Curriculum Vitae: dr. Lode De Waele

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PERSONAL DATA

Nationality: Belgian
Sex: Male
Marital Status: Married
Date of Birth: 18/06/1986
Place of Birth: Borgerhout (Belgium)
Driving licence: A and B

PERSONAL PROFILE

Lode De Waele holds a PhD at the faculty of Applied Economics of the University of Antwerp (Belgium). He started his PhD in 2013, after being employed in the public sector for several years as an accountant, cabinet member, and senior consultant. His main research interests focus on hybridity, performance management, and public service motivation and corruption. He teaches courses such as Strategic Management, Management and Organization and European and International Environments, in which he addresses the functioning of NGO's and the European Union. Furthermore, he supervises postgraduate students in the Master of Public Management program at the Antwerp Management School. At the moment, he is also leading an international research project on corruption with participating researchers among fourteen countries (CorPuS).

EDUCATION

PhD in Business and Economics, University of Antwerp, entitled:

'Struggling Between Control, Competition, and Collaboration: Concepts of Hybridity and Its Main Conditions and Consequences'.

Many public organizations today are behaving as hybrids in that they are simultaneously combining different governance logics, such as those of Traditional Public Management, New Public Management, or Public Value Governance. In this context, the main aim of the PhD is to develop a conceptual framework that can be used to determine if a given public organization behaves as a hybrid. In addition, a secondary aim is to gain more insight into the underlying antecedents at both individual and organizational levels that may drive

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public organizations towards hybridity, with the third and final aim being to determine how hybridity may affect organizational performance.

Master in Applied Economics, International Management and Diplomacy (2008), magna cum laude, University of Antwerp.

EMPLOYMENT

Researcher (30%)	2019-present	Erasmus Hogeschool Brussel
Lecturer at the Management Department of the faculty of Business and Economics	2019-present	University of Antwerp
Teaching Assistant and PhD candidate at the Management Department of the faculty of Business and Economics	2013-2019	University of Antwerp
Senior Consultant in the Public Services team	2013	Deloitte
Employee in the Finance Cabinet	2012	City of Antwerp
Accountant	2011	Municipality of Wommelgem
Researcher	2009	University of Brussels
Research-intern	2008	United Nations Office (Geneva)

PROFESSIONAL MEMBERSHIPS

Member of IRSPM and the Academy of Management

LANGUAGE SKILLS

Dutch: Mother tongue
English: Excellent
French: Fair
German: Fair
Mandarin: Equivalent to HSK2

IT SKILLS

Qualtrics, SPSS, Smart PLS, NVivo, Endnote

PROJECT MANAGEMENT SKILLS

Manager of the project 'Public Sector Corruption: A Multi-Country Experimental Study', which connects twenty researchers in fourteen countries with the aim of advancing theoretical insights about, and collecting evidence into, a few of the main underlying mechanisms of corruption and their interactions at micro, meso, and macro levels of behaviour through conducting rigorous experimental research. The second aim, following recent calls by van Witteloostuijn (2016) and Walker, Lee and James (2017) for more experimental work, is to account for contextual effects by replicating the experimental study within different countries, organizations, and populations. In this regard, the study involves a multi-lab design that requires replication and meta-analysis, employing both methods of agreement and difference. The practical objective of the

project is to provide suggestions for public sector managers on ways to prevent corruption, and this state-of-the-art research will result in a series of papers that will have a large impact on the scientific discourse.

REFEREES (Reference letters available upon request)

Name	Enrolment	Institution	Contact
Arjen van Witteloostuijn	Dean of the School of Business and Economics	VU Amsterdam	a.van.witteloostuijn@vu.nl
Fabio Monteduro	Associate Professor	Universita di Roma Tor Vergata	fabio.monteduro@uniroma2.it
Jeannette Taylor	Associate Professor	University of Western Australia	jeannette.taylor@uwa.edu.au
Janine O'Flynn	Professor	University of Melbourne	janine.oflynn@unimelb.edu.au
Tobias Polzer	Senior Lecturer	University of Sussex	t.polzer@sussex.ac.uk
Adrian Ritz	Professor	University of Bern	adrian.ritz@kpm.unibe.ch
Richard Walker	Professor	City U Hong Kong	rmwalker@cityu.edu.hk
Sangmook Kim	Professor	Seoul National University of Technology	smook@seoultech.ac.kr

Academic CV Additions

RESEARCH

Published

Defining Hybridity and Hybrid Contingencies in Public Organizations: An Alternative Conceptual Model.

Published as a peer-reviewed book chapter in *Contingency, Behavioural and Evolutionary Perspectives on Public and Non-Profit Governance Studies in Public and Non-Profit Governance*, 2015, Volume 4, 113-154, Emerald. Lode De Waele, Liselore Berghman and Paul Matthyssens. Research design: Conceptual study. Applied methods: Systematic literature review. Enrolment: Lead author, in addition to planning and managing the research project and recording, analysing, and interpreting the data.

Hybriditeit in Publieke Organisaties: Wat en Waarom?

Published as a peer-reviewed journal article in *Vlaams Tijdschrift voor Overheidsmanagement*, 2017, 22(2): 57-74. Lode De Waele and Liselore Berghman.

Over de Bureaucratische Paradox en de Effecten van Public Service Motivation op Corruptie.

Published as a peer-reviewed journal article in *Vlaams Tijdschrift voor Overheidsmanagement*, 2019, 24(2): 43-56. Lode De Waele and Kristina S. Weißmüller.

Under review

Would You Bribe Your Lecturer? An International Replication Study on Burnout and Corruption in Higher Education.

Submitted to *Research in Higher Education*. Kristina S. Weißmüller and Lode De Waele. Research design: Quasi-experiment. Applied methods: Regression analysis. Enrolment: Co-author.

Public Service Motivation and Pro-social Rule-Breaking: An International Vignettes Study in Belgium, Germany and the Netherlands.

Submitted to *Journal of Management (rejected in the fourth revision round in Journal of Public Administration Research and Theory)*. Kristina S. Weißmüller, Lode De Waele and Arjen van Witteloostuijn. Research design: Quasi-experiment. Applied methods: Regression analysis. Presented at Euram and the Academy of Management 2018. Enrolment: Co-lead author, in addition to planning and managing the research project, recording, and interpreting the data.

In progress

Unravelling the Prejudiced Performance Puzzle in Public Administration: Towards a Balanced Performance Instrument.

Expected time of submission: July 2019. To: *Public Performance and Management Review*, Lode De Waele, Liselore Berghman and Arjen van Witteloostuijn. Research design: Conceptual study. Applied methods: Systematic literature review. Presented at IRSPM 2017. Enrolment: Lead author, in addition to planning and managing the research project and recording, analysing, and interpreting the data.

Institutional Logics, Hybridity and Configurations: An Organization Design Perspective on Business Schools.

Expected time of submission: July 2019. To: *Journal of Management Education*. Sascha Albers, Markus Raueseir, Volker Rundshagen, Johanna Vanderstraeten and Lode De Waele. Research design: Conceptual study. Applied methods: Systematic literature review. Presented at the Academy of Management, 2018. Enrolment: Co-author.

How Institutional Change Induces Hybridity: A Case Study Among Local Governments in Belgium.

Expected time of submission: July 2019. To: *Public Administration Review*. Lode De Waele, Brian Tjemkes and Arjen van Witteloostuijn. Research design: Qualitative. Applied methods: Multi case study-research. Presented at IRSPM 2019. Enrolment: Lead author, in addition to planning and managing the research project and recording, analysing, and interpreting the data.

How Public Value Governance Enables Innovation: The Case of a Public Hospital in Portugal.

Expected time of submission: August 2019. To: *Public Management Review*. Sara Melo, Lode De Waele and Tobias Polzer. Research design: Qualitative. Applied methods: Single case-study research. Presented at EGOS and PMRC 2018. Enrolment: Co-author.

Connecting Bribery, Public Service Motivation, and Social Value Orientation: A Multi-Site Experimental Study in Belgium, Germany, and the Netherlands.

Expected time of submission: August 2019. To: *Journal of Business Ethics*. Lode De Waele, Kristina S. Weißmüller and Arjen van Witteloostuijn. Research design: Quasi-experiment. Applied methods: Regression-

analysis. Presented at IRSPM 2019. Enrolment: Lead author, in addition to planning and managing the research project.

TEACHING

Responsibilities as a lecturer

Co-teaching the course: 'International and European Environments'

This course focuses on the institutional frameworks of organizations such as the EU, WTO, World Bank, and the IMF, with about 450 undergraduate students enrolled. I organized two guest lecturers, prepared the course outline, taught the courses (10x2 hours), and evaluated the students based on MC-questions.

Teaching the course: 'Strategic Management in the Pharmaceutical Industry'

This course focuses on strategic management within the pharmaceutical sector, with about 50 postgraduate and doctoral students enrolled. Field trips are organized with the students, in which they visit pharmaceutical companies and, based on the field trips and lectures, they have to develop a strategic written report for a given pharmaceutical company, which they then have to defend orally.

Teaching the course: 'Management and Organization'

This course serves as an introduction towards the principles of management and organization theories, with about 35 undergraduate students from James Madison University (US) enrolled. I prepared the course outline, taught the courses (10x3 hours), and evaluated the students based on open questions and a paper-assignment.

Guest lecturer: 'Sino-European Trade Relations'

Each year, I am invited to give a guest lecture about Sino-European trade relations at the University of Rijeka (Croatia), with about 40 undergraduate students enrolled.

Research seminar

In October 2017, I was invited by Queens University (Belfast) to hold a research seminar about my PhD research.

Supervising theses

Each year, I supervise about eight master's theses, in addition to the supervision of five postgraduate students enrolled on the Master in Public Management program at the Antwerp Management School. Several of my students won prestigious prices for their theoretical and empirical contributions.

Responsibilities as an assistant

Management and Organization

Taught seminars for the students (about twenty hours), as well as preparing and correcting the exam together with the professor. The exam was composed by MC and open questions. About 650 undergraduate students were enrolled.

Institutions of International Business

Compiled a reader for the students. Prepared and corrected the exam and provided feedback to the students to prepare for the paper. About 50 graduate students were enrolled.

Strategic Management

Taught seminars for the students (about six hours). About 150 graduate students were enrolled.

ADMINISTRATION AND OTHER ATTESTATIONS

- Successfully obtained the attestation to become a teaching assistant
- Currently enrolled to obtain the attestation to become a lecturer
- Followed a doctoral course at the University of Maastricht (the Netherlands), specialized in quantitative research (MLA, SEM, PLS, time-series, network analysis)
- Followed a doctoral course, specialized in qualitative research, hosted by EIASM
- Received the attestation of academic writing
- Founded and chaired the pluralistic political umbrella organization Spectrum at the University

CURRENT RESEARCH

My main research interests focus on (1) hybrid organizations, (2) performance management, (3) public service motivation, (4) pro-social rule-breaking, and (5) bribery.

Methods used are quantitative analyses (mostly regression analyses), case-study research, quasi-experimental research, or systematic literature reviews.

Recently, together with two other colleagues, I have developed a large replication study about pro-social rule-breaking and bribery, for which I created eight different vignettes. Participating countries are Austria (Lisa Schmidthuber and Denis Hilgers), Australia (Jeannette Taylor, Jenny Lewis, Catherine Althaus, and Janine O'Flynn), Belgium (Lode De Waele), China (Liang Ma), Germany (Kristina S. Weißmüller), Hong Kong (Richard Walker), Italy (Fabio Monteduro), Norway (Kristoffer Kolltveit), South Korea (King Sangmook and Shim Dong Chul), Spain (Guillem Ripoll Pascual), Switzerland (Adrian Ritz), Taiwan (Mei-Jen Hung and Ming-feng Kuo), the UK (Fabian Homberg) and the US (Robert Christensen). The project has been self-funded, the codebooks have been developed and translated in all the different languages, and the dataset has been currently collected. The outcomes of the project are estimated to result in at least five papers that will be submitted to JPART, PAR, JIBS, JBE, and AMJ.

ACADEMIC AWARDS

Best Paper Award at the Euram Conference, 2018: The Paradox of Public Bureaucracies: Discriminatory Bureaucrats in Non-Discriminatory Bureaucracies.

FUNDING

At present, a proposal for the corruption replication studies is being developed and will be submitted to the Belgian Fund for Scientific Research (FWO) in order to receive funding for three years of postdoctoral

research. The supervisors of this project are Arjen van Witteloostuijn (VU Amsterdam) and Wouter Van Dooren (University of Antwerp).

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