

Jan Wynen

15/09/1984, Turnhout, Belgium

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Professional experience

- 2018-.....: Assistant Professor in Public Management: Department of Public Governance, Tilburg School of Economics and Management, Tilburg University
- 2018-.....: Visiting Professor: Research Unit on Public Administration and Management, Department of Political Science, University of Antwerp
- 2014-2018: Post-doctoral fellow, KULeuven/ University of Antwerp
- 2011-2014: PhD student, Public Governance Institute, KULeuven
- 2010-2011: Analyst at IDEA Consult (research-based consultancy) in the field of competitiveness and innovation
- 2008-2010: Research & Teaching assistant, Department of Managerial Economics, Strategy and Innovation, Faculty of Business and Economics, KULeuven

Studies

- 2011 – 2014: PhD in Social Sciences, KU Leuven/ University of Antwerp
- Title: Comparing and explaining the effects of organizational autonomy in the public sector. Supervisors: Prof. Dr. Geert Bouckaert & Prof. Dr. Koen Verhoest
- 2007 – 2008: Advanced Master in International Business Economics, KU Leuven
- 2005 – 2007: Licentiate in Business Administration (master equivalent), KU Leuven

Grants & Awards

- 2019-2023: Fund for Scientific Research (FWO)
- “Using Twitter as a public communication strategy: Can 140 characters reduce the Performance-Satisfaction Gap in the public sector?”
- €237.294
- Co-applicant & co-supervisor (together with W. van Dooren & K. Verhoest, main applicant)
- 2019-2023: Fund for Scientific Research (FWO)

“Slow-healing wounds? How continuous structural reforms in the public sector reduce levels of job satisfaction and slow the recovery of job satisfaction in the long term.”

€213.941

Co-applicant & co-supervisor (together with K. Verhoest, main applicant)

2018-2021: VENI grant, NWO Vernieuwingsimpuls

“Does the constant exposure to anti-bureaucratic reforms paradoxically undermine the entrepreneurial nature of public sector organizations?”

€250.00

Personal research grant

2015-2018: Fund for Scientific Research (FWO)

“How history matters for public sector organizations: examining the effect of past changes on organizational autonomy”

3 year salary & €12.000 travel grant

Postdoctoral fellowship

2014-2015: KULeuven research fund

“How history matters for public sector organizations: examining the effect of past changes on organizational autonomy”

1 year salary

Postdoctoral fellowship

2013: Best conference paper award, IRSPM, International Research Society for Public Management, Prague.

Together with K. Verhoest, I received the best paper award for the paper: *Do NPM-type reforms lead to a cultural revolution within public sector organizations?*

Teaching

2016-2017: Data-analyse II, Faculty of Social Sciences, KU Leuven, bachelor students sociology and political sciences (+/- 100 students), 6 study points.

2008-2017: Co-supervisor of 18 master thesis students, KU Leuven

Academic Service

2015-2019: Co-supervisor PhD project, Research Unit on Public Administration and Management, Department of Political Science, University of Antwerp.

Title: Stable or turbulent organizational reform histories in the public sector: causes and effects?

2017 & 2018: Co-chair of the NIG panel on *Public Management Reform*.

2016: Invited speaker. February (23th) Solvay Business School (<http://www.solvay.edu/management-research-seminar-programme>) (Brussels, Belgium) topic: the effect of organizational history on organizational culture

2016: Invited speaker. March (18th) Data Users Group, American Society of Public Administration (Seattle, US) topic: Gender and perceived career opportunities

Ad-hoc reviewer for: Public Administration Review, Public Management Review, International Review of Administrative Sciences, Public Performance Management Review, Public Administration, Public Money and Management, International Journal of Human Resource Management, International Public Management Journal

Publications

Articles in international journals (Web-of-Science Journals)

Wynen, J. van Dooren, W., Mattijs, J., Deschamps, C. (Accepted). Linking Turnover to Organizational Performance: The Role of Process Conformance. *Public Management Review*

Kleizen, B., Verhoest, K., **Wynen, J.** (2018). Structural reform histories and perceptions of organizational autonomy: do senior managers perceive less strategic policy autonomy when faced with frequent and intense restructuring? *Public Administration*.

Op de Beeck, S., **Wynen, J.**, Hondeghem, H. (2018). Explaining Effective HRM Implementation: A Middle versus First-line Management Perspective. *Public Personnel Management*

Van Acker, W., **Wynen, J.**, Op de Beeck, S. (2017). Illuminating the Gender Divide in Public Sector Innovation: Evidence From the Australian Public Service. *Public Personnel Management*

Boon, J., **Wynen, J.** (2017). On the Bureaucracy of Bureaucracies: Analyzing the Size and Organization of Overhead in Public Organizations. *Public Administration*. 95(1) 214-231.

Wynen, J., Verhoest, K., Kleizen, B. (2017). More Reforms, Less Innovation? The Impact of Structural Reform Histories on Innovation-Oriented Cultures in Public Organizations. *Public Management Review*, 19(8) 1142-1164.

Wynen, J., Kleizen, B. (2017). Improving dynamics or destroying human capital? The nexus between excess turnover and performance. *Review of Managerial Science*, 1-23.

Wynen, J., Verhoest, K. (2016). Why do autonomous public agencies use performance management techniques? Revisiting the role of basic organizational characteristics. *International Public Management Journal*.

Wynen, J., Verhoest, K. (2016). The Nexus between Agencification and Horizontal Accountability: a Multi-Country Survey Analysis. *Transylvanian Review of Administrative Sciences*, 48 (E), 184-202.

Wynen, J. (2016). Sexual Harassment The Nexus Between Gender and Workplace Authority Evidence from the Australian Public Service. *Australian Journal of Public Administration*, 75 (3), 345-358.

Wynen, J., Verhoest, K. (2016). Internal performance-based steering in public sector organizations: examining the effect of organizational autonomy and external result control. *Public Performance & Management Review*, 39(3), 535-559.

Op de Beeck, S., **Wynen, J.**, Hondeghem, A. (2016). HRM implementation by line managers: Explaining the discrepancy in HR-line perceptions of HR devolution. *International Journal of Human Resource Management* 27(17) 1901-1919.

Wynen, J., Op de Beeck, S., Ruebens, S. (2015). The Nexus between Gender and Perceived Career Opportunities: Evidence from the U.S. Federal Government. *Public Personnel Management*, 44 (3), 375-400.

Wynen, J. & Verhoest, K. (2015). Do NPM-type reforms lead to a cultural revolution within public sector organizations?. *Public Management Review* 17(3), 356-379.

Wynen, J., Verhoest, K., van Thiel, S., Ongaro, E. (2014). Innovation-oriented culture in the public sector: Do managerial autonomy and result control lead to innovation? *Public Management Review* 16(1), 45-66.

Wynen, J., Verhoest, K., Rübecks, K. (2014). Decentralization within public sector organizations: do organizational autonomy and result control lead to decentralization towards lower hierarchical levels? *Public Performance & Management Review* 37(3), 496-520.

Wynen, J., Op de Beeck, S. (2014). The Impact of the Financial and Economic Crisis on Turnover Intention in the U.S. Federal Government. *Public Personnel Management* 43(4), 565-585.

Wynen, J. (2014). Using Financial Management Techniques within public sector organizations, does result control matter? A heterogeneous choice approach. *Transylvanian Review of Administrative Sciences*. (Special Issue) 202-222.

Wynen, J., Op de Beeck, S., Hondeghem, A. (2013). Interorganizational Mobility within the U.S. Federal Government: Examining the Effect of Individual and Organizational Factors. *Public Administration Review* 73(6), 869-882.

Wynen, J. (2013). An estimation of the determinants of same- day visit expenditures in Belgium. *Tourism economics: the business and finance of tourism and recreation*, 19(1), 161-172.

Wynen, J. (2013). Explaining travel distance during same- day visits. *Tourism Management*, 36, 133-140.

Articles in international journals (Peer-reviewed, not listed in Web-of-Science)

Op de Beeck, S., **Wynen, J.**, Hondeghem, A. (2017). Effective HRM Implementation by Line Managers: Relying on Various Sources of Support. *International Journal of Public Administration*, 40 (2), 192-204.

Wynen, J., Verhoest, K., Demuzere, S. (2016). Quality Management in Public Sector Organizations: Evidence from Six EU Countries. *International Journal of Public Administration* 39(2), 122-134.

Verhoest K. & **Wynen J.** (2013). Leiden meer beheersautonomie en resultaatsturing tot een innovatievere cultuur bij publieke sector organisaties? *Res Publica*, 55, 535-538.

Wynen, J. (2016). Dissertaties – Vergelijken en verklaren van de effecten van autonomie in de publieke sector. *Bestuurskunde – Aflevering 1*

International book chapters (peer-reviewed)

Verhoest, K., Vandenabeele, W., **Wynen, J.**, Van de Walle, S. (2017). Challenges for large-scale international comparative survey-based research in public administration. In: Ongaro E., van Thiel S. (Eds.), *The Palgrave Handbook of Public Administration and Management in Europe*. London: Palgrave.

Wynen, J. (2015). Regression Analysis. In: Dubnick M., Bearfield D. (Eds.), *Encyclopedia of Public Administration and Public Policy* Taylor & Francis.

National book chapters (peer-reviewed)

Innovatie, export en werkgelegenheidsgroei Belderbos R, **Wynen J**, STOIO Jaarboek 2010-2011- 'Internationalisatie', (Roularta Books, Roeselare, Belgium)

De attractiviteit van Vlaanderen voor O&O investeringen door buitenlandse multinationale ondernemingen Belderbos R, Van Roy V, **Wynen J**, STOIO Jaarboek 2010-2011 'Internationalisatie', (Roularta Books, Roeselare, Belgium)

Reports - Consultancy

Verhoest, K., **Wynen, J.**, Molenveld, A., Oomsels, P. (2013). *Beschrijvende statistieken Cobra-survey 2013: Eerste beschrijvende bevindingen inzake autonomie en sturing, coördinatie en samenwerking en vertrouwen*, 67 pp. Leuven: Instituut voor de Overheid.

Sørensen, Stig Yding, Benita Kidmose Rytz, Valentijn Bilsen, **Jan Wynen**, Koen Berden. (2011) *Competitiveness of energy intensive industries under the European Emission Trading Scheme (ETS)*. Orientation study for the SILC Initiative. Published by European Commission, DG Enterprise and Industry

Isabelle Devoldere, Kristof Mertens, **Jan Wynen**. (2011) *Analyse van de globale impact van buitenlandse investeringen in België*. Published by FOD Economie KMO, Middenstand en Energie

Raf Myncke, Kristof Mertens, **Jan Wynen** (2011) *Pilootonderzoek naar dagtoeristische activiteiten van de Vlaming*. In opdracht van steunpunt Toerisme en Recreatie.