

## Jan Wynen

15/09/1984, Turnhout, Belgium

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English language proficiency: C2

### Professional experience

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2019-....	Research Professor: Department of Management, Faculty of Business and Economics, University of Antwerp
2018-2019	Assistant Professor in Public Management: Department of Public Governance, Tilburg School of Economics and Management, Tilburg University
2018-....	Associated Professor: Politics & Public Governance, Department of Political Science, University of Antwerp
2014-2018	Post-doctoral fellow: Public Governance Institute, KULeuven/ Politics & Public Governance, University of Antwerp
2011-2014	PhD student: Public Governance Institute, KULeuven/ Politics & Public Governance, University of Antwerp
2010-2011	Analyst at IDEA Consult (research-based consultancy - regional, national and European level) 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

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

### Grants & Awards

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2020-2021	UAntwerp research fund “Repetitive Reform Injury: Exploring the usefulness of biomarkers to examine unintended side-effects of continuous governmental restructuring” €8.500
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Promotor

- 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 K. Verhoest (main applicant) & W. van Dooren)
- 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: International Research Society for Public Management (IRSPM) conference, 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?*

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**Teaching**

- 2016-2017 Data-analyse II, Faculty of Social Sciences, KULeuven, bachelor students sociology and political sciences (+/- 100 students), 6 study points.
- 2008-2017 Co-supervisor of 18 master thesis students, KULeuven
- 2008-2010 As a teaching assistant I was involved in the teaching of the following courses:
- Innovation management (KU Leuven, Faculty of Economics, master students)
  - Introduction to management and strategy (KU Leuven, Faculty of Economics, bachelor students)
  - Product innovatie (KU Leuven, Faculty of Economics, master students)
  - Inleidend tot management en strategie (KU Leuven, Faculty of Economics, master students)
  - Initiatie tot ondernemen (KU Leuven, Faculty of Economics, master students)
- 2008-2010 Program co-ordinator of the advanced master in International Business Economics

As program co-ordinator, I offered educational, management and scientific support. I was in charge of the strategic development, and daily management of the programme, in mutual consultation with the academic director (prof. Sleuwaegen) and the wider steering committee. The position involved the educational and academic mentorship of the group of international students and the elaboration of the files for the selection process.

## **Academic Service**

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| 2015-2020   | Co-supervisor PhD project: Politics & Public Governance, Department of Political Science, University of Antwerp.<br><br>Title: Stable or turbulent organizational reform histories in the public sector: causes and effects?   |
| 2019-2023   | Supervisor PhD project: Faculty of Business and Economics, Department of Management, University of Antwerp.<br><br>Title: Are structural changes paradoxically undermining organizational adaptability? A study to the impact of continuous structural changes on decision-making within organizations.  |
| 2019-2022   | Co-supervisor PhD project: Politics & Public Governance, Department of Political Science, University of Antwerp.<br><br>Title: 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. |
| 2019-2022   | Co-supervisor PhD project: Politics & Public Governance, Department of Political Science, University of Antwerp.<br><br>Title: Using Twitter as a public communication strategy: Can 140 characters reduce the Performance-Satisfaction Gap in the public sector?  |
| 2017 & 2018 | Co-chair of the Netherlands Institute of Governance (NIG) panel on <i>Public Management Reform</i> .   |
| 2020        | Member international review panel (Arts, Humanities and Social Sciences Panel).<br>February (13&14 <sup>th</sup> )<br>National Science Centre, Poland (NCN), Basic Research Programme in cooperation with the Research Council of Norway.  |
| 2016        | Invited speaker. February (23 <sup>th</sup> )<br>Solvay Business School (Brussels, Belgium). Topic: the effect of organizational history on organizational culture   |
| 2016        | Invited speaker. March (18 <sup>th</sup> )<br>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**

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

- 2020 **Wynen, J.**, Kleizen, B., Verhoest, K. Laegreid, P., Rolland, V. (2020). Keeping a watchful eye in times of turmoil? How intense structural reform sequences lead to more attention to political signals. *Public Administration*. <https://doi.org/10.1111/PADM.12653>  
ISI Journal Citation Reports ® 2018; Ranking: 13/47 Public Administration; Impact Factor: 2.6.
- 2020 Boon, J., **Wynen, J.** and Kleizen, B., (Accepted). What Happens When the Going Gets Tough? Linking Change Skepticism, Organizational Identification, and Turnover Intentions. *Public Management Review*. <https://doi.org/10.1080/14719037.2020.1722208>  
ISI Journal Citation Reports ® 2018; Ranking: 8/47 Public Administration; Impact Factor: 3.162.
- 2020 Bach, T., Verhoest, K. and **Wynen, J.** (2020). The interaction of administrative tradition and organisational characteristics : the case of agency personnel management autonomy. *International review of administrative sciences* <https://doi.org/10.1177/0020852319889674>  
ISI Journal Citation Reports ® 2018; Ranking: 17/47 Public Administration; Impact Factor: 2.174.
- 2020 Molenveld, A., Verhoest, K. and **Wynen, J.** (Accepted) Why Public Organizations Contribute to Cross-Cutting Policy Programs The Role of Structure, Culture, and Ministerial Control. *Policy Sciences*.  
ISI Journal Citation Reports ® 2018; Ranking: 11/47 Public Administration; Impact Factor: 2.619.
- 2019 Boon, J., Verhoest, K., **Wynen, J.**, (Forthcoming). What Determines The Audiences That Public Service Organisations Target For Reputation Management?. *Policy & Politics*  
ISI Journal Citation Reports ® 2018; Ranking: 19/47 Public Administration; Impact Factor: 2.028.
- 2019 **Wynen, J.**, Verhoest, K., Kleizen, B. (2019). Are Public Organizations Suffering From Repetitive Change Injury? A Panel Study Of The Damaging Effect Of Intense Reform Sequences. *Governance* DOI: 10.1111/gove.12404  
ISI Journal Citation Reports ® 2018; Ranking: 5/47 Public Administration; Impact Factor: 3.643.
- 2019 **Wynen, J.**, Kleizen, B., Verhoest, K. Laegreid, P., Rolland, V. (2019) Just Keep Silent...Defensive Silence as a Reaction to Successive Structural Reforms. *Public Management Review*. DOI: 10.1080/14719037.2019.1588358  
ISI Journal Citation Reports ® 2018; Ranking: 8/47 Public Administration; Impact Factor: 3.162.
- 2019 **Wynen, J.** Boon, J., Kleizen, B., Verhoest, K. (2019). How multiple organizational changes shape managerial support for innovative work behavior: evidence from the Australian Public Service. *Review of Public Personnel Administration*. DOI: 10.1177/0734371X18824388  
ISI Journal Citation Reports ® 2018; Ranking: 9/47 Public Administration; Impact Factor: 2.825.
- 2019 **Wynen, J.** van Dooren, W., Mattijs, J., Deschamps, C. (2019). Linking Turnover to Organizational Performance: The Role of Process Conformance. *Public Management Review*. DOI: 10.1080/14719037.2018.1503704.  
ISI Journal Citation Reports ® 2018; Ranking: 8/47 Public Administration; Impact Factor: 3.162.
- 2018 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*. 96(2) 349-367.  
ISI Journal Citation Reports ® 2018; Ranking: 13/47 Public Administration; Impact Factor: 2.6.
- 2018 Op de Beeck, S., **Wynen, J.**, Hondeghem, H. (2018). Explaining Effective HRM Implementation: A Middle versus First-line Management Perspective. *Public Personnel Management*. 47(2) 144-174.  
ISI Journal Citation Reports ® 2018; Ranking: 40/47 Public Administration; Impact Factor: 0.789.

- 2018 **Wynen, J.**, Verhoest, K. (2018). Why do autonomous public agencies use performance management techniques? Revisiting the role of basic organizational characteristics. *International Public Management Journal*. 21(4), 619-649.  
ISI Journal Citation Reports ® 2018; Ranking: 23/47 Public Administration; Impact Factor: 1.915.
- 2017 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*. 47(2) 175-194.  
ISI Journal Citation Reports ® 2018; Ranking: 40/47 Public Administration; Impact Factor: 0.789.
- 2017 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.  
ISI Journal Citation Reports ® 2018; Ranking: 13/47 Public Administration; Impact Factor: 2.6.
- 2017 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 8/47 Public Administration; Impact Factor: 3.162.
- 2017 **Wynen, J.**, Kleizen, B. (2017). Improving dynamics or destroying human capital? The nexus between excess turnover and performance. *Review of Managerial Science*, 1-23.  
Doi.org/10.1007/s11846-017-0249-9  
ISI Journal Citation Reports ® 2018; Ranking: 97/210 Management; Impact Factor: 2.393.
- 2016 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 41/47 Public Administration; Impact Factor: 0.757.
- 2016 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 31/47 Public Administration; Impact Factor: 1.311.
- 2016 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 29/47 Public Administration; Impact Factor: 1.600.
- 2016 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.  
ISI Journal Citation Reports ® 2018; Ranking: 65/217 Management; Impact Factor: 3.150.
- 2015 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 40/47 Public Administration; Impact Factor: 0.789.
- 2015 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 8/47 Public Administration; Impact Factor: 3.162.
- 2014 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 8/47 Public Administration; Impact Factor: 3.162.

- 2014 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 29/47 Public Administration; Impact Factor: 1.600.
- 2014 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 40/47 Public Administration; Impact Factor: 0.789.
- 2014 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 41/47 Public Administration; Impact Factor: 0.757.
- 2013 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 2/47 Public Administration; Impact Factor: 4.649.
- 2013 **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.  
ISI Journal Citation Reports ® 2018; Ranking: 204/363 Economics; Impact Factor: 1.098.
- 2013 **Wynen, J.** (2013). Explaining travel distance during same- day visits. *Tourism Management*, 36, 133-140.  
ISI Journal Citation Reports ® 2018; Ranking: 15/217 Management; Impact Factor: 6.012.

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

- 2017 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.
- 2016 **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.
- 2013 Verhoest K. & **Wynen J.** (2013). Leiden meer beheersautonomie en resultaatsturing tot een innovatievere cultuur bij publieke sector organisaties? *Res Publica*, 55, 535-538.
- 2016 **Wynen, J.** (2016). Dissertaties – Vergelijken en verklaren van de effecten van autonomie in de publieke sector. *Bestuurskunde – Aflevering 1*

**International book chapters (peer-reviewed)**

- 2017 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.
- 2015 **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)**

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

- 2011 *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**

- 2013 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.
- 2011 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.
- 2011 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.
- 2011 Raf Myncke, Kristof Mertens, **Jan Wynen** (2011) *Pilootonderzoek naar dagtoeristische activiteiten van de Vlaming*. In opdracht van steunpunt Toerisme en Recreatie.

#### **Articles - international conferences**

- 2018 Kleizen, B., Wynen, J., Junjan V. (2018). *Brewed in the EU, packaged in Member States: how national-level institutionalization affects turnover rates in European Arrest Warrant cases*. Netherlands Institute of Governance conference. Den Haag.
- 2018 Wynen, J., Kleizen, B., Verhoest, K. (2018). *Just Keep Silent...Defensive Silence as a Reaction to Successive Structural Reforms* European Consortium for Political Research. Hamburg.
- 2017 Wynen, J., Kleizen, B., Verhoest, K. (2017). *Too much, too fast? Linking successive public-sector reforms to risk-averse behavior*. Netherlands Institute of Governance conference. Maastricht
- 2017 Wynen, J., Kleizen, B., Verhoest, K. (2017). *Too much, too fast? Linking successive public-sector reforms to risk-averse behavior*. European Consortium for Political Research. Oslo.
- 2016 Verhoest, K., Bach, T., Wynen, J. (2016). *The differential effects of organizational characteristics and politico-administrative context on agency autonomy: investigating differences between and within country clusters*. European Consortium for Political Research. Prague.
- 2016 Wynen, J., Verhoest, K., Kleizen, B. (2016). *More Reforms, Less Innovation? The Impact of Reform Histories on Innovation-Oriented Cultures in the Public Sector*. EGPA conference. Utrecht, 24-26 August 2016.
- 2016 Wynen, J., Verhoest, K., Kleizen, B. (2016). *More Reforms, Less Innovation? The Impact of Reform Histories on Innovation-Oriented Cultures in the Public Sector*. IPSA World Congress of Political Science. Poznan, 23-28 July 2016.
- 2015 Op de Beeck, S., Wynen, J., Hondeghem, A. (2015). *Explaining Effective HRM Implementation: A Middle versus First-line Management Perspective*. Annual Meeting of the Academy of Management. Vancouver, BC, Canada, 7-11 August 2015.
- 2014 Buttiens, B., Wynen, J. & Hondeghem, A. (2014). *Talent Management in the public sector. What about the employees?* Paper presented at European Institute of Advanced studies in Management (EIASM), Third workshop on Talent management, Berlin, 13-14 October, 17 p

- 2014 Boon, J., Verhoest, K., Wynen, J. (2014). *Understanding the relational strategies of public sector organizations to enhance their reputation: does the prioritization of audiences co-vary with organizational type and task?*. SOG conference. Jerusalem, January 2014.
- 2014 Verhoest, K., Bach, T., Wynen, J. (2014). *The differential effects of organizational characteristics and politico-administrative context on agency autonomy: investigating differences between and within country clusters*. EGPA. Speyer, 10-12 September 2014.
- 2014 Wynen, J. (2014). *Gender and Career Opportunities within the U.S. Federal Government. Are we closing the gap?*. IIAS. Ifrane (Morocco), 13-17 June 2014.
- 2013 Wynen, J. & Verhoest, K. (2013). *Do NPM-type reforms lead to a cultural revolution within public sector organizations?* Public Management Reserach conference, Madison (U.S.)
- 2013 Wynen, J. & Verhoest, K. (2013). *Do NPM-type reforms lead to a cultural revolution within public sector organizations?* IRSPM conference, Prague.
- 2013 Wynen, J. & Oomsels, P. (2013). *Analyzing inter-organizational trust: how to obtain trustworthy results?*. EGPA conference, Edinburgh.
- 2012 Verhoest, K. & Wynen, J. (2012). *Why do public agencies use performance management techniques?* CIGAR Workshop, Barcelos, Portugal, 26 p.
- 2012 Wynen, J. & Verhoest, K. (2012). *Letting or making public managers use performance management tools?* EGPA conference, Bergen, Norway, 33 p.
- 2012 Wynen, J., Verhoest, K., Ongaro, E. & van Thiel, S. (2012). *Innovation-oriented culture in the public sector: Do managerial autonomy and result control lead to innovation?* EGPA conference, Bergen, Norway, 20 p.