

Curriculum Vitae
Niki A. den Nieuwenboer
Associate Professor of Organizational Behavior and Business Ethics
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The University of Kansas School of Business
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Education

Doctor of Philosophy (Ph.D.), Management Studies (2008)
Rotterdam School of Management
Erasmus University, the Netherlands

Master in Applied Ethics, *With Honors* (2003)
Concentration: Business Ethics
Catholic University of Leuven, Belgium

Master of Arts in Social and Organizational Psychology (1998)
This includes a BA in Psychology
Leiden University, the Netherlands

Employment history

Academic employment:

2020 – onward The University of Kansas, School of Business
Lawrence, KS, United States
Associate Professor of Organizational Behavior and Business Ethics

2014 – 2020 The University of Kansas, School of Business
Lawrence, KS, United States
Assistant Professor of Organizational Behavior and Business Ethics

2009 – 2014 Santa Clara University, Leavey School of Business
Santa Clara, CA, United States
Assistant Professor of Management

Industry employment:

2000 – 2003 KPMG Forensic: Ethics & Integrity Services, Brussels, Belgium
Consultant business ethics and fraud prevention

1998 – 2000 Kamerbeek Groep, Amersfoort, the Netherlands
Internal consultant organizational development

Honors, awards

- Outstanding *Business Ethics Quarterly* Reviewer Award, 2020.
- Best Business Ethics Paper Award, sponsored by *Journal of Business Ethics*, 2017.
Academy of Management Meeting, Atlanta, GA, SIM Division for the paper “Context,

meaning and agency in moral disengagement: A symbolic interactionist perspective,” with G. R. Weaver.

- Best Reviewer Award, OB Division of the Academy of Management, 2010 and 2011.
- Above and Beyond the Call of Duty Best Reviewer Award, OMT division, Academy of Management, 2011.

Academic publications

Den Nieuwenboer, N. A., Kish-Gephart, J. J., Treviño, L. K., Peng, A., & Reychav, I. The dark side of status at work: Perceived status importance, Envy, and interpersonal deviance. Forthcoming in *Business Ethics Quarterly*.

Den Nieuwenboer, N. A., & Treviño, L. K. 2019. Human resources and ethics management: Partners in (reducing) crime. In Wilkinson, A., Bacon, N., Snell, S. & Lepak, D. (Eds.). *The SAGE Handbook of Human Resource Management* (2nd edition): 508-521. Los Angeles, Sage Reference.

Den Nieuwenboer, N. A., Vieira da Cunha, J., & Treviño, L. K. 2017. Middle managers and corruptive routine translation: The social production of deceptive performance. *Organization Science*, 28 (5): 781-803.

- *The press release for this paper trended on Reddit on October 8, 2017, receiving more than 1,700 posts, and it was the top traffic-generating story on Penn State News in the second half of 2017, with 70,047 visits.*

Treviño, L. K., Den Nieuwenboer, N. A., Kreiner, G. E., & Bishop, D. 2014. Legitimizing the legitimate: The challenges of ethics and compliance work in organizations. *Organizational Behavior and Human Decision Processes*, 123 (2): 186-205.

Treviño, L. K., Den Nieuwenboer, N. A., & Kish-Gephart, J. J. 2014. (Un)ethical behavior in organizations. *Annual Review of Psychology*, 65: 635–660.

Den Nieuwenboer, N. A. & Kaptein, M. 2008. Spiraling down into corruption: A dynamic analysis of the social identity processes that cause corruption in organizations to grow. *Journal of Business Ethics*, 83 (2): 133-146.

Working papers

Kreiner, G. E., Den Nieuwenboer, N. A., Treviño, L. K., Bishop, D., & Murphy, C. Enacting an ethical role identity: Navigating ethical expectations for self and others. Under 3rd round review at *Organization Science*.

- *This paper is based on interviews among 40 ethics and compliance officers. It examines the identity work that ECOs engage in while carving out a new profession that is met with antagonism by the employees they must try to influence.*

Den Nieuwenboer, N. A., & Weaver, G. R. The social production of moral disengagement: Meaning, actors, and social tools. To be submitted to *Journal of Management Studies*.

- *This paper examines the role of meaning and agency in the emergence of collective forms of moral disengagement. An earlier version of this paper received the Best Business Ethics Paper Award sponsored by Journal of Business Ethics, at the 2017 Academy of Management Meeting in Atlanta, GA, SIM Division.*

Work in progress

Den Nieuwenboer, N. A., Tirol-Carmody, K., Rogers, K. M., & Treviño, L. K. Help (un)wanted: Dyslexia as a stigmatized identity and the challenge of claiming dignity. Target:

Academy of Management Journal.

- *Dyslexia is a hidden disability that affects approximately 10-20% of the population and impacts a variety of skills and abilities. We expect to publish two papers from this project. One tentatively about receiving help and dignity and authenticity, and the other about how dyslexia is ambiguous and the role of stigma and emotion. We are in the data collection/coding/analysis phase.*

Ellingson, J., Den Nieuwenboer, N. A., & Poppo, L. Firm responses to scandal and employee recruitment. Target: ***Personnel Psychology***.

- *This study examines how firm responses to ethical scandals influence employee recruitment. Based on experiments.*

Teaching-related publications

Treviño, L. K. & Den Nieuwenboer, N. A. 2021. Case: Wells Fargo: A culture in need of change. In: Treviño, L. K. & Nelson, K. A. ***Managing Business Ethics: Straight Talk about How to Do it Right*** (8th Ed.): 153-155. Wiley.

Practitioner-focused publications

Den Nieuwenboer, N. A. & Treviño, L. K. 2019. Bad apples or bad performance management: Lessons for managers. ***Investments & Wealth Monitor***. A Publication of the Investments & Wealth Institute, May-June issue: 48-50. Invited based on the EthicalSystems.org publication.

Treviño, L. K., & Den Nieuwenboer, N. A. 2019. How to avoid becoming the next Wells Fargo. Blogpost on ***EthicalSystems.org*** <https://www.ethicalsystems.org/content/how-avoid-becoming-next-wells-fargo>

Treviño, L. K., Den Nieuwenboer, N.A., & Vieira da Cunha, J. 2018. The invisible role of middle management: Unethical behaviour and unrealistic expectations. ***Culture Essay Collection*** compiled by the Culture & Governance Team and Behavioural Economics & Data Science Unit ***Financial Conduct Authority***. Invited based on the 2017 Organization Science publication. Available for download at <https://www.fca.org.uk/publication/discussion/dp18-02.pdf>

Den Nieuwenboer, N. A., Van de Bunt, H., Kaptein, M & Van Eeren, H. 2009. ***De agenda van de compliance officer*** [Compliance Officers: An agenda of issues]. White Paper for the Erasmus Institute of Monitoring and Compliance.

Den Nieuwenboer, N. A. 2007. Criminaliteit in organisaties: Een groeiend probleem. [Crime in organizations: A growing problem.] In: Cleef, L., Hesselman, T., Janse, E., Kaptein, M., Koenders, A., Porrio, L., & van Zwam, C. (Eds.), ***Beveiliging Totaal***: 182-190. Alphen aan den Rijn: Kluwer.

Den Nieuwenboer, N. A. & Van der Zwet, J. P. 2005. Wangedrag van werknemers uitgelegd. [Deviant employee behavior explained.] In: Cleef, L., Hesselman, T., Janse, E., Kaptein, M., Koenders, A., & Porrio, L. (Eds.), ***Beveiliging Totaal***: 196-208. Alphen aan den Rijn: Kluwer.

Conferences and presentations

Major conference presentations:

- Den Nieuwenboer, N. A., Tirol-Carmody, K., Rogers, K. M., & Treviño, L. K. 2021. The Dyslectic Struggle for Dignity in the Workplace. Paper part of a Symposium: Getting in, Getting on: Processes & Experiences of Stigmatized Individuals' Transition to Employment. ***Academy of Management Meeting*** (virtual conference, was also accepted to the 2020 conference in Vancouver, which was cancelled due to the pandemic).
- Den Nieuwenboer, N. A. & Weaver, G. R. 2019. The social production of moral disengagement: Meaning, agency and social structure. ***Academy of Management Meeting***, Boston, MA.
- Den Nieuwenboer, N. A. & Weaver, G. R. 2019. The social production of collective moral disengagement: Meaning, social actors and social tools. ***Micro meets Macro Conference***, Arizona State University, Tempe, AZ.
- Den Nieuwenboer, N. A. & Weaver, G. R. 2017. Context, meaning and agency in moral disengagement: A symbolic interactionist perspective. ***Academy of Management Meeting***, Atlanta, GA.
- Den Nieuwenboer, N. A. & Weaver, G. R. 2016. Agency, structure, and moral disengagement in organizations: A symbolic interactionist perspective. ***University of Central Florida Behavioral Ethics Conference***, Orlando, FL.
- Den Nieuwenboer, N. A. & Weaver, G.R. 2015. A symbolic interactionist perspective on moral disengagement. Part of a symposium on macro perspectives on behavioral (micro) ethics at the ***Academy of Management Meeting***, Vancouver, Canada.
- Kreiner, G. E., Treviño, L. K., Den Nieuwenboer, N. A., Bishop, D., & Murphy, C. 2015. Being the face of ethics: Navigating an ethical role identity. Part of a showcase symposium on moral identity at the ***Academy of Management Meeting***, Vancouver, Canada.
- Kish-Gephart, J. J., Den Nieuwenboer, N. A. & Treviño, L. K. 2014. For the benefit of the collective: Ostracism, social class and unethical pro-organizational behavior. Part of a showcase symposium on social class at the ***Academy of Management Meeting***, Philadelphia, PA.
- Den Nieuwenboer, N. A., Vieira da Cunha, J., Treviño, L. K. 2014. Corruptive improvisation: A grounded theory study of managerially-induced deceit. ***University of Central Florida Behavioral Ethics Conference***. Orlando, FL.
- Kish-Gephart, J. J., Den Nieuwenboer, N. A. & Treviño, L. K. 2014. A dark side of status concerns: Perceived status salience, envy, and misconduct. ***University of Central Florida Behavioral Ethics Conference***. Orlando, FL.
- Kreiner, G. E., Den Nieuwenboer, N. A., & Bishop, D. 2013. Ambiguity of professional integrity—boon or burden? The case of Ethics & Compliance Officers. Part of a showcase symposium on identity at the ***Academy of Management Meeting***, Orlando, FL.
- Kish-Gephart, J. J., Den Nieuwenboer, N. A., & Treviño, L. K. 2013. Perceived status salience and unethical behavior: The mediating role of envy. Part of a symposium on status at the ***Academy of Management Meeting***, Orlando, FL.

- Den Nieuwenboer, N. A. & Vieira da Cunha, J. 2009. Coerced deviance: Introducing the self-disconfirming and restoring model of organizational deviance. ***Academy of Management Meeting***, Chicago, IL. Also presented at:
 - Symposium of the ***Institute of Monitoring and Compliance*** of the Erasmus University, the Netherlands (2008).
 - ***JuST Meeting on Behavioral Ethics: Integrating Psychology and Business Ethics*** at the University of Tilburg, the Netherlands (2008).
- Den Nieuwenboer, N. A. 2009. The missing link: The relationship between status and organizational deviance. ***Society for Business Ethics Annual Conference***, Chicago, IL. Also presented at:
 - ***First Global Dialogue on Ethical and Effective Governance “Governing Good, Governing Well”***, organized by EGPA at the Free University of Amsterdam, the Netherlands (2009).
- Den Nieuwenboer, N. A. & Vieira da Cunha, J. 2008. Coerced deviance: Introducing the self-disconfirming and restoring model of organizational deviance. ***Society for Business Ethics Annual Conference***. Anaheim, CA.
- Den Nieuwenboer, N. A. 2007. A simulation study revealing how pressure and norm changes lead to organizational deterioration. ***International Association for Business and Society (IABS) Annual Conference***, Florence, Italy.
- Den Nieuwenboer, N. A. & Cunha, J. 2007. Be careful what you wish for: How organizations create their own self-reinforcing corruption mechanisms. Presenter at a showcase symposium at the ***Academy of Management Meeting***, Philadelphia, PA.
- Den Nieuwenboer, N. A. & Kaptein, M. 2006. The organizational dynamics of corruption: Toward an understanding of downward spirals. ***Academy of Management Meeting***, Atlanta, GA.

Organized conference professional development workshops and symposia:

- The annual behavioral ethics Pecha Kucha and networking session. 2021. Professional Development Workshop organized at the ***Academy of Management Meeting***, virtual conference. Organizers: N. A. den Nieuwenboer, M. M. Mitchell and L. K. Treviño.
- The annual behavioral ethics Pecha Kucha and networking session. 2020. Professional Development Workshop organized at the ***Academy of Management Meeting***, Vancouver, Canada. Organizers: N. A. den Nieuwenboer, M. M. Mitchell and L. K. Treviño. (*Session cancelled due to the Pandemic.*)
- The annual behavioral ethics Pecha Kucha and networking session. 2019. Professional Development Workshop organized at the ***Academy of Management Meeting***, Boston, MA. Organizers: N. A. den Nieuwenboer, M. M. Mitchell and L. K. Treviño.
- Behavioral ethics research: A third annual Pecha Kucha springboard and networking session. 2018. Professional Development Workshop organized at the ***Academy of Management Meeting***, Chicago, Ill. Organizers: N. A. den Nieuwenboer, M. M. Mitchell and L. K. Treviño.
- Behavioral ethics research: A second annual Pecha Kucha springboard and networking session. 2017. Professional Development Workshop organized at the ***Academy of Management Meeting***, Atlanta, GA. Organizers: N. A. den Nieuwenboer, M. M. Mitchell and L. K. Treviño.

- Paving a path for behavioral ethics research: A Pecha Kucha springboard and networking session. 2016. Professional Development Workshop organized at the ***Academy of Management Meeting***, Anaheim, CA. Organizers: M. M. Mitchell, N. A. den Nieuwenboer, and L. K. Treviño.
- Macro perspectives on behavioral (micro) ethics. 2015. Presenter symposium organized at the ***Academy of Management Meeting***, Vancouver, Canada. Organizers: N. A. den Nieuwenboer and G. R. Weaver.
- New perspectives on social status in organizations. 2013. Paper symposium organized at the ***Academy of Management Meeting***, Orlando, FL. Organizers: J. J. Kish-Gephart, N. A. den Nieuwenboer, and L. K. Treviño.

Minor conference talks and presentations:

- Chair of a panel on “The job hunt: Decisions, strategies and tips,” part of the Doctoral Consortium of the SIM Division. 2019. ***Academy of Management Meeting***, Boston, MA.
- Mentor in the Emerging Scholars Workshop. 2019. ***Society for Business Ethics Annual Meeting***, Boston, MA.
- Participant on a panel on “Surviving Doctoral Program – Dissertating & Job Market,” part of the Doctoral Consortium of the SIM Division. 2018. ***Academy of Management Meeting***, Chicago, Ill.
- Mentor in the Emerging Scholars Workshop. 2018. ***Society for Business Ethics Annual Meeting***, Chicago, Ill.
- Mentor in the Emerging Scholars Workshop. 2013. ***Society for Business Ethics Annual Meeting***, Orlando, FL.
- Bringing Organizational Context Back into Behavioral Ethics. 2012. Presenter at a Professional Development Workshop, organized by S. Sonenshein and L. K. Treviño at the ***Academy of Management Meeting***, Boston, MA.
- Participant on a panel ‘Making the most of a doctoral education’ organized by Shawn Berman. 2008. ***International Association for Business and Society (IABS) Annual Conference***, Tampere, Finland.
- Corruptie als product van sociale- en organisatiefactoren: Hoe medewerkers tot corruptie worden verleid. 2007. Workshop at the International Colloquium “Corruption and Integrity” organized by the ***Catholic University Leuven***, Belgium.
- Corruption in organizations: An empirical examination of the influence of social identity on corrupt behavior. 2006. ***European Business Ethics Network Conference***, Vienna, Austria.

Invited practitioner workshops, teaching and outreach

- Panelist for the (online) ***Villanova Law Review’s Annual Norman J. Shachoy Symposium***. Panel on the Practical Ethics in Corporate Law: The Science, Instruction, and “Real-World” Application (February 2021).
 - Panel was transcribed and published: Transcription of the 2021 Villanova Law Review Norman J. Shachoy Symposium: Practical Ethics in Corporate Law: The Science, Instruction and “Real-World” Application. Panel 1: Behavioral Ethics: The Science. Moderator: J.S. Nelson.

Panelists: Niki den Nieuwenboer, Ann Tenbrunsel, Linda K. Treviño. *Villanova Law Review*, 66 (5): 889-900.

- Transcription of the 2021 Villanova Law Review Norman J. Shachoy Symposium: Practical Ethics in Corporate Law: The Science, Instruction and “Real-World” Application. Panel 2: Lessons Learned from Research. Moderator: J.S. Nelson. Panelists: Niki den Nieuwenboer, Ann Tenbrunsel, Linda K. Treviño. *Villanova Law Review*, 66 (5): 901-914.
- Online workshop on Ethics in Times of Crisis for CPE credits at *Grant Thornton’s 2020 Year End taxGuide Event*. (December 2020).
- Workshop based on the 2017 Organization Science paper about deception and corruptive routine translation for a CPE credit event at the *Annual Fraud Symposium* organized by the *Philadelphia Chapter of the Institute for Internal Auditors*. (March 2020, cancelled due to the Pandemic, session is rescheduled for March 2021).
- Workshop on ethical decision making based on the 2017 Organization Science publication for CPE credits at *Grant Thornton’s 2019 Year End taxGuide Event*. Olathe, KS. (December 2019).
- Presented the 2017 Organization Science paper about deception and corruptive routine translation at the Fellows Meeting for the *Ethics & Compliance Initiative*. Maryland. (July 2019)
- Workshop “Ethical decision making: Why good people do bad things, a social science approach” for the Corporate University of *Blue Cross and Blue Shield of Kansas*. Topeka, KS. (March 2019)
- Webinar for the *Society of Chartered Property and Casualty Underwriters* on the 2017 Organization Science publication. It had 344 live attendees (total of 641 registered). With L. K. Treviño. (March 2018)
- Podcast “*Parsing Science*,” episode is called “Creating deceptive performance,” on the 2017 Organization Science publication. (Winter 2018)
- Podcast “*Compliance Beat*” for compliance officers on the 2017 Organization Science publication. Our episodes are called “In the middle of it all: New research on middle managers and ethical behavior.” With L. K. Treviño. (Fall 2017)
- Co-organized practitioner focused conference *Partners in Business Ethics: Where Business Ethics is Going*, at The University of Kansas School of Business. With D. R. May and J. Murray. (September 2016)
- Presented the paper “Legitimizing the legitimate: The challenges of ethics and compliance work in organizations” published in *Organization Behavior and Human Decision Processes* at the *Partners in Business Ethics Meeting* organized by the Center for Professional Responsibility in Business and Society of the University of Illinois, Chicago, Ill. (Fall 2012) Paper authors: L. K. Treviño, N.A. den Nieuwenboer, G. E. Kreiner, and D. Bishop.
- Various non-research related media interviews (*ad hoc*), e.g., on Cyber loafing, published by Lawrence Journal World on March 22, 2017. Also interviewed by WIBW in Topeka on March 13, 2017.
- Talk entitled “Onbewust en ongewild: Hoe groepsprocessen onbedoeld tot corruptie kunnen leiden.” At the Kennisforum Integriteit in Overheid of the Dutch Ministry for the Interior and Kingdom Relations, The Hague, the Netherlands. (2007)

Teaching

The University of Kansas:

- **MGMT 405 “Ethical Decision Making in Business” – Lawrence Campus**
2014 onwards: 3-Unit elective course on behavioral ethics and ethical decision-making in the undergraduate program. One section per year.
- **MGMT 783 “Ethical Decision Making in Business” – Leavenworth Campus**
2017 onwards: 3-Unit course on behavioral ethics and ethical decision-making in a Masters of Science in Organizational Leadership program, which mostly draws military students who are also attending the Army’s Command and General Staff College at Fort Leavenworth, KS. One section per year.
- **BBA 403 “Ethical Decision Making in Business” – Edwards Campus**
2015-2019: 3-Unit elective course on behavioral ethics and ethical decision-making in the Bachelors of Business Administration program. One section per year.
- **MGMT 705 “Ethical Decision Making in Business” – Edwards Campus**
2015-2016, 2021: 2-Unit required course on behavioral ethics and ethical decision-making in the Working Professional MBA program. One section per year.

Santa Clara University:

- **MGMT 505 “Corporate Social Responsibility and Public Policy”**
2009-2014: 3-Unit core course on behavioral ethics and ethical decision-making and corporate social responsibility in the MBA program. Six sections per year in a quarter system, 21 sections in total.
- **MGMT 160 “Organization and Management”**
Spring 2014: 5-Unit undergraduate core course on organizational behavior. Two sections.

Erasmus University:

- **Major “Leadership, Management and Governance”**
Fall 2007 and 2008: Designed and taught the leadership, behavioral ethics, and research methods modules in the part-time post-experience Master of Science program. 11 credit course in the European Credit Transfer System (ECTS).
- **Master of Science Elective “Business Ethics: Theory and Practice”**
Winters 2008 and 2009: Co-taught the behavioral ethics module of the elective on Business Ethics in the Master of Science program. 5 ECTS.
- **Master of Science Thesis Coach and Co-reader**
Fall 2004-Spring 2010: Master of Science thesis coach and first reader. 20 ECTS per thesis.
- **Bachelor of Science Thesis Course “The Practice of Organizational Crime, Integrity and Compliance”**
Academic years 2004-2005, 2007-2008 and 2008-2009: Bachelor thesis advisor. Required capstone course at the end of the 3-year bachelor degree. 12 ECTS.

Doctoral dissertations

- Zuber, F. *Erasmus University*, Rotterdam School of Management. 2016. Member of the “larger” doctoral dissertation committee. Behavioral ethics.

Grants

- KU General Research Fund. 2017. Repairing Tainted Reputations: How Firms Gain Back Customers After Ethical Transgressions. \$6,250.
- Hackworth Research Grant from the Markkula Center for Applied Ethics at Santa Clara University, 2012.

Professional service

Associate editorship:

- Business Ethics Quarterly (2022 onwards).

Editorial review boards:

- Business Ethics Quarterly (2018 – 2022).

Other professional service:

- Organizer of the speaker series for the Management & Entrepreneurship Area of the University of Kansas School of Business (2017 onwards).
- Serving on the Research, Education and Development (RED) Team of the University of Kansas School of Business (2020 – 2023).
- Recruiting committee member responsible for hiring three positions in the OB/HR area at the University of Kansas School of Business (2020 – 2021).
- Represented the University of Kansas School of Business on the University-wide Student Evaluation of Teaching Task Force at the University of Kansas (2020 – 2021).
- Chair of a Grievance Committee Hearing for the University of Kansas School of Business (2021).
- Honor Council Meeting Chair for the University of Kansas School of Business (2017, 2018).
- Recruiting committee member responsible for hiring two positions in the OB/HR area at the University of Kansas School of Business (Fall 2019).
- Responsible for recertifying MGMT 405 and BBA 403 for the KU Core Goal 5: Social Responsibility and Ethics (Fall 2019).
- Discussion leader of Professional Development Workshops that are organized in our Area to socialize Ph.D. students into our profession (*ad hoc*).
- Short term study abroad trip to Slovenia with students from the Business Leadership Program and SELF Fellows (Engineering). 2018. With J. Hedeman (lead faculty) and C. Stephens.
- Wall-Street Wednesdays Presentation for Students at the University of Kansas School of Business (February 2018).
- Member of a recruiting committee responsible for hiring two positions in the OB/HR area at the University of Kansas School of Business (Fall 2015).

- Research presentation “Corruptive improvisation and deceptive performance: An inductive model of managerially-induced deceit.” 2015. KU School of Business Faculty Seminar. Also presented during a Proseminar at KU’s Social Psychology Program in 2015.
- Member of the OMT Research Committee (2013-2016), which judges the winners of the OMT awards given at the Academy of Management Meetings.
- Chair (2013), vice-chair (2012) and member (2011), of the Best Dissertation Award Committee of the Society for Business Ethics (SBE).
- Member of the MBA Leadership Team of the Leavey School of Business, Santa Clara University (2011-2013).
- Chair (2011) and member (2010) of the Best Paper Committee for Business Ethics Quarterly.
- Reviewer for Academy of Management Review (*ad hoc*).
- Reviewer for Organizational Behavior and Human Decision Processes (*ad hoc*).
- Reviewer for Journal of Management (*ad hoc*).
- Reviewer for Journal of Management Studies (*ad hoc*).
- Reviewer for the Journal of Business Ethics (*ad hoc*).
- Reviewer for Organizational Psychology Review (*ad hoc*).
- Reviewer for several divisions of the Academy of Management: OMT (2011-2016), OB (2006-2013, 2016), and SIM (reviewer 2006–2009, 2017, 2018, associate editor 2010-2012, 2015).

Languages

- Dutch (native); English (bilingual); Portuguese and Spanish (conversational); German (basic).

Professional associations

Academy of Management
Society for Business Ethics