
<th>Total 2005</th>
<th>Total 2006</th>
<th>Total 2007</th>
<th>Funding</th>
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| Total 1st flow of funds | 1,84 | 1,22 | 2,11 |
| Total 2nd flow of funds | 0,00 | 0,00 | 0,00 |
| Total 3rd flow of funds | 0,00 | 0,00 | 0,00 |
| Total 1st f.o.f. excl. Ph.D.’s | 1,84 | 1,22 | 2,11 |
| Total all flows of funds | 1,84 | 1,22 | 2,11 |
| Ph.D. students | 0,00 | 0,00 | 0,00 |

## 7.3 Output: Evaluation and Results

### 7.3.1 Explicit indicators of academic reputation (other than that already mentioned in list of publications/activities)

A paper of Huizing et al. won the 2007 Best Paper Award at the International Conference on Information Systems (ICIS), the most prestigious conference in the information management/information systems academic discipline.

Published by Elsevier Science, Oxford, the first volume of a new book series called Perspectives on Information Management was presented at the First International Conference on Information Management, which was organized by the Information Management section.

### 7.3.2 Explicit indicators of societal impact (other than that already mentioned in the list of publications/activities)

Together with Telematica Institute, the Information Management section will be involved in the creation a Centre for Service Innovation, which will be located in the Amsterdam Business School. This Centre will start its activities in 2008.
7.3.3 Evaluation of 2007 results by programme director

The ambition of PrimaVera is to become a well-established top-level Research Programme in Information Management with considerable business impact, essentially through: (1) international top-level papers, (2) more internal and external synergy through further focusing, (3) producing a substantial number of PhD theses, (4) attracting visiting faculty with international reputation, and (5) further development of existing and new co-operation with research institutes and business partners.

Our research performance in 2007 can be called good to satisfactory. In 2007, two new staff were attracted; another staff member, however, left the business school. The number of forthcoming international publications and the number of papers accepted at international conferences is substantial and growing. In this regard, a paper of Huizing et al. won the 2007 Best Paper Award at the International Conference on Information Systems. The number of articles published in international refereed journals reflects international conferences still being a prime outlet for publication, which is common for the field of information management. Nonetheless, we expect the number of publications in A and B journals to rise in the years ahead. Further programme enhancements are anticipated as a result of attracting Mark de Jong as part-time professor and the creation of the Centre for Service Innovation in our midst that we will erect jointly with the Telematica Institute, The Netherlands. Moreover, two PhD students have finished their study successfully in 2007, whereas several other PhD studies are expected to be completed in the near future. The relationship with visiting professor Bryant was continued, which has resulted in joint articles submitted for publication. Finally, the first volume of a new book series published by Elsevier Science, Oxford was presented at the First International Conference on Information Management. Book series and conference are both initiatives of the Information Management section that are governed by an Editorial Board with internationally renowned researchers and a Board of CEOs/CIOs.

7.3.4 Overview of results

Key publications of the programme

Table 12: Publications in numbers: Information Management

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<th>2006</th>
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<td>3</td>
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<td>B in Dutch refereed journals</td>
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<td>in other international journals</td>
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<td>4) Professional publications</td>
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</table>
LIST OF PUBLICATIONS

**Forthcoming international publications**


**Articles in international refereed journals**


**Articles in Dutch refereed journals**


**Academic publications in other international journals**


**Papers in proceedings**


**Monographs (international)**


**Chapters in books (international)**


Chapters in books (Dutch)


Dissertations


Professional publications


Popular publications


Other results and activities

Working- and discussion papers


Information Management/PrimaVera - Huizing

Primavera working paper 2007-08 Universiteit van Amsterdam.

Contributions to academic conferences, workshops and seminars

Abcouwer, A.W. & Smit, B.J. (2007, December 9-12). The proof of the pudding is in the eating. ICIS International Academy for Information Management Conference, Montreal, Canada.
Vries, E.J. de (2007, September 6-8). Quality Criteria and the Function of Theory in Positivist and Interpretive Case Research. 4th European Consortium for Political Research Conference, Pisa, Italy.

Other lectures on research

Organisational contributions to conferences, workshops and seminars

Participation in academic networks & fellowships
Abcouwer, A.W. (2007). Director in the Board of the Association for Information Systems (AIS), Special Interest group on Education (SigEd).

Volume-editorship

Member editorial board/editor international refereed journals

Member editorial board/editor non-refereed and Dutch journals

Referee activities
Membership of academic committees (including Ph.D. committees outside the FEB)
Maes, R. (2007). Member of the jury of the Prof. dr. Aart Bosman Prijs.

Research contributions in the media

Prizes and honours

2nd and 3rd stream funding
Vinig, T. (2007). SPACE is included in the UvA/VU/HvA/InHolland proposal for by Mirjam van Praag ‘Centers of Entrepreneurship’ tender (SenterNovem / EZ) that was approved. A total of € 6 million for the coming 4 years will be available (on co-financing basis) to all parties involved for education & research programs on entrepreneurship in the Amsterdam area.

Various activities
8. STRATEGY & MARKETING

Programme director: Prof.dr. A. Kolk
Starting date: January 1, 2007 (previously part of the Management Research programme)
Department: Business Studies
METIS-code: uva/fee/bs/ism/prog
Website: http://www.abs.uva.nl/strategyandmarketing
VSNU scores 2002: n.a.

8.1 Programme overview

This research programme focuses on strategy and marketing in the broadest sense, and has as special feature its cross-disciplinary attention for innovative new topics, most notably corporate social responsibility, sustainability and cultural entrepreneurship. The programme views organisations, and managers, as central actors, and it focuses on the actions and interactions of organisations and their internal and external stakeholders. It brings together researchers who aim to publish in international refereed journals of reputable standing, and thus contribute to international academic debates. In addition, research themes are not only addressed for their theoretical, but also for their societal importance, thus helping to provide guidelines for management practice and policymaking where possible and appropriate. As a whole the research programme is distinctly multidisciplinary in nature, adopting theoretical perspectives from different disciplines, and using various research methods that fit the topic at hand.

Our research on strategy studies firms and networks, in relation to competitiveness and innovation, and the business environment broadly defined. The focus of this research is on the development, implementation and coordination of strategies in interaction with national, regional and global institutions, and on the implications of these strategies for firms’ economic, social and environmental impacts and performance. There is a special interest in the influence of non-financial (cultural, ethical, environmental, social) issues on strategies, practices and interactions with stakeholders and shareholders. Current research topics include strategies across borders; internationalisation and economic, social, environmental policies/performance; innovation, strategy and entrepreneurship, with particular attention to cultural industries; the application of evolutionary theory to strategy and organisation; and strategic responses to climate change.

Our research in marketing is, in several ways, linked to the topics studied by the strategy staff members. It focuses on (product) innovation, consumer attitudes and the interactions/relations between customers/clients and organisations, in the broader societal setting considering the boundaries of marketing as well. Current research topics include customer and employee satisfaction in relation to corporate social responsibility/sustainability; social alliances and partnerships; marketing and innovation, with particular attention to cultural industries and new media; entrepreneurial opportunity, new (green) product development, and branding/advertising.
8.2 Input: research staff

Table 13: Input research staff Strategy & Marketing

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<th>Total 2006</th>
<th>Total 2007</th>
<th>Funding</th>
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<td>Barron, O.</td>
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Total 1st flow of funds 3,56 3,55 4,18
Total 2nd flow of funds 0,00 0,67 0,80
Total 3rd flow of funds 0,00 0,00 0,43
Total 1st f.o.f. excl. Ph.D.'s 1,96 2,25 2,75
Total all flows of funds 3,56 4,22 5,41
Ph.D. students 1,60 1,30 1,63

8.3. Output: Evaluation and Results

8.3.1 Evaluation of 2007 results by programme director

This new, emergent research programme, which consists of new staff members and some others who were part of a different programme in the past few years, has kick-started with a substantial number of publications, and an even more impressive number accepted for publication, both in the fields of strategy and marketing. While the articles published this year are mainly B type, amongst those forthcoming are four A journal publications and an international monograph (Routledge), in addition to quite some B journal publications. Programme members have also been active in presenting papers at international conferences, as a healthy sign of work in progress. One paper received a best paper award this year – two other papers, submitted at the end of 2007 to the Academy of Management, will be incorporated into the conference best paper proceedings. Two Ph.D. theses were finished (these will be included in the 2008 report).

Obviously, this emergent programme will need to obtain more body and consolidate in the coming years, but recent appointments, made to match rapidly growing student demand, can be expected to help in this respect. In addition, several joint research projects within the programme are under way or have just started, including joint supervision by marketing and strategy staff of Ph.D. students, which will further cross-fertilisation between the two (sub)fields. Researchers in marketing pay attention to corporate social responsibility, linking up with strategy staff on these issues; while other in both marketing and strategy focus on innovation and entrepreneurship, some with a specific interest in the cultural industries. Partly this has emerged out of the recruitment process, but it also has to do with the existing core of
international standing to which these researchers added. Given that ABS is a late mover in strategy and marketing research, we think that a distinct, somewhat unique profile, fits well, also in the local and international settings.

8.3.2 Explicit indicators of academic reputation (other than that already mentioned in list of publications/activities)

In addition to (forthcoming) publications, programme members have also been active and successful in obtaining external funding, including the Dutch National Science Foundation (NWO). A project for a three-year post-doc position in the field of cultural entrepreneurship, submitted in 2007 by Nachoem Wijnberg, was approved early 2008 – the project will start in 2009. This adds to another ongoing NWO-funded post-doc project on business and climate change, and a part-time four-year post doc position on international business and sustainable development, funded from third-stream funding.

Programme members are also active as reviewers and editorial board members. Ans Kolk has (co)-edited several special issues of international journals. Mark Leenders was asked as member of a special committee for an NWO theme area in early 2008. What is also noteworthy is that his co-authored 2006 article in Marketing Science (listed as one of the key publications) has been identified, also in the beginning of 2008, by Essential Science Indicators as a New Hot Paper in the field of Economics & Business, which means it is one of the most-cited papers in its discipline published during the past two years. The selection is done by Thomson Scientific ScienceWatch®.

Ans Kolk and Jonatan Pinkse participate in an international research network (funded by the German Federal Ministry of Education and Research), together with the Institute for Future Studies and Technology Assessment (Germany), University of Victoria (Canada), Yale University (US), University of Hong Kong, Queen’s University Belfast, Umea University (Sweden) and the European Academy of Business in Society. Another international research project proposal, in relation to transnational climate change governance, submitted in 2007 with participation from Ans Kolk, has been approved and will start in 2008. This will include researchers from several universities in the US, Canada and UK, as well as Sweden and France (funding from The Leverhulme Trust).

8.3.3 Explicit indicators of societal impact (other than that already mentioned in the list of publications/activities)

Programme members serve on boards of several organisations, academic, more practitioner-oriented or somewhere in between those two. The list of output and activities below gives an overview of these memberships. In addition, it can be mentioned that several programme members participate in ECSAD, the Expert Centre for Sustainable Business and Development Cooperation, in which they cooperate with a few other universities/research centers in the Netherlands. ECSAD focuses on (applied) research, training and consultancy on international and local business and its interaction with the public sector and civil society. Societal impact has also been achieved by a research project on the music industry, funded by Buma Stemra, in which Mark Leenders partcipates.

In 2007, Ans Kolk was asked to organise an academic conference as part of the 2008 Amsterdam Global Conference on Sustainability and Transparency, organised by the Global Reporting Initiative. A programme was put together consisting of panel and poster sessions, combining knowledge and participants from both the accounting and management
perspectives. The GRI bi-annual conference attracts over 1,000 participants from business, consulting, policy and society, with high-level prominent speakers from these areas.

8.3.4 Overview of results

Table 14: Publications in numbers: Strategy & Marketing

<table>
<thead>
<tr>
<th>Strategy and Marketing</th>
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<tr>
<td>1) Academic publications in international refereed journals</td>
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<tr>
<td>in Dutch refereed journals</td>
<td>A</td>
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<td>in other international journals</td>
<td>10</td>
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<tr>
<td>in other Dutch journals</td>
<td>B</td>
</tr>
<tr>
<td>papers in proceedings</td>
<td>1</td>
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<tr>
<td>chapters in international books</td>
<td>2</td>
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<tr>
<td>chapters in books (Dutch)</td>
<td>4</td>
</tr>
<tr>
<td>2) Monographs</td>
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<tr>
<td>International</td>
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<tr>
<td>Dutch</td>
<td></td>
</tr>
<tr>
<td>3) Ph.D. theses</td>
<td></td>
</tr>
<tr>
<td>4) Professional publications</td>
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</tr>
</tbody>
</table>

Key publications of the programme


LIST OF PUBLICATIONS

**Forthcoming international publications**


**Articles in international refereed journals**


**Academic publications in other international journals**


**Articles in Dutch refereed journals**


**Academic publications in other Dutch Journals**


**Papers in proceedings**


**Book reviews**


**Chapters in books (international)**


**Professional publications**


**Working- and discussion papers**


**Popular publications**


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


Leenders, M.A.A.M. (2007). Participant during “Knowledge of the Town” on Amsterdam as Creative City and Entrepreneurial Hotspot. A local government meeting with selected academics from UVA, VU, AMC, and VUmc on invitation by J. Cohen.

Leenders, M.A.A.M. (2007). Participant during expert meeting on Cultural Industry, organized by the VandenEnde Foundation and chaired by Prof. N.M. Wijnberg, University of Amsterdam.


**Other lectures on research**

Muller, A. (2007, 6 November). Presentation: Towards an Attention-Based View of Corporate Social Behavior. Erasmus Research Institute of Management seminar, Rotterdam.


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


Muller, A. (2007, 6 November). Chair and co-organiser, ERIM seminar on the Attention Based View in Management.


**Participation in academic networks & fellowships**


Member editorial board/editor international refereed journals
Kolk, A. (2007). Editorial board member Organization & Environment
Kolk, A. (2007). Member international advisory board of the Social and Environmental Accounting Journal

Referee activities

Membership of academic committees (including Ph.D. committees outside the FEB)
Kolk, A. (2007, December 6). Member Ph.D. committee M. van der Veen, Erasmus University.

Research contributions in the media
Leenders, M.A.A.M. (2007). With respect to the publication of Gemser, G., Oostrum, M. van & Leenders, M.A.A.M. (2007), The Impact of Film Reviews on the Box Office Performance of Art-house Versus Mainstream Motion Pictures Journal of Cultural Economics, 31,1, 43-63, Interview and covered in most major and regional newspapers in the Netherlands; several international articles, radio, tv, and Youtube.

Prizes and honours

2nd and 3rd stream funding
Kolk, A. (2007). New democratic practices in a globalizing world. Submitted to NWO (as main applicant, with University of Utrecht) [not granted].
Kolk, A. (2007). Transnational climate change governance. Submitted to Leverhulme Trust (as participent) [granted].
Leenders, M.A.A.M. (2007). Second part of a total of € 120.000 subsidy for two years by Buma Stemra. Title of research: ‘The Music Festival Landscape in the Netherlands’. In cooperation with T. Ter Bogt and K. Zwaan (University of Utrecht) [granted].
Muller, A. Developing Effective Partnerships for Development in Global Value Chains (Phase 3 of a multi-year running project between ECSAD and ICCO). Total project amount: € 85.000,- (UvA share: ca. € 10.000,-). [granted]

Various activities
Dolen, W.M. van (2007). Member of the scientific advisory board of the Netherlands Institute of Marketing.
Muller, A. (2007) Member, Board of Advisers, Marketing Association of Amsterdam (MAA)

Inaugural Lectures
Wijnberg, N.M. (2007) Traditie!, Amsterdam University Press
Next to output by research staff that does not fall within one of the regular research programmes in this chapter publications by staff attached to the executive educational programmes are presented. These researchers provide a valuable link with the business world and they regularly publish on current topics in business for a wider audience.

### Forthcoming international publications


Table 15: Input other research

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<th>Name</th>
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<th>Total 2006</th>
<th>Total 2007</th>
<th>Funding</th>
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Table 16: Publications in numbers: Other Research

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<th>2004</th>
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<th>2006</th>
<th>2007</th>
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Box 8: External PhD candidates ABS

**Boon-Farmer, Mary van der**
*Organisational Behaviour*, promotor: Jacob de Smit, [planned finalisation: 2009]

**Louis Bouchez**

**Rebecca Maughan**
*Social Accounting*, Promotor: Brendan O’Dwyer, [planned finalisation: October 2009]

**Martinus de Haas**
*Up or out. Diversification of professional careers*, co-promotor: Wendelien van Eerde, [planned finalisation: 2011]

**Jasper Lim Hock Nguan**
*The effects of telework on organisation and business travel*, Promotores: Toon van der Hoorn and G. van der Wee, [planned finalisation: 2006]

**Annelies Oosterhoff**
*Analyse van elementen in organisaties*, Promotor: Wessel Ganzevoort, [planned finalisation: end 2007]

**Ksawery Mulinki**
*Essays on supply chain management*, Promotores: Jacob de Smit and Hans Strikwerda, [planned finalisation 2010]

**Tilman Platz**
*The efficient integration of inland waterway shipping into continental intermodal transport chains – Possibilities and Measures*, Promotores: Toon van der Hoorn and Rob van der Heijden, [planned finalisation: March 2008]

**Jacob Rüggeberg**
*Corporate Governance and Business Innovation*, Promotor: Joe McCahery, co-promotor: Maarten Pieter Schinkel, [planned finalisation: 2008]

**Niko Slavnič**
*To be announced*, Promotor: Jacob de Smit and Derk Abell, [planned finalisation 2010]

**Walter Swinkels**
*The Limits and Contributions of Internal Auditing*, promotor: Hans Strikwerda, [planned finalisation: 2008]

**Hedwigh Verbruggen-Letty**
*Authenticiteitsontwikkeling in arbeidsorganisaties*, promotor: Wessel Ganzevoort, [planned finalisation: 2008]

Box 9: The rediscovery of the multidimensional organization by Hans Strikwerda

Hans Strikwerda was commissioned a research project by the Foundation Management Studies in The Hague to research the state of the application of the concept of the business unit organization with Dutch firms, Dutch subsidiaries of foreign headquartered multinational enterprises and non-profit and government institutions.

*What was the aim of the Foundation?*
As the Foundation has as objectives to produce insights and to transfer experiences that further the development of the Dutch economy and its firms and institutions, one of the conditions is that research is carried out empirically with organizations in the Netherlands and amongst others must result in a number of cases that help other organizations to solve their issues. This implies that either through surveys and or through interviews representatives of those organizations need to be involved, for which the Foundation provides access.

*How was the survey set up?*
From a research point of view such an involvement creates a problem. The executives and managers to be interviewed (managers hate surveys) have a strong tendency to answer questions on the basis of their espoused theory, whereas the researcher wants to understand their theory-in-use. A second problem is how to avoid that the horseless-carriage-syndrome blocks the view on new organization forms. For these two reasons it was decided to develop a questionnaire based on economic organization
theory and management control. Basically the core question in the interviews was “On what axis accountability for turnover and profit is defined in your organization.”

What were the results?
This research method/tactics unexpectedly produced unanticipated results. In most cases the answer on the lead-question was one axis or dimension. However, in a number of cases the answer was given in terms of multiple dimensions, in conflict with common wisdom in management books. These cases were not about experiments, but about real public companies, like IBM, Microsoft, Albert Heijn, each of them making money.

However, when discussed with the interviewees the remarkability of their organization they acknowledged that they had no label for their organization with simultaneous accountability for turnover and profits on multiple axis or dimensions. It required some stubborn literature research to discover that the organization form at hand had been discussed earlier in the seventies, as the multidimensional organization.

Does the concept of multidimensional organizations have consequences for the economic theory of organizations?
There are a number of consequences. It can be explained by the falling costs of information, but also by the shift towards endogenous production functions. Also it gives new insights on strategy, change and administrative processes, overflowing into corporate governance and corporate finance. The theoretical aspects are not in the book Van unitorganisaties naar multidimensionele organisaties (Dutch. English edition is in preparation with AUP), because according to the mission of the Foundation it is aimed at practical men. But these cases also disprove Keynes when he quipped: “Practical men, who believe themselves to be quite exempt from any intellectual influence, are usually the slaves of some defunct economist.”

Did the UvA play a role in this successful research?
The ten years at the FEB and its forerunner FEE have stimulated me to verse myself in economic organization theory and also to see the links between corporate finance and organization theory. My role in the post-doctoral programme for controllers helped me to understand the field of management control. Without these insights I would not have been able to rediscover the multidimensional organization, as the dominant logic of my own field, business administration, precludes seeing beyond its borders.

Articles in international refereed journals

Academic publications in other international journals

**Articles in other Dutch journals**


**Chapters in books (international)**


Kampschöer, G.W.J.M. (2007), De verhouding tussen de (vennootschappelijke) jaarrekening en de (fiscale) aangifte, hoofdstuk 9 van *Hoofdzaken Belastingen*, onder redactie van Hennuin,
Papers in proceedings

Working- and discussion papers

Dissertations
Knoppen, D. Adaptation in Supply Chains. ESADE Business school Barcelona [Promotor: Dr. Ellen Christiaanse].

Professional publications


Popular publications


www.dnb.nl

Contributions to academic conferences, workshops and seminars


Praag, C.M. van (2007). Discussant Tinbergen Institute Workshop Economics of the Workplace, Rotterdam.


Ven, J. van de (2007). Predicting Trustworthiness, CREED workshop, UvA.


Vos, G.A. (2007, November 9). Vogon board program committee, investing in infrastructure, 16th VOGON-Symposium, Amsterdam,
Other lectures on research


Praag, C.M. van (2007, May 2). Chair De Burcht ondernemerscafe.

Praag, C.M. van (2007, May 7). Panelled Felix meritis debatten Week van de Amsterdamse Student.


Praag, C.M. van (2007, 1 October). Lecture at the installation ceremony of the new rector at UvA.


Praag, C.M. van (2007, 2 November). Masterclass Entrepreneurship for the Amsterdam municipality with a.o. Job Cohen “Kennis voor de stad”.

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Praag, C.M. van (2007, 8 November). Presentation on entrepreneurship for the UvA alumni association in the Amsterdam Alumnii Club.


Praag, C.M. van (2007, 11 December). Lecture Ondernemerschap en Groei at the annual meeting of the Koninklijke Vereniging voor de Staatshuishoudkunde.


Organisational contributions to conferences, workshops and seminars


Buitelaar, W.L. (2007, 9 November). Member panel Conferentie 10 jaar WOR aan de UvA. COR UvA.


Hoorn, A. van der (2007). Member of the Council of the Association of European Transport (AET). AET organises the European Transport Conference (ETC). The ETC in October is the largest annual conference focused on transportation in Europe.

Hoorn, A. van der (2007). Member of the council (Algemeen Bestuur) of the Stichting PAO in de Vervoerwetenschappen en de Verkeerskunde.


Schinkel, M.P. (2007, March 16). Spring, Chair of the 3rd annual ACLE Competition & Regulation Meeting on Strategic Firm-Authority Interaction in Antitrust, Merger Control and Regulation, University of Amsterdam, Amsterdam.

Participation in academic networks & fellowships


Theebe, M.A.J. (2007). Member of Woningmarktkring, ERES, VOGON.

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

External PhD Committees
Leenaars, J.J.A. (2007, November). Member of the visitation Comite of the Accountancy faculty at Nyenrode University.
Leenaars, J.J.A. (2007, May). Member of the recruitment comite of professors at Nyenrode University.

Editor or member of editorial board international journals

Editor or member of editorial board Dutch journals

Volume-editorship

Referee activities
Research contributions in the media
Praag, C.M. van (2007, 10 May). BNR Nieuwsradio interview about ‘Goed Belonen Loont’.
Praag, C.M. van (2007, 16 May). The benefits of being professor A’ (research by CM van Praag and BMS van Praag) discussed in Folia.
Praag, C.M. van (2007, June). Academisch ondernemen, Ondernemen!
Praag, C.M. van (2007, December). De meeste hoogopgeleide topondernemers komen van de UvA. Rostra.

Prizes and honours

2nd and 3rd stream funding
Praag, C.M. van. (2007). UvA/VU/HvA/InHolland proposal for ‘Centers of Entrepreneurship’ tender (SenterNovem / EZ). A total of € 6 million for the coming 4 years will be available (on co-
financing basis) to all parties involved for education & research programs on entrepreneurship in the Amsterdam area. [granted].


Various activities
Buitelaar, W.L. (2007). Member Supervisory Board NRE Group BV.
Gool, P. van (2007). Member of advisory investment committee of the pension fund PNO Media, Hilversum.
Gool, P. van (2007). Chairman exam committee Amsterdam School of Real Estate.
Gool, P. van (2007). Member reference committee Vereniging Beter Onderwijs NL.
Gool, P. van (2007) Member Supervisory board Bo-Ex
Leenaars, J.J.A. (2007). Member of the board of the Thorbecke Chair (Universiteit Leiden).
Leenaars, J.J.A. (2007). Member of the board of the COELO chair (Rijksuniversiteit Groningen).
Praag, C.M. van (2007). Member of the Think Tank of Dialogues towards a more entrepreneurial Dutch society.
Praag, C.M. van (2007). Member of the quality commission “SCALES” of the EIM program research.
Schilder, A. (2007). Member of Public Interest Oversight Board (PIOB).

Reprints
### Appendix 1: Organisation and staff

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<tr>
<th>Name</th>
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## Appendix 2

### Abbreviations

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<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tr>
<td>ABS</td>
<td>Amsterdam Business School</td>
</tr>
<tr>
<td>ABS-EI</td>
<td>Amsterdam Business School – Education Institute</td>
</tr>
<tr>
<td>ABS-RI</td>
<td>Amsterdam Business School – Research Institute</td>
</tr>
<tr>
<td>ACC</td>
<td>Accounting (research programme)</td>
</tr>
<tr>
<td>ACLE</td>
<td>Amsterdam Centre for Law and Economics</td>
</tr>
<tr>
<td>AE</td>
<td>Algemene economie (Economics Department)</td>
</tr>
<tr>
<td>AEA</td>
<td>American Economic Association</td>
</tr>
<tr>
<td>AFA</td>
<td>American Finance Association</td>
</tr>
<tr>
<td>Afd.</td>
<td>Afdeling (department)</td>
</tr>
<tr>
<td>AgBS</td>
<td>Amsterdam graduate Business School (now ABS)</td>
</tr>
<tr>
<td>AgBS-RI</td>
<td>Amsterdam graduate Business School Research Institute (now ABS-RI)</td>
</tr>
<tr>
<td>AIO</td>
<td>Assistent in Opleiding (PhD student)</td>
</tr>
<tr>
<td>BIB</td>
<td>Bibliotheek (library)</td>
</tr>
<tr>
<td>BS</td>
<td>Business Studies (Department)</td>
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<tr>
<td>BSc</td>
<td>Bachelor of Science</td>
</tr>
<tr>
<td>Burs.</td>
<td>Bursaal (PhD student, without formal appointment)</td>
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<tr>
<td>CEO</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>CEPR</td>
<td>Centre for Economic Policy Research</td>
</tr>
<tr>
<td>CFFS</td>
<td>Corporate Finance and Financial Systems (research programme)</td>
</tr>
<tr>
<td>CIO</td>
<td>Chief Information Officer</td>
</tr>
<tr>
<td>CREED</td>
<td>Center for Research in Experimental Economics and Political Decision Making</td>
</tr>
<tr>
<td>EFMD</td>
<td>European Foundation for Management Development</td>
</tr>
<tr>
<td>D</td>
<td>Docent (lecturer)</td>
</tr>
<tr>
<td>DAAD</td>
<td>Deutscher Akademischer Austausch Dienst</td>
</tr>
<tr>
<td>Drs</td>
<td>Doctorandus (M.A. or Msc. equivalent)</td>
</tr>
<tr>
<td>EARNet</td>
<td>European Auditing Research Network</td>
</tr>
<tr>
<td>EC</td>
<td>European Committee</td>
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<tr>
<td>EIBURS</td>
<td>European Investment Bank research funding</td>
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<td>EMFC</td>
<td>Executive Master of Finance &amp; Control (ABS programme)</td>
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<td>EMIA</td>
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<tr>
<td>EMIM</td>
<td>Executive Master of Information Management (ABS programme)</td>
</tr>
<tr>
<td>EMITA</td>
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<tr>
<td>ESRC</td>
<td>European Economic and Social Research Council</td>
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<tr>
<td>EU</td>
<td>European Union</td>
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<tr>
<td>FEB</td>
<td>Faculty of Economics and Business</td>
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<tr>
<td>FEE</td>
<td>Faculty of Economics and Econometrics (now FEB)</td>
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<tr>
<td>FT</td>
<td>Financial Times</td>
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<tr>
<td>Fte</td>
<td>Full-time employment</td>
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<tr>
<td>hd</td>
<td>Hoofddocent (senior lecturer)</td>
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<tr>
<td>HES</td>
<td>Hogeschool voor Economische Studies (Amsterdam School of Business)</td>
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<tr>
<td>hgl</td>
<td>Full Professor</td>
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<td>HRM/OB</td>
<td>Human Resource Management/Organizational Behaviour (research programme)</td>
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<td>HvA</td>
<td>Hogeschool van Amsterdam</td>
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<tr>
<td>IAAASB</td>
<td>International Auditing and Assurance Board</td>
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<tr>
<td>IECER</td>
<td>Interdisciplinary European conference on Entrepreneurship Research</td>
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<tr>
<td>IEMBA</td>
<td>Independent Executive MBA (ABS programme)</td>
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<tr>
<td>IM</td>
<td>Information Management (research programme)</td>
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<tr>
<td>iMA</td>
<td>Intensive Master Accountancy</td>
</tr>
<tr>
<td>iMC</td>
<td>Intensive Master Control</td>
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Appendices

IPO    Initial Public Offering
ISM    Strategy & Marketing (research programme)
JEL    Journal of Economic Literature
JF    Journal of Finance
JFE    Journal of Financial Economics
JFI    Journal of Financial Intermediation
JPE    Journal of Political Economy
IM    Information Management (research programme)
KE    Kwantitatieve Economie (Quantitative Economics Department)
MBA    Master of Business Administration (ABS programme)
MBSip    Master of Business Studies Intensive Programme (ABS programme)
METIS    (Formerly OZIS, university research information system)
MFP    Master of Financial Planning (ABS programme)
MIF    Master of International Finance (ABS programme)
MIT    Massachusetts Institute of Technology
MJE    Mensjaar Equivalent (man-year equivalent)
MSc    Master of Science
NETSPAR    Network for Studies on Pensions, Aging and Retirement
NGO    Non-governmental organization
NOBEM    Netherlands Organisation for Research in Business Economics and Management
NWO    Nederlandse Organisatie voor Wetenschappelijk Onderzoek (Netherlands Organization for Scientific Research)
OBP    Overig en beheers personeel (non-academic staff)
ONE    Organizations and the Natural Environment
OPTA    Onafhankelijke Post en Telecommunicatie Autoriteit
OWI    Onderwijsinstituut (education institute)
OZI    Onderzoeksinstituut (research institute)
oz    Onderzoeker (researcher)
PMA    Post Master Accountancy (ABS programme, used to be PDOA)
R&D    Research and Development
RESAM    Research in Economics and econometricS AmstdaM (research institute)
RTN    Research Training Network (EU subsidy)
Secr.    Secretariaat (secretariat)
SPACE    Science park Amsterdam Center for Entrepreneurship
STREP    Specific Targeted Research Project
TI    Tinbergen Institute
UD    Universitair docent (assistant professor)
UHD    Universitair hoofddocent (associate professor)
US    United States
UvA    Universiteit van Amsterdam
VSNU    Vereniging van Samenwerkende Nederlandse Universiteiten (Association of Universities in the Netherlands)
UvABS    Universiteit van Amsterdam Business School
UvABS-RI    Universiteit van Amsterdam Business School – Research Institute
VENI    NWO research grant for starting researchers
VZK    Verzerkeringskunde (ABS programme)
WP    Wetenschappelijk personeel (academic staff)