

Bart Verwaeren

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Department of Management
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EDUCATION

PhD	Ghent University – Faculty of Economics and Business & Vlerick Business School Field: Applied Economics (Business)	2017
MS	Work and Organizational Psychology At Ghent University – Faculty of Psychology and Pedagogical Sciences	2009
BS	Psychology (option ‘Work and Organizational Psychology’) At Ghent University – Faculty of Psychology and Pedagogical Sciences	2007

RESEARCH POSITIONS

Assistant Professor (Tenure Track) present	Aarhus University (BSS)	Sept. 2021 -
Post-doctoral researcher (Part-time lecturer 30%, 2018-2020)	University of Groningen – Faculty of Economics & Business, department of OB	2017 – 2021
Doctoral research associate	Ghent University & Vlerick Business School Fellow of the Intercollegiate Centre for Management Research <i>Committee:</i> Dirk Buyens (sup), Xavier Baeten (co-sup), Markus Baer (external, Wash. Uni)	2013 – 2017
Visiting Scholar	University of Southern California	2014 – 2015
Research associate (non-academic, practitioner-oriented research)	Vlerick Business School – Entrepreneurship, Governance & Strategy Area	2010 – 2013

PUBLICATIONS

Published

Tolkamp, G., Verwaeren, B., Vriend, T., Riekhoff, A.-J., & Nijstad, B. 2023. Creativity as It Unfolds: An Examination of Temporality in the Creative Process. *Creativity Research Journal*.

Tolkamp, G., Vriend, T., Verwaeren B. & Nijstad, B. A. (2022). Disentangling the creative process: examination of differential antecedents and outcomes for specific process-elements. *Journal of Business and Psychology*.

Potonik, K., Verwaeren, B., & Nijstad, B. (2022). Tensions and paradoxes in creativity and innovation. *Journal of Work and Organizational Psychology* (Spain)

Verwaeren, B. & Nijstad, B. A. (2022) What I Do or How I Do it - The Effect of Accountability Focus on Individual Exploration. *European Journal of Work and Organizational Psychology*.

Verwaeren B., Van Hoyer G., Baeten X. (2017). Getting Bang for Your Buck: The Specificity of Compensation and Benefits Information in Job Advertisements. *International Journal of Human Resource Management*.

Verwaeren B., Buyens D., & Baeten X. (2016). The Effects of Process and Outcome Accountability on Individual Exploration. *Best paper proceedings AOM* 2016.

Late-stage projects (working paper and beyond)

Verwaeren, B. & Nijstad, B. A. Standardization of Work and Innovation in Teams: A Resource Conservation and Allocation Model. Status: Finalizing manuscript for submission (Target: *Journal of Occupational and Organizational Psychology*)

Verwaeren, B. & Nijstad, B. A. Managers' Openness to Ideas: An attention-based view on individual exploration. Status: Finalizing manuscript for submission (Target: *Journal of Managerial Psychology*)

Early-stage projects

'It takes a village' – non-creator creative roles and creative performance (conceptual paper). With Rietschel, E. & Shao, Y.

The effects of creative mentorship – Status: Refining hypotheses and preparing data collection (field)

An experimental investigation of Incentives and individual exploration. With Vuculescu, O., & Bergenholtz, C. Status: Additional data collection

The common factor structure of individual creativity and exploration. With Vuculescu, O., & Bergenholtz, C. Status: Setting up experimental design, securing funding.

Conference Papers and Presentations (selected)

Verwaeren, B. & Nijstad B. A. (2023) Standardization of Work and Innovation in Teams: A Resource Conservation and Allocation Model. Paper presented at the European Association of Work and Organizational Psychology, Katowice, Poland.

S. Wu, Yuan, Y., Verwaeren, B., & Nijstad, B. A. (2022). Role differentiation in creative processes: A configural approach to team creativity. Paper presented at the annual INGroup conference (Interdisciplinarity Network for Group Research). August 2022, Hamburg, Germany.

Verwaeren, B. & Nijstad B. A. Managers' openness to ideas: An attention-based view on individual exploration (2022). Paper presented at EURAM. June, Winterthur (Switzerland).

Vriend T., & Verwaeren B. Evaluating Creativity: How Ideator and Evaluator Characteristics Shape Evaluations of New Ideas Symposium at the 2020 AOM annual meeting (online). Discussant: Markus Baer, presenters include: Jack Goncalo, Jeffrey Loewenstein, Ella Miron-Spektor, Jennifer Mueller.

Tolkamp, G., Vriend, T., Verwaeren, B., & Reiter-Palmon, R. (2020). Disentangling the Creative Process: Differential Predictions of Radical and Incremental Creativity. Paper presented at the Academy of Management Annual meeting (August 2020, online).

Verwaeren B., & Nijstad B. A. (2019). What you do or how you do it: The effect of accountability focus on individual exploration. Paper presented at European Academy of Management (EURAM) annual conference. June, Lisbon, Portugal)

Vriend T., Verwaeren B. (2019). Engaging the creative process: How leader creative expectations spark incremental and radical creativity. EAWOP 2019 (Turin). Paper presented at the 19th Congress of the European Association of Work and Organizational Psychology, May, Turin, Italy.

Verwaeren B., & Nijstad B. A. (2018). What you do or how you do it: The effect of accountability focus on individual exploration. Paper presented at Academy of Management Annual meeting. August, Chicago (IL), USA

Verwaeren B., Baeten X., & Buyens D. (2017). Accountability focus and exploratory search: The moderating role of norm availability and openness. Paper presented at Academy of Management Annual meeting, Georgia (USA)

Verwaeren B., Baeten X., & Buyens D. (2016). The effect of process and outcome accountability on individual exploration. Paper presented at the EURAM annual conference. June, Paris, France.

Verwaeren B., Baeten X., & Buyens D. (2016). The effect of process and outcome accountability on individual exploration. 31th EIASM Workshop on Strategic Human Resources Management. April, Segovia, Spain.

Verwaeren B. (2014). Rewarding for outcomes vs. behavior and creativity: an information processing perspective. Paper presented at 29th EIASM Workshop on Strategic Human Resources Management, April, Ajaccio, France.

Verwaeren B., & Baeten X. (2013). Total rewards as antecedent of work engagement and intention to leave. Paper presented at the 16th Congress of the European Association of Work and Organizational Psychology, May, Münster, Germany.

Verwaeren B. Baeten X. (2012). Reward proposition specificity: outcomes from a fit and signaling perspective. Paper presented at Academy of Management Annual meeting, August, Boston, US.

Verwaeren B. Baeten X. (2011). Reward Management Effectiveness from a Line Managers' Perspective: The Role of Devolvement and HR Support. Paper presented at The biannual Dutch HRM conference, November, Groningen, the Netherlands.

Practitioner-Oriented Publications

Baeten X. Verwaeren B. 2012. Flexible rewards from a strategic rewards perspective. *Compensation & Benefits Review*, 44(1): 40-49.

Baeten X. Verwaeren B. 2012. Rewarding for performance. In: Slagmulder R. Verweire K. Dewettinck K. Ed. *Managing for performance excellence* (pp. 158-180).

Faems, D., Nijstad, B., Verwaeren, B., & Wennink, S. Noord-Nederlandse Innovatiemonitor (Northern Innovationmonitor) 2017 – subject: Creativity and innovation.

Reports for the corporate members of the Centre for Excellence in Strategic Rewards (Vlerick Business School):

- Baeten, X., & Verwaeren, B. (2012). Executive Remuneration in Europe 2011.
- Verwaeren, B. (2011). Rewarding for Innovation: A literature review.
- Verwaeren, B. (2011). Reward propositions in job advertisements – How should we communicate on rewards in the early stages of recruitment?
- Verwaeren, B., Baeten, X. (2010). Mastering bonus systems.
- Verwaeren, B., Baeten, X. (2010). Trends in rewarding.

AWARDS, GRANTS, & RECOGNITION

Doctoral research grant (appr. €100,000) by the Interuniversity Centre for Management Research (Belgium, now part of FWO-Vlaanderen). – 2014

20,000 DKK seed funding for the project on '*The common factor structure of individual creativity and exploration*', from the Centre for Integrative Business Psychology at Aarhus University – 2024

TEACHING EXPERIENCE

- Creativity at Work (elective, 5th semester Bachelor) – Aarhus BSS
 - Fall 2022 student evaluation: 4.1 (course) & 4.5 (lecturer)
 - Fall 2023 student evaluation: 4.5 (course) & 4.8 (lecturer)
- Bachelor thesis project (fall 2018, spring 2020) – University of Groningen
 - Lectures on different stages of the thesis and individual guidance for around 15 students
 - 2018 student evaluation: 4.7/5
 - 2020 student evaluation: 4.7/5
- Master thesis supervision (2018, 2019, 2020) – University of Groningen
 - Individual (or small group) supervision of thesis projects of Master in HRM students
 - 2018-2019 student evaluation: 4.8/5
 - 2019-2020 student evaluation: 4.8/5
- Co-supervisor doctoral candidate (Gerben Tolcamp)
 - Defended July 4th 2022
- Talks and presentations for practitioners; these include:
 - Workshops and presentations on innovation management for SME groups in Groningen
 - Frequent presentations within the Centre for Excellence for Strategic Reward at Vlerick Business School. Topics include: Compensation and benefits information during recruitment, Total reward satisfaction survey, Reward systems and innovation, Designing bonus systems, The role of line managers in compensation and benefits.
 - Talk for the Belgian Personnel Managers Club on the topic of 'The sense or nonsense of paying for performance'.
- Guest lectures for (under)graduate students
 - Reward management (part of the HRM class for Bachelor students in International Management at University College Ghent & Bachelors in Business Administration at Ghent University)
 - Experimental methodology (as part of a research method class for Masters in Business at Ghent University)

PROFESSIONAL SERVICE

Services to the University/Department

Aarhus University – Department of Management

- (co-)organizer for the section Colloquium series
- Organizer for PRIME (group of junior scholars)
- Interim Department Council member (maternity cover)

University of Groningen

- *Co-organizer Colloquium series* (dept of HRM & OB)
- *Member of the CONINC group* – A group of scholars from different department within the faculty of economics and business, who share an interest in creativity and innovation management.

Ad-hoc Reviewer

Journals:

Journal of Management Studies
Research Policy
International Journal of Human Resource Management
Journal of Environmental Psychology
Industry and Innovation
Various Conference: Academy of Management Annual Meeting, European Academy of
Management conference, European Association of Work and Organizational Psychology, ...

Professional Memberships

Academy of Management
European Academy of Management
European Association of Work and Organizational Psychology
Interdisciplinary Network of Groups Research (INGroups)