

FoWOP Small Group Meeting 2022

Building the future of work and
organizational psychology:
Developing a practical toolkit

21 – 23 September 2022
Vrije Universiteit Brussel

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Sponsors & Partners

We wish to thank our sponsors for their dedication to making this Small Group Meeting happen. Learn more about their visions and activities on the websites below.

European Association of Work and Organizational Psychology |
The leading organization in Europe with regards to evidence-based
science and practice on people, work and organizations |
<http://www.eawop.org>



European Academy of Occupational Health Psychology |
A registered charity that supports research, education, and
professional practice on occupational
health psychology across Europe |
<https://www.eaohp.org>



Associazione Italiana di Psicologia |
The Italian national benchmark for psychologists working in
universities and research organizations |
<https://aipass.org/en>



Belgian Association for Psychological Sciences |
The association seeks to unite all people interested in the
development of psychological sciences and
its applications in Belgium |
<https://www.baps.be>



Fonds Wetenschappelijk Onderzoek – Vlaanderen |
The FWO stimulates and financially supports fundamental scientific
research, strategic basic research, clinical scientific research, the
purchase of large-scale and medium-scale research infrastructure,
and the management of large computing capacity in Flanders |
<https://www.fwo.be/en/>



Vrije Universiteit Brussel |
An internationally oriented university in Brussels, the heart of
Europe. VUB is seeking to contribute in an active and committed
way to a better society for tomorrow |
<https://www.vub.be>



General information

Congress location and venue

Location:

Vrije Universiteit Brussel Campus Etterbeek |
Pleinlaan 2, 1050 Elsene

Venue on campus: U-Residence | Generaal
Jacqueslaan 271, 1050 Elsene

The U-residence is located on Campus Etterbeek in Elsene. All presentations, coffee and lunch breaks take place in U-residence. The conference sessions are scheduled to take place in the Green Room and the Black Room.

This is marked in the program.

Date

21.09.2022 – 23.09.2022

Organizer

Future of Work and Organizational Psychology (FoWOP) is a collective of academics and practitioners across the world in the field of work psychology who are actively contributing to a future of academic WOP that is sustainable, relevant to society, and protects and promotes the integrity and dignity of individuals within and beyond the workplace.

Congress coordination at premises

Theresa Leyens | Vrije Universiteit Brussel
theresa.leyens@vub.be

Internet

<https://www.futureofwop.com>

Technical equipment of the premises

All lecture rooms are equipped with a beamer, cameras, and sound system.

Organizing committee

Severin Hornung

University of Innsbruck

Franziska Kößler

Humboldt-Universität zu Berlin

Theresa Leyens

Vrije Universiteit Brussel

John Mendy

University of Lincoln

Francesco Tommasi

Verona University

Yvonne van Rosenberg

Radboud University

Tim Vantilborgh

Vrije Universiteit Brussel

Notes for presenters

The conference will be held as a hybrid congress. Participants can join and present virtually, and engage in the discussions.

Notes for session chairs and presenters

Chairs lead the session, announce the presentations, ensure that speaking and discussion times are observed, and lead the discussions during the session. Chairs and presenters are asked to strictly adhere to the schedule.

Presentation

You can submit your presentation (.ppt or .pptx or .pdf) in advance until 19.09.2022, 18:00 via email to theresa.leyens@vub.be. Alternatively, you can bring it on a USB-Stick or send it to the organizers on site.

Abstract bundle

You will receive the abstract bundle after the conference via email. Please make sure that you provide us final abstract before the start of the conference.

Wi-Fi

Each participant will receive an individual access code for the duration of the conference on the time of arrival.

Room for individual work and smaller spontaneous meetings

The orange room in the U-residence is available as a work and meeting room throughout the whole conference.

Wardrobe and luggage storage

Both wardrobe and luggage storage are located on the ground floor of the conference venue, U-Residence. The opening hours correspond to the schedule of the conference program.

Catering

Lunch and coffee breaks are included in the conference fee. There are also different food options on campus (Bar Pilar, Opinio, Resto) or in walking distance outside of the campus.

Photos and videos

We would like to inform you that we might take photos and videos during presentations or breaks. If you do not wish to be shown in the pictures, kindly let us know.

Health and safety measures

The health and safety of our participant is of the highest priority. We therefore decided on a few preventive measures:

- We recommend wearing a face mask indoors, except for speakers
- Self-tests are available for every participant for every congress day and we strongly encourage each participant to self-test each day before visiting the congress
- There are outdoor seating areas for lunch and coffee breaks
- We monitor the developments and will adjust these measures accordingly, if necessary

Mobility in Brussels

Several tram, bus and train stations are in walking distance from the campus (e.g., Etterbeek Gare or VUB). The address of the conference venue is Generaal Jacqueslaan 271 in 1050 Elsene/Ixelles.

Tickets for bus and tram can be bought via [MIVB/STIB](#) or in the ticket machines in the stations. Train tickets for local trains running to Brussels Central Station, Brussels South or Brussels Airport (Zaventem) can be booked via [belgiantrain](#). Journeys with buses or trams of the MIVB/STIB or local trains are subject to a charge. There are also rental bikes (Villo) or electric scooters (e.g., Lime, Felyx) available to book through the respective apps.

Parking

The campus is currently under construction and therefore closed for visitors' cars. However, there's free unlimited parking in the street (Pleinlaan; see <https://seety.co/nl/parkeerregeling/poi/vrije-universiteit-brussel-vub-brussel>). Be aware that traffic can be very busy during peak hours. We therefore advise all participants to find alternative travel options, if possible.

Social Media

If you want to tell the world about your experiences at the conference, kindly add the hashtag #FOWOP2022 to your post.

Submission types

Workshops

Workshops involve guided instruction and training by experienced mentors (90 – 120 minutes)

Unconference sessions

Participants can freely pitch and discuss ideas during these sessions, which are moderated by the session organizers and focus on a particular topic or issue (90 – 120 minutes)

Lightning talks

Lightning talks include short presentations (10-15 minutes) which will be bundled into lightning talk sessions by the organizers. If participants wish to organize their own topical lightning talk sessions consisting of 4-5 individual contributions, they need to submit an additional symposium-style proposal detailing how these contributions complement each other.

Thematic tracks

Track 1: Building tools to improve WOP research

This track focuses on taking a critical stance to how we do research in WOP—both in terms of theory and research methods—and to develop tools that help WOP members to improve the quality of their research and practice. We draw on perspectives from various critical traditions, to address the dominance of neopositivist epistemologies in WOP, enabling us to grapple with fundamental questions about the nature of what and how we do research.

Simultaneously, we build on the notion of substantive-methodological synergy, emphasizing the need for a close match between research questions and research methods. We invite participants to reflect on methodological pluralism and link this topic to open science practices and other best practices.

Track 2: Building tools to improve life in academia

Within this track we want to capitalize on the expertise of participants to develop tools that help improve life in academia. On the one hand, we invite participants to use their expertise to make academia a healthier workplace, for example by developing tools that can help deal with job uncertainty or burnout within an academic context. On the other hand, we encourage participants to reflect on practices that promote equality in the workplace, to improve wellbeing for everyone in academia

Special events

Opening

21.09.2022 | 09:00 | U Residence

Closing and farewell

23.09.2022 | 13:00 | U Residence

Conference dinner

The conference dinner will take place at Restaurant Le Mess, located right next to the campus. Le Mess is a modern restaurant that offers seasonal menus with healthy dishes made from local ingredients. The dinner starts at 18:30 on 21 September 2022.

Reception

On the evening of 22 September 2022, there will be a reception with drinks and snacks at Bar Pilar, located on campus. The reception starts at 19:00.

Scientific program | 21. – 23.09.2022

Overview

Wednesday 21.09.2022			Thursday 22.09.2022			Friday 23.09.2022		
	Track 1	Track 2		Track 1	Track 2		Track 1	Track 2
09:00			09:00	Lightning 2	Lightning 3	09:00		
09:15			09:15	Green room	Black room	09:15		
09:30			09:30		Un-	09:30		
09:45	Un-Keynote session		09:45		conference	09:45	Workshop 2	
10:00	Green room		10:00		session 4	10:00	Green room	
10:15			10:15		Green room	10:15		
10:30	Coffee		10:30	Coffee		10:30		
10:45			10:45			10:45		
11:00			11:00	Un-		11:00	Coffee	
11:15			11:15	conference		11:15		
11:30	Un-conference session 1		11:30	session 5		11:30	Un-	Un-
11:45	Green room		11:45	Green room		11:45	conference	conference
12:00			12:00			12:00	session 6	session 7
12:15			12:15			12:15	Green room	Black room
12:30			12:30			12:30	Lunchbreak	
12:45	Lunchbreak		12:45	Lunchbreak		12:45		
13:00			13:00			13:00		
13:15			13:15			13:15		
13:30		Un-	13:30			13:30		
13:45		conference	13:45			13:45		
14:00		session 2	14:00	Lightning		14:00		
14:15			14:15	talk session		14:15		
14:30		Green room	14:30	4		14:30		
14:45			14:45	Green room		14:45		
15:00	Coffee		15:00			15:00		
15:15			15:15			15:15		
15:30		Lightning	15:30	Coffee		15:30		
15:45		talk session	15:45			15:45		
16:00		1	16:00			16:00		
16:15		Green room	16:15			16:15		
16:30			16:30			16:30		
16:45			16:45			16:45		
17:00	Un-		17:00		Workshop 1	17:00		
17:15	conference		17:15		Green room	17:15		
17:30	session 3		17:30			17:30		
17:45	Green room		17:45			17:45		
18:00			18:00			18:00		
18:15			18:15			18:15		
18:30			18:30			18:30		

Hybrid event | Links and online access

Wednesday | 21.09.2022

	Track 1: BUILDING TOOLS TO IMPROVE WOP RESEARCH	Track 2: BUILDING TOOLS TO IMPROVE LIFE IN ACADEMIA
09:00		
09:15		
09:30	Un-Keynote session	
09:45	<i>Matthijs Bal, Edina Dóci, & Yvonne van Rossenberg</i>	
10:00	Green room	
10:15	Join online	
10:30	Coffee	
10:45		
11:00	Un-conference session 1	
11:15	Systematic review of 10 years of WOP research	
11:30	<i>Mehmet A. Orhan, Yvonne van Rossenberg, Matthijs Bal & Zoe Sanderson</i>	
11:45	Green room	
12:00	Join online	
12:15		
12:30	Lunchbreak	
12:45		
13:00		
13:15		
13:30		Un-conference session 2
13:45		Problematizing Critical Theory Perspectives in Contemporary Organizations and Society
14:00		<i>John Mendy & Matthijs Bal</i>
14:15		Green room
14:30		Join online
14:45		
15:00	Coffee	
15:15		
15:30		Lightning talk session 1
15:45		Building tools to improve life in academia
16:00		<i>*Details on p. 15</i>
16:15		Green room
16:30		Join online
16:45		
17:00	Un-conference session 3	
17:15	Why are we vague? Towards conceptual precision in work and org. psychology	
17:30	<i>Bram Fleuren & Wilken Wehrt</i>	
17:45	Green room	
	Join online	
18:00		
...		

	Track 1: BUILDING TOOLS TO IMPROVE WOP RESEARCH	Track 2: BUILDING TOOLS TO IMPROVE LIFE IN ACADEMIA
09:00	Lightning 2	Lightning 3
09:15	Stuck in precariousness: The resilience case <i>Sanne Nijs et al.</i> Green room Join online	Managerial work organization and its impact on mental health in academia <i>Parisa Dashtipur, Nathan Gerard, & Duarte Rolo</i> Black room Join online
09:30		Unconference session 4
09:45		Hypernormalization in academia
10:00		<i>Andy Brookes, John Mendy, Dieu Hack-Polay & Matthijs Bal</i>
10:15		Green room Join online
10:30	Coffee	
10:45		
11:00	Unconference session 5	
11:15	Critical WOP session	
11:30	<i>Matthijs Bal, Severin Hornung, Gazi Islam & Zoe Sanderson</i>	
11:45		
12:00	Green room	
12:15	Join online	
12:30	Lunchbreak	
12:45		
13:00		
13:15		
13:30	Lightning talk session 4	
13:45	Research on neoliberal ideology – research as neoliberal ideology: Assembling a reflexive perspective	
14:00		
14:15		
14:30	<i>Session organizers: Severin Hornung & Francesco Tommasi</i>	
14:45		
15:00	<i>*Details on p. 15</i>	
15:15	Green room Join online	
15:30	Coffee	
15:45		
16:00		Workshop 1
16:15		Relieving work pressure in academia, an intervention instrument
16:30		<i>Roel Schouteten</i>
16:45		Green room
17:00		Join online
17:15		
17:30		
17:45		
18:00		
18:15		
18:30		
...		
19:00	Reception at Bar Pilar	

Friday | 23.09.2022

	Track 1: BUILDING TOOLS TO IMPROVE WOP RESEARCH	Track 2: BUILDING TOOLS TO IMPROVE LIFE IN ACADEMIA
09:00	<p>Workshop 2</p> <p>Using tools to make science more open</p> <p><i>Tim Vantilborgh</i></p> <p>Green room</p> <p>Join online</p>	
09:15		
09:30		
09:45		
10:00		
10:15		
10:30		
10:45		
11:00	Coffee	
11:15		
11:30	Unconference session 6	Unconference session 7
11:45	Pardon My French: On Superfluous Journal	Men and Gender (In-)equality in Academia:
12:00	Rankings,	Listening to Men's Perspectives
12:15	Incentives and Impacts on I/O	<i>Carolyn Ossenkop & Matthijs Bal</i>
	Psychology Publication Practices in French	Black room
	Business Schools	Join online
	<i>Mehmet A. Orhan</i>	
	Green room	
	Join online	
12:30	Lunch	
12:45		
13:00	Closing discussion	
13:15	Green room	
13:30	Join online	
13:45		
14:00	Farewell	

In-person event

Wednesday | 21.09.2022

	Track 1: BUILDING TOOLS TO IMPROVE WOP RESEARCH	Track 2: BUILDING TOOLS TO IMPROVE LIFE IN ACADEMIA
09:00		
09:15		
09:30	Un-Keynote session <i>Matthijs Bal, Edina Dóci, & Yvonne van Rossenberg</i> Green room	
09:45		
10:00		
10:15		
10:30		
10:45	Coffee	
11:00	Un-conference session 1 Systematic review of 10 years of WOP research <i>Mehmet A. Orhan, Yvonne van Rossenberg, Matthijs Bal & Zoe Sanderson</i> Green room	
11:15		
11:30		
11:45		
12:00		
12:15		
12:30	Lunchbreak	
12:45		
13:00		
13:15		
13:30		
13:45		Un-conference session 2 Problematizing Critical Theory Perspectives in Contemporary Organizations and Society <i>John Mendy & Matthijs Bal</i> Green room
14:00		
14:15		
14:30		
14:45		
15:00	Coffee	
15:15		
15:30		Lightning talk session 1 Building tools to improve life in academia <i>*Details on p. 11</i> Green room
15:45		
16:00		
16:15		
16:30		
16:45		
17:00	Un-conference session 3 Why are we vague? Towards conceptual precision in work and org. psychology Bram Fleuren & Wilken Wehrt Green room	
17:15		
17:30		
17:45		
18:00		
...		
18:30	Conference dinner at Le Mess	

	Track 1: BUILDING TOOLS TO IMPROVE WOP RESEARCH	Track 2: BUILDING TOOLS TO IMPROVE LIFE IN ACADEMIA
09:00	Lightning 2	Lightning 3
09:15	Stuck in precariousness: The resilience case <i>Sanne Nijs et al.</i> Green room	Managerial work organization and its impact on mental health in academia <i>Parisa Dashtipur, Nathan Gerard, & Duarte Rolo</i> Black room
09:30		Unconference session 4
09:45		Hypernormalization in academia
10:00		<i>Andy Brookes, John Mendy, Dieu Hack-Polay &</i>
10:15		<i>Matthijs Bal</i> Green room
10:30	Coffee	
10:45		
11:00	Unconference session 5	
11:15	Critical WOP session	
11:30	<i>Matthijs Bal, Severin Hornung, Gazi Islam & Zoe</i>	
11:45	<i>Sanderson</i>	
12:00	Green room	
12:15		
12:30	Lunchbreak	
12:45		
13:00		
13:15		
13:30	Lightning talk session 4	
13:45	Research on neoliberal ideology – research as neoliberal ideology: Assembling a reflexive perspective	
14:00		
14:15		
14:30	Session organizers: <i>Severin Hornung & Francesco</i>	
14:45	<i>Tommasi</i>	
15:00	<i>*Details on p. 11</i>	
15:15	Green room	
15:30	Coffee	
15:45		
16:00		
16:15		
16:30		
16:45		Workshop 1
17:00		Relieving work pressure in academia, an intervention instrument
17:15		<i>Roel Schouteten</i>
17:30		Green room
17:45		
18:00		
18:15		
18:30		
...		
19:00	Reception at Bar Pilar	

Friday | 23.09.2022

	Track 1: BUILDING TOOLS TO IMPROVE WOP RESEARCH	Track 2: BUILDING TOOLS TO IMPROVE LIFE IN ACADEMIA
09:00	<p>Workshop 2</p> <p>Using tools to make science more open</p> <p><i>Tim Vantilborgh</i></p> <p>Green room</p>	
09:15		
09:30		
09:45		
10:00		
10:15		
10:30		
10:45		
11:00	Coffee	
11:15		
11:30	Unconference session 6	Unconference session 7
11:45	Pardon My French: On Superfluous Journal	Men and Gender (In-)equality in Academia:
12:00	Rankings,	Listening to Men's Perspectives
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	Psychology Publication Practices in French	Black room
	Business Schools	
	<i>Mehmet A. Orhan</i>	
	Green room	
12:30	Lunch	
12:45		
13:00		
13:15	Closing discussion	
13:30	Green room	
13:45		
14:00	Farewell	

Lightning talk sessions | Details

*Lightning talk session 1 | 21.09.2022 | Green room

15:30 | Building tools to improve life in academia

15:30	Imagining a critical theory of change: making an impact on real world problems <i>Andy Brookes</i>
15:45	Online presentation: Excavating and cultivating the political within academia? <i>Stefan E. Huber</i>
16:00	Work-related suffering in academia: Toolkits are great, but what about collective action? <i>Parisa Dashtipur, Nathan Gerard, & Duarte Rolo</i>
16:15	Online presentation: The Big Gay Garden: Cultivating healthy university working and learning conditions through collective action <i>Susannah Mulvale</i>
16:30	Online presentation: Tools and good practices for a sustainable and healthy academic workplace: the experience of the Italian QualityofLife@Work research team <i>Paola Spagnoli, Margherita Brondino, Vincenza Capone, Daniela Converso, Emanuela Ingusci, Amelia Manuti, & Francesco Pace</i>

*Lightning talk session 4 | 22.09.2022 | Green room

13:30 | Building tools to improve life in academia | Session organizers: Severin Hornung & Francesco Tommasi

13:30	Following up on neoliberal ideology I – emerging research and ideas <i>Severin Hornung, Thomas Höge, & Christine Unterrainer</i>
13:45	Following up on neoliberal ideology II – measurement development, preliminary results and critical outlook <i>Thomas Höge, Christine Unterrainer, & Severin Hornung</i>
14:00	Getting to the root of the matter: Institutional, legal, economic, and ideological foundations of the employment-health dilemma <i>Franziska J. Kößler</i>
14:15	Neoliberal ideology and intimacies: Urging resistance by further educating teachers on LOVE <i>Johanna L. Degen</i>
14:30	Online presentation: The use of fiction as a distinctively critical research approach to debunk work and organizational psychology constructs: initial thoughts <i>Francesco Tommasi, Johanna L. Degen, & Matthijs Bal</i>

Participants

Bal, Matthijs	University of Lincoln, United Kingdom
Brookes, Andy	University of Lincoln, United Kingdom
Cameron, Sarah	Vrije Universiteit Brussel, Belgium
Dashtipour, Parisa	Open University, School of Psychology and Counselling, United Kingdom
De Gieter, Sara	Vrije Universiteit Brussel, Belgium
Degen, Johanna	Europa Universität Flensburg, Germany
Dóci, Edina	Vrije Universiteit Amsterdam, School of Business and Economics, The Netherlands
Fleuren, Bram	Maastricht University, The Netherlands
George, Sven	Humboldt-Universität zu Berlin, Germany
Gerard, Nathan	California State University, Long Beach, United States
Höge, Thomas	University of Innsbruck, Austria
Hornung, Severin	University of Innsbruck, Austria
Huber, Stefan	University of Innsbruck, Austria
Kößler, Franziska	Humboldt-Universität zu Berlin, Germany
Kuijpers, Evy	Vrije Universiteit Brussel, Belgium
Leyens, Theresa	Vrije Universiteit Brussel, Belgium
Manuti, Amelia	University of Bari, Italy
Mendy, John	University of Lincoln, United Kingdom
Mulvale, Susannah	York University, Canada
Nijs, Sanne	Tilburg University, The Netherlands
Orhan, Mehmet A.	EM Normandie Business School, Paris, France
Rolo, Duarte	Université Paris Cité, France
Sagmeister, Valentina	Vrije Universiteit Brussel, Belgium
Sanderson, Zoe	University of Bristol, United Kingdom
Schouteten, Roel	Radboud University, The Netherlands
Searle, Rosalind	Adam Smith Business School, University of Glasgow, United Kingdom
Tommasi, Francesco	University of Verona, Italy
Van Rossenberg, Yvonne	Radboud University, The Netherlands
Vantilborgh, Tim	Vrije Universiteit Brussel, Belgium
Wehrt, Wilken	Maastricht University, The Netherlands

