

Anders Ryom Villadsen

Professor, PhD

Department of Management
School of Business and Social Sciences
Aarhus University

Fuglesangsallé 4
8210 Aarhus V
Denmark

Phone: +45 50713090

E-mail: avilladsen@mgt.au.dk

Education: Ph.D. in Public Management from School of Economics and Management, Aarhus University. Awarded June 1st 2010.

2007: Master's degree in Economics and Management, Aarhus University

2004: Bachelor degree in Political Science, Aarhus University

Employment:

2016 (July) – current: Professor at the Department of Management at Aarhus University

2012 – 2016: Associate professor at the Department of Management at Aarhus University

2010-2012: Assistant professor at the Department of Economics and Management at Aarhus University

Academic leadership:

2020 - Head of Section for Organization, Strategy and Accounting and part of the management team at the Department of Management, Aarhus University.

2019 - Coordinator for Elite Module in Digital Transformation at Aarhus University. An honors program for advanced master's students.

Editorial work: Associate Editor at *Journal of Public Administration Research and Theory (JPART)* from 1/1 2019 - ongoing

Affiliations: Researcher with Crown Prince Frederik's Center for Public Leadership, Aarhus University

Fellow at the Center for Organization Research and Design (CORD),
Arizona State University

Associations: Academy of Management
Public Management Research Association
International Association of Chinese Management Research

Research stays abroad and overseas experiences:

2017 City University of Hong Kong (two weeks)
2015 Arizona State University (two weeks)
2012 Harvard University (visiting scholar, four months)
2009 Stanford University (affiliated visiting scholar, six months)
Since 2011 Part of Sino-Danish Center for Education and Research (SDC).

Awards:

2019 Paper accepted for the Best Paper Proceedings of the Academy of Management Annual Meeting in Boston.
2019 Academy of Management PNP division “Top Reviewer Award”
2018 Academy of Management Meeting. “Carlo Masini Award for Innovative Scholarship” (public/non-profit division) for “Antecedents of ethnic employment discrimination in public organizations”
2018 Two papers accepted for the Best Paper Proceedings of the Academy of Management Annual Meeting in Chicago.
2016 BSS Research Award. Annual award from Aarhus BSS at Aarhus University for accomplishments in research (50,000 kr).
2015 Academy of Management Meeting. Charles H. Levine Best Conference Paper Award (public/non-profit division) for “When does public sector socialization lead to turnover? The role of organizational privateness” (with Sarah Krøtel).
2013 Nominated for “Teacher of the Year” award
2011 Academy of Management’s Public and Nonprofit Division’s Best Dissertation of 2010 Award.
2009 Awarded best paper of 2008 in *Ledelse & Erhvervsøkonomi* (Danish leadership and management journal).

2008 Awarded the “DOME Doctoral Student of 2008 prize” of 10,000 Dkr (app. 1400 Euro). Awarded by the “DOME” collaboration of doctoral education in management across the Danish universities.

Larger grants:

2014 Danish Council for Independent Research Grant DFF – 4003-00179 of 1.152.608 kr. (PI)

2011 Part of the research group of four with Professor Søren Serritzlew as principal investigator that received 8.6 mio DKK from Danish Council for Independent Research for the project “Improving public service provision: The causal effect of endogenous institutions” 2011 - 2015.

PhD supervision and assessment:

Main supervisor:

Ting Huang (ongoing)

Sarah Krøtel (2015 – currently an associate professor at Aarhus University.

Co-supervisor:

Marie Wunderlich (ongoing)

Kenneth Nygaard (2019 – currently an assistant professor at Aalborg University)

Peter Sørensen (2017 - currently an assistant professor at University of Southern Denmark,

Chairman of PhD assessment committee:

Yulia Muratova (2016), Michela Berretta (2016), Stine Munk Poulsen (2019), Marianne Livijn (2020)

Member of PhD assessment committee:

Pia Schou Nielsen (2013 – University of Southern Denmark).

Publications:

Grøn, C.H., Opstrup, N, Salomonsen, H.H. & Villadsen, A.R. (2021), Together forever? The relation between (dis)similar demographics in politico-administrative

relationships and executive turnover, *International Public Management Journal*. <https://doi.org/10.1080/10967494.2021.1969487>

- Villadsen, A.R. & Wulff, J. (2021). Statistical Myths about Log-Transformed Dependent Variables: When, Why, and How. *British Journal of Management*. Vol. 32, No. 3, p. 779-796.
- Villadsen, A.R. and Wulff, J.N. (2021). Are you 110% sure? Modeling of fractions and proportions in strategy and management research. *Strategic Organization*, Vol. 19, No. 2, p. 312-337.
- Wulff, J. and Villadsen, A.R. (2020). Are Survey Experiments as Valid as Field Experiments in management Research? An Empirical Comparison using the Case of Ethnic Employment Discrimination. *European Management Review*. Vol. 17, No. 1, 347-356.
- Wulff, J. and Villadsen, A.R. (2020). Keeping it Within Bounds: Regression Analysis of Proportions in International Business. *Journal of International Business Studies*, Vol. 51, No. 2, 2020, p. 244-262.
- Guul, T.S., Villadsen, A.R. and Wulff, J.N. (2019). Does Good Performance Reduce Bad Behavior? Antecedents of Ethnic Employment Discrimination in Public Organizations. *Public Administration Review*. Vol. 79, No. 5, 2019, p. 666-674.
- Krøtel, S.M., Ashworth, R. & Villadsen, A.R. (2019). Weakening the glass ceiling : Does organizational growth reduce gender segregation in the upper tiers of Danish local government. *Public Management Review*. 21(8): 1213-1235.
- Arnoldi, J., Villadsen, A.R., Xin, C. Na, C. (2019), Multi-Level State Capitalism: Chinese State-Owned Business Groups. *Management and Organization Review*, 15(1): 55-79.
- Villadsen, A.R. and J. Wulff (2018). Is the Public Sector a Fairer Employer? Ethnic employment discrimination in the public and private sectors. *Academy of Management Discoveries*. 4(4): 429-448
- Stritch, J.M. and Villadsen, A.R., (2018). The gender wage gap and the moderating effect of education in public and private sector employment. *Public Administration*. 96(4): 690-706.
- Krøtel, S. M. L., A. R. Villadsen, and M. B. Hansen (2017). What to do here? What to do there? The effect of change in organization size on public management. *International Public Management Journal*. 20(4), p. 675-700.

- Hansen, M. B. & Villadsen, A.R. (2017). The External Networking Behaviour of Public Managers : The Missing Link of Weak Ties. *Public Management Review*. 19(10): 1556-1576.
- Villadsen, A. R. (2016). The relation between executive succession and corporate capacity. *Journal of Public Administration Research and Theory*. 26(1): 19-29.
- Krøtel, S.M.L. & Villadsen, A.R. (2016). When does public sector socialization lead to turnover? The role of organizational privateness” *Public Administration*. 94(1): 167-184.
- Arnoldi, J. & Villadsen, A.R. (2015). Political ties of listed Chinese Companies, Performance effects, and moderating institutional factors. *Management and Organization Review*. 11(2): 217-236.
- Opstrup, N., & Villadsen, A. (2015). The right mix? Gender diversity in top management teams and financial performance. *Public Administration Review*. 75(2): 291-301.
- Villadsen, A. R. (2013). Similarity or difference?: The relation between structure and strategy isomorphism In public organizations. *British Journal of Management*, 24, Issue Supplement(S1), S62-S75.
- Villadsen, A. R. (2013). Når kommuner organiserer i takt: Institutionelle forklaringer på forvaltningsændringer fra 1984-2000. *Politica*, 45(2), 119-138.
- Hansen, M. B., Opstrup, N., & Villadsen, A. R. (2013). En administrativ elite under forandring: Udviklingen i danske kommunale topcheferes kollektive profil fra 1970 til 2008. *Politica*, 45(2), 178-194.
- Villadsen, A. R. (2012). New executive from inside or outside? The effect of executive replacement on organizational changes. *Public Administration Review*, 72(5), 731-740.
- Mols, N. P., Hansen, J. R., & Villadsen, A. R. (2012). Plural governance: The effect of internal production on supplier performance. *Industrial Marketing Management*, 41(5), 874–885.
- Villadsen, A. R. (2011). Structural Embeddedness of Political Top Executives as Explanation of Policy Isomorphism. *Journal of Public Administration Research and Theory*, 21(4), 573-599.
- Hansen, J. R., Mols, N. P., & Villadsen, A. R. (2011). Internal or External Production and Satisfaction with the Chosen Sourcing in Danish Municipalities: Different Theoretical Explanations. *Local Government Studies*, 37(6), 621-646.

- Hansen, J. R., Mols, N. P., & Villadsen, A. R. (2011). Make and Buy – An Alternative to Make or Buy? An Investigation of Four Theoretical Explanations in Danish Municipalities. *International Journal of Public Administration*, 34(8), 539-552.
- Riiskjær, E., Villadsen, A. R., Ammentorp, J., & Kofoed, P-E. (2011). Når der sættes pris på patienten - reaktioner på værdisætning af hospitalsydelser. *Nordiske Organisasjonsstudier* (NOS), 13(4), 3-28.
- Villadsen, A. R., Hansen, J. R., & Mols, N. P. (2010). When do Public Managers Imitate Each Other? Mimetic Decision Making in Contracting Decisions of Danish Municipalities. *Public Organization Review*, 10(4), 357-376.
- Hansen, J. R., & Villadsen, A. R. (2010). Comparing Public and Private Managers' Leadership Styles: Understanding the Role of Job Context. *International Public Management Journal*, 13(3), 247-274.
- Hansen, J. R., Mols, N. P., & Villadsen, A. R. (2008). En empirisk analyse af danske kommuners make-or-buy beslutninger. *Ledelse og Erhvervsoekonomi*, 72(4), 31-44.