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**- Reflection & vision**

In 2018, the structure and functioning of the IMR as a research institute were strengthened. For example, the 'IMR Structuurnota' has been finalized, which clarifies the structure, means and responsibilities within the institute and its constituent departments, Hot Spots, Doctoral School, IMR Academy and support staff. New policies regarding research data management and external PhD candidates were developed and implemented. As part of the Agenda for Change, three working groups were appointed to advise the faculty board on the way in which research funding can be improved and how to increase the success rate of research applications. Two of these three working groups delivered their reports in 2018, and their recommendations are being implemented at this time. For instance, one of those recommendations concerns a new scheme to reward research applications that have received excellent evaluations but no funding from an external funding agency. One proposal was indeed rewarded following this new scheme. At the end of 2018, we launched an internal competition to fund five PhD positions. In total, 34 proposals were submitted.

Since December, the grant advice at IMR is again fully staffed. Rudie Trienes and Daniela Patru liaise with the Hot Spots and Departments regarding grant advice, notably in relation to research programmes. Daniela Patru liaises with: dept. Business Administration, dept. Economics and Hot Spots Innovation & Entrepreneurship, Gender and ID. Rudie Trienes with: dept. Geography, Planning, Environment, Political Science & Public Administration and the Hot Spots GAINS, EUROPAL and GLOCAL. A first round of meetings with all the Hot Spots and departments took place and produced a number of ideas and some quality information to step up the cooperation between grants support and research ideas of individual researchers and with the programmes from Hot Spots and departments.

All in all, 2018 was an important year in the development of the IMR as a research institute. In terms of research output, 2018 was a good year as well: the percentage of journal publications went up and the quality of publications is steady. With these achievements in mind, we are preparing for the assessment in 2019.

In 2018, the IMR formulated an overarching research programme, which provides an umbrella for the departmental research programmes that are due in the first quarter of 2019.

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**- Quality of research output**

The IMR aims for high-quality research leading to top-level journal publications. To achieve this ambition, our publication guideline is based on two main principles: quality and multidisciplinary. The first principle refers to the fact that we focus on the quality of journals and publishers. The second principle implies that there are no restrictions governing in which disciplines researchers should publish. These two ambitions are achieved by using the AIP (Article Influence Percentile) as a source for ranking rather than Impact Factors, and thus correct for disciplinary differences. For individual researchers, the Author Publication Index (API) is calculated based on the AIP score of their best five peer-reviewed publications within a five-year window.

The following table shows an overall increase in the percentage of scientific articles relative to the other publication types (books and chapters). The final column lists the Article Influence Percentile, which is the core parameter for the IMR publication guideline. That AIP is stable and reveals that on average our publications appear in the upper 35% portion of all Thompson Reuters disciplinary domains.

	% scientific publications			Average AIP* of articles in scientific journals (0–1)
	Articles	Books	Chapters	
2015	59.75%	2.90%	37.34%	0.54 (s.d. 0,24)
2016	79.48%	2.62%	17.90%	0.63 (s.d. 0,24)
2017	72.85%	2.26%	24.89%	0.66 (s.d. 0,22)
2018	73.29%	0.68%	26.03%	0.64 (s.d. 0,23)

Source: Metis 8 Feb 2019

The following table shows the percentage of academic refereed journal articles in each quartile, based on the AIP

	2015		2016		2017		2018	
	#	%	#	%	#	%	#	%
Top 10%	7	7.29%	30	21.90%	29	21.64%	21	14.89%
Q1	30	31.25%	65	47.45%	71	52.99%	50	35.46%
Q2	28	29.17%	39	28.47%	34	25.37%	51	36.17%
Q3	23	23.96%	27	19.71%	22	16.42%	31	21.99%
Q4	15	15.63%	6	4.38%	7	5.22%	9	6.38%

Source: Metis 8 Feb 2019

### Top publications of the IMR 2018

*The list below is a selection of all publications in 2018. The selection includes the top publications and demonstrates the variety of topics and disciplines studied at the IMR.*

Bouwman, R.B., Thiel, S. van, Deemen, A.M.A. van & Rouwette, E.A.J.A. (2018). Accountability and Coalitions: Evidence from a Negotiation Experiment. *Public Administration Review*, 78 (1), 37-47. doi: 10.1111/puar.12858

- Deken, F., Berends, H., Gemser, G. & Lauche, K. (2018). Strategizing and the initiation of interorganizational collaboration through prospective resourcing. *Academy of Management Journal*, 61 (5), 1920-1950. doi: 10.5465/amj.2016.0687
- Kooij, H.J., Oteman, M.I., Veenman, S.A., Sperling, K., Magnusson, D., Palm, J. & Hvelplund, F. (2018). Between grassroots and treetops: Community power and institutional dependence in the renewable energy sector in Denmark, Sweden and the Netherlands. *Energy Research & Social Science*, 37, 52-64. doi: 10.1016/j.erss.2017.09.019
- Leeuwen, M. van, Kerkhof, M. van de & Leynseele, Y.P.B. van (2018). Transforming land governance and strengthening the state in South Sudan. *African Affairs*, 117 (467), 286-309. doi: 10.1093/afraf/ady002
- Lucas, G.J., Knobens, J. & Meeus, M.T.H. (2018). Contradictory yet Coherent? Inconsistency in Performance Feedback and R&D Investment Change. *Journal of Management*, 44 (2), 658-681. doi: 10.1177/0149206315584821
- Raaijmakers, A.G.M., Vermeulen, P.A.M. & Meeus, M.T.H. (2018). Children Without Bruised Knees: Responding to material and ideational (mis)alignments. *Organization Studies (De Gruyter)*, 39 (5-6), 811-830. doi: 10.1177/0170840617743298
- Schapendonk, J. (2018). Navigating the migration industry: migrants moving through an African-European web of facilitation/control. *Journal of Ethnic and Migration Studies*, 44 (4), 663-679. doi: 10.1080/1369183X.2017.1315522
- Stoop, J., Soest, D. van & Vyrastekova, J. (2018). Rewards and Cooperation in Social Dilemma games. *Journal of Environmental Economics and Management*, 88, 300-310. doi: 10.1016/j.jeem.2017.12.007
- Visser, L.M., Bleijenbergh, I.L., Benschop, Y.W.M. & Riel, A.C.R. van (2018). Prying Eyes: A Dramaturgical Approach to Professional Surveillance. *Journal of Management Studies*, 55 (4), 703-727. doi: 10.1111/joms.12283
- Walker, W.E., Marchau, V.A.W.J., Bloemen, P., Lawrence, J., Lempert, R. & Kwakkel, J.H. (2018). Comment on "From Data to Decisions: Processing Information, Biases, and Beliefs for Improved Management of Natural Resources and Environments" by Glynn et al. *Earth's Future*, 6 (5), 757-761. doi: 10.1002/2017EF000750

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### ▪ Collaboration & projects

As part of an ambition to further develop networks, several (institutional) collaborations were initiated. Below are a few examples; [the IMR website](#) provides an overview of projects and researchers

- Professors Arnoud Lagendijk and Bas Hillebrand continue a follow-up study on stakeholder collaboration and framing in the development and implementation of blockchain applications (funded by the Dutch Blockchain Coalition) in cooperation with TU Delft).
- The project 'Commercialising university-born innovations' (co-funded by Radboud UMC, TU Delft and Radboud FNWI) aims to investigate how academic entrepreneurs and their stakeholders commercialise university-born innovations, led by Dr Paul Driessen and Prof. Bas Hillebrand.

- For years, the Dutch Network of Women Professors (LNVH) has been hearing about the deliberate obstruction of scientists' careers. This includes: stealing data, unjustified authorships, subordinating people in assigning management and research tasks, intentional discrediting or making others invisible for committees, influencing the work environment negatively, frustrating research processes, et cetera. LNVH defines these obstructions in doing science as Scientific Harassment. To gather further insight, LNVH has commissioned Prof. Yvonne Benschop along with Prof. Marieke van den Brink and Dr Marijke Naezer (Faculty of Social Sciences) to conduct an exploratory qualitative study.
- Dr Mathijs van Leeuwen obtained a grant in the Transformations to Sustainability (T2S) programme of NORFACE. Van Leeuwen will coordinate the 'Securing Tenure, Sustainable Peace?' project. The project is a collaborative effort between Radboud University and Wageningen University in the Netherlands, Université Catholique de Louvain in Belgium, Institut Supérieur de Développement Rural de Bukavu as well as Université Chrétienne Bilingue du Congo in the Democratic Republic of Congo, involving collaboration with UN-Habitat, the Dutch NGO ZOA, and the Congolese organisation Action for Peace and Concord. Through local fieldwork in pilots examining new approaches to land registration in Burundi and eastern DR Congo, the project aims to contribute to a better understanding of the challenges of local land registration and recognition of claims in conflict-affected settings. Through knowledge-sharing with practitioners, it aims to generate instruments that help interventionists map potential outcomes.
- A new research centre: ResOrg Compass Platform, was founded by Prof. Hans van Kranenburg, Dr Vincent de Gooyert and Dr Sjors Witjes. [The Centre for Responsible Organisation Competencies and Sustainability](#) (ResOrg Compass) studies, analyses, and facilitates transformation processes of systems, organisations, and business models through the simultaneous creation of environmental, social, and economic sustainability values. They adopt a broad, integrative, and intervention-oriented social science perspective that focuses on social processes in organisations. They provide the academic and business community with original and valuable insights into transformation processes, and the required competencies to become a responsible organisation. Participation with other universities: EmLyon Business School (France) and ESB Business School (Germany) and the universities of applied sciences HAN and Avans. Together with the business partners Alliander, Next Generation Infrastructure, TNO, Qing, QING and OCF 2.0.
- Prof. Oliver Treib, professor of Comparative Policy Analysis and Research Methods at the University of Münster, spent three months as visiting professor at the Hot Spot EUROPAL. He has worked on the implementation of EU policies, on modes of governance in different EU policy areas, and on the rise of Eurosceptic political parties in Europe. During his stay in Nijmegen, he collaborated with Prof. Ellen Mastenbroek and Prof. Esther Versluis (Maastricht University) on a book proposal for Oxford University Press that explores the EU's efforts to improve the execution of its policies.

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**- Grants**

In the table below, an overview is given of proposals submitted and acquired by IMR researchers in 2018. Given the length of the procedures for competitive grant schemes, many proposals are still in the process of being evaluated. Hence, the columns on submitted and funded proposals in this table do not refer to the same proposals per se.

In 2018, 65 proposals were submitted, of which most were submitted to NWO and the EU. More specifically, several proposals were submitted to NWO, both for individual grants (Veni, Vidi, Research Talent, Open Competition) and for collaborative ones (Gravitation, Dutch National Research Agenda, HERA Joint Research Programme). In Horizon 2020, proposals were submitted to Societal Challenges 4, 6 and 7, the Science with and for Society programme, ERC Starting and Advanced Grants, and Marie Curie ITN. A total of 11 proposals was funded.

- Prof. Mieke Verloo and Dr Inge Bleijenbergh have received a three-million euro Horizon 2020 research grant with a consortium of European partners for the four-year GEARING project. GEARING stands for Gender Actions in Research Institutions to transform Gender roles. The coordination of the project lies with the Universidad de Deusto in Bilbao (Spain). The other project partners are located in Oxford, Ljubljana, Lisbon, Istanbul, Tartu (Estonia), Antwerp, Dundalk (Ireland), and Madrid. Bleijenbergh and Verloo will coordinate a work package on evaluation of gender equality interventions. They will focus on the transformative potential of gender equality interventions with six of the project partners, performing ex ante, ex post and process evaluations. The grant enables them to hire a PhD candidate for this project. The grant for Verloo and Bleijenbergh adds to their track record of receiving EU research grants in the field of gender equality policies (QUING, MAGEEQ) and gender equality interventions (STAGES, EGERA).
- As part of the highly competitive H2020-Marie Skłodowska Curie Actions 2018, the European Commission has granted the FINDER project by IMR researchers Dr Rick Aalbers (Principal Investigator) and Dr Saeed Khanagha (Co-Investigator). The project foresees to Foster Innovation Networks in a Digital Era (FINDER) in Europe's fintech domain, studying innovative, collaborative arrangements among organisations, including grassroots groups, incumbents, and society as a whole, as they explore digital technology for new products and markets. The ambition is to train the next generation of organisation and innovation scholars at the intersection of business and academia. FINDER will accommodate five PhD positions. Consortium partners include Atos, a global IT service provider, together with a set of three global fintech partners. The project will run for three years with a budget of 1.33 million Euro, with additional internal matching for a fourth year.
- Dr Pascal Beckers and José Muller-Dugic, MSc research about the relation between mental health and labour market participation in the case of Syrian refugees was funded by the ZonMw programme 'Vakkundig aan het Werk'. This grant strengthens the RUNOMI (Radboud Network on Migrant Inclusion) programme, which is one of the interfaculty initiatives coordinated by an IMR researcher (Dr Pascal Beckers).
- NWO/Wotro - Security & Rule of Law (SRoL) research programme funded Dr Mathijs van Leeuwen's project 'Grounded legitimacy – strengthening local land registration in conflict-affected Northern Uganda'. This project explores how the Ugandan state legitimises itself through decentralised land governance, and how interventions by development organisations to support local land registration feed into the legitimacy of the Ugandan state, as well as that of

- customary authorities.
- ‘Sustainable and Liveable Cities and Urban Areas’, Prof. Erwin van der Krabben, Dr Sander Lenferink and Dr Huub Ploegmakers’ innovative ways to finance clean air was funded by JPI Urban Europe and the National Natural Science Foundation of China.
  - Research proposal ‘Moving Marketplaces: Following the Everyday Production of Inclusive Public Spaces’ by Dr Rianne van Melik and Joris Schapendonk has been approved for funding by HERA (Humanities in the European Research Area). Their project aims to gain in-depth insights into the place-making capacities and mobility practices of merchants across four European countries (United Kingdom/the Netherlands/Switzerland/Spain), in order to create a better understanding of the (dis)continuous mechanisms behind the production of marketplaces as inclusive public spaces.
  - Prof. Erwin van der Krabben received another grant; EU (COST) will finance his research ‘Public Value Capture of Increasing Property Values.’
  - Dr Marlies Honingh, Prof. Femke Geijssel (Radboud Teachers Academy) and Dr Martijn Nolen from Tilburg University have started an NRO (The Netherlands Initiative for Education Research) funded research project called ‘Aard en doorwerking van sturingsrelaties: de sleutel tot toekomstgericht onderwijs.’ In this study, they test policy assumptions about the chain between educational governance and educational quality. In this way they hope to gain insight into the development of policies and to contribute to theory and policy formation about educational governance.
  - The doctoral study ‘Moving beyond legality: Nigerian and Afghan migrants navigating semi-legality and mobility in the EU’ by Mirjam Wajsberg has been granted funding from the NWO as part of the Research Talent programme. Prof. Huib Ernste and Dr Joris Schapendonk were the applicants for this funding. This project studies the social, legal and political consequences of the current mismatch between a post-national European project and the re-nationalisation reflex of member states regarding migration issues. With an innovative research design combining socio-legal methods with a trajectory in ethnography, it aims to provide an in-depth understanding of the interrelationship between the intra-EU mobility of Afghan and Nigerian migrants and the emerging situations of semi-legality. Building on insights from migration trajectory research, citizenship studies and anthropology of mobility, it provides concrete explanations of the way semi-legality produces new precarities and openings for migrants living on the margins of EU societies.
  - ZonMW awarded a grant to Dr Jan-Kees Helderman, Dr Sander Lenferink and Professors Arnoud Legendijk and Erwin van der Krabben for their research ‘Ruimte voor bewegen in de regio (Space2Move).’
  - DANS (Data Archiving and Networked Services) has issued grant subsidising small data projects, i.e. projects in which one or more important datasets are described and made accessible. The research project ‘Een coderingsschema en webinterface voor het toegankelijk maken van indicatoren voor etnische groepen in ontwikkelingslanden’ by Dr Jeroen Smits is one of the grants.

Thus, in 2018 the total amount of acquired funds for research was 2,3M€, of which: 2<sup>nd</sup> money flow: 844k€ and 3<sup>rd</sup> money flow: 1.441k€. Compared to 2017, 2<sup>nd</sup> money flow acquisition decreased with 145k€ and 3<sup>rd</sup> money flow acquisition decreased with 248k€. The improvement of the balance between the three money flows is high on the faculty’s agenda.

The IMR is implementing measures to improve the earning capacity following the recommendations in the Promising Applications report, which focused on the improvement of research culture, organisation and policy.

Submitted and funded grants in 2018, as of 30 Jan 2019

Collaborative grants	Submitted	Funded
NWO	23	4
Other national grants	6	2
European Union	13	3
Other international grants	-	-
Individual Grants		
NWO	16	1
Other national grants	2	1
European Union	3	-
Other international grants	2	-

**Societal relevance**

In 2018, several researchers across the faculty had an impact, nationally and internationally, through *e.g.* research conducted through acquired grants and research focused on socially relevant and timely topics. A few examples are included below; [the IMR website](#) provides an overview of projects and researchers.

NWO has allocated a Knowledge Innovation Mapping (KIEM) grant to the project ‘Collaborative networks as a safety net in the performing arts: a network based approach to employment resilience in a struggling sector’, which was initiated by Dr Rick Aalbers (Business Administration) and Dr Alexiev (co-applicant, UvA) to further the understanding of downsizing dynamics in the creative sector. Partners include: Gelders Orkest, Philharmonie Zuid-Nederland and Het Sociaal Fonds Podiumkunsten.

To enhance urban accessibility, and respond to new technological opportunities, cycle path networks are currently being substantially expanded (e-bike, smart communication). To contribute to improved accessibility, Prof. Lagendijk, Dr Ploegmakers and Dr Sharmeen (all Geography, Planning, Environment) examine how physical investments can be accompanied by behavioural measures. Their [project](#) follows a configurations analysis and a stakeholder approach.

Partners include: the Province of Gelderland, Radboudumc, Mobility Consultants Goudappel Coffeng. This project is funded by NWO - Smart Urban Regions of the Future (SURF).

The majority of Dutch people (54 percent) agreed with calling a referendum regarding the new law for Intelligence and Security Services. The referendum resulted in a narrow defeat for the government. The most important reason to vote against it was privacy, while the most important reason to vote in support was security. This was the outcome of a [research report](#) (only in Dutch) by the Dutch Electoral Research Foundation, led by Dr Kristof Jacobs (Political Science).

The first PhD [research study into bisexuality in the Netherlands](#) was conducted by social geographer Emiel Maliepaard for his thesis. Maliepaard interviewed bisexual people on the reasons why they do not feel the need for a bisexual community; he found that this occurs when bisexual people already have enough support in their own social environment. As a result, they do not participate in the efforts of bisexual rights activists and organisations to increase the visibility of bisexual people in society.

The Nijmegen School of Management organised a multi-disciplinary conference on Decision Making for Others on 2 and 3 July 2018. Forty researchers from all over the world (US, UK, central Europe, Scandinavia, East Asia) with backgrounds in Economics, Psychology, Social Science and Neuroscience accepted the invitation from Associate Professor Sascha Füllbrunn (NSM, Department of Economics) and Senior Lecturer Wolfgang Luhan (University of Portsmouth). Most participants were highly distinguished researchers and leaders in their respective fields. A number of small travel grants also allowed some early-career researchers working on their first research projects to participate. This conference aimed to dissect the fragmented results in the literature in order to focus the discussion on a common denominator. Additionally, it aimed to foster collaboration between researchers from different disciplines.

A new more specific alternative for the famous Human Development Index was launched by Dr Jeroen Smits and Inaki Permanyer (Centre d'Estudis Demogràfics in Barcelona). The Subnational Human Development Index (SHDI) shows how they have fared in over 1600 regions within 160 countries in terms of human development between 1995 and 2015.

Glocal Hot Spot members Dr Lothar Smith and Mohamed Munas were actively involved in the dialogue conference on 'The role of the diaspora in post-conflict Sri Lanka', 29-30 October, Colombo. The event was held with representatives of the Sri Lankan diaspora, NGOs, government representatives, foreign diplomats, media representatives.

Dr Jan-Kees Helderma, in collaboration with Prof. Charles Sabel (Columbia Law School and former Radboud Excellence Professor) and Prof. Jonathan Zeitlin (University of Amsterdam), wrote a couple of memoranda for the 'Ondersteuningsteam Zorg voor de Jeugd' (affiliated with the Association of Netherlands Municipalities VNG) and organised a couple of seminars on the theme of 'Learning through Monitoring', with input from national knowledge institutes and the municipalities Rotterdam, Amsterdam, Utrecht, Enschede and Tilburg. Dr Jan-Kees Helderma is currently an academic advisor on Governance for the 'Ondersteuningsteam Zorg voor de Jeugd' and is regularly consulted by Dutch municipalities, including the four big cities, regarding questions surrounding the professional and institutional transformation of their Child and Family Care Services.

Dr Pieter Zwaan wrote the policy report 'Onbekend maakt onbemind: Een verkenning van de toepassing van EU-staatssteunregels door Nederlandse gemeenten', assigned by the Ministry of the Interior and Kingdom Relations (BZK) and produced in cooperation with Prof. Ellen Mastenbroek, Dr Peter Kruijven, Daniel Polman, MSc.

In addition to cooperation on research projects, several IMR researchers contribute to training courses for the public sector, for example:

- GENDER researchers contributed to the RMa (Radboud Management Academy) course 'Diversiteit & Inclusie een vak apart', together with 'Talent naar de Top'. A Masterclass Inclusive Leadership at University of Groningen, together with 'Talent naar de Top'. A Group Model Building on gender and diversity at Tilburg University and Wageningen University.
- The PhD course 'Entrepreneurship and Innovation for PhD candidates', aimed at helping third-year PhD candidates in writing a business plan for starting a new business based on a new product/service. This course helps to turn the knowledge developed during PhD projects at Radboud University into viable businesses.
- GAINS researchers contributed to the RMa course 'Strategy and Innovation in Cure and Care'.

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#### ▪ Awards & acknowledgements

On 4 October 2018, Prof. Jan Jonker received a royal honour for his outstanding scientific and social merit. He was named Officer in the Order of Orange-Nassau.

Dr Willemijn Verkoren was the first recipient of a grant under the IMR scheme for excellent research proposals. Her proposal for the ERC was awarded the highest ratings but was unfortunately not subsidised. Under the conditions of the new IMR scheme, she has been awarded funding for a two-year postdoc to at least carry out a part of the proposed research. Willemijn has already re-submitted her proposal to the ERC. Title 'Nonviolence Amid Violence: Social Movements in War and Peacebuilding' the research project investigates the role of non-violent social movements during war and their influence on (de)-escalation and peace building.

During our Christmas get-together on 20 December, which took place in Café C, the traditional awards for 2018 were distributed.

Researcher of the year: Dr Rick Aalbers

PhD of the year: Nora Dörrenbacher

A paper written by Dr Paul Ligthart and Dr Erik Poutsma, won the 2018 award for the Best International Human Resource Management Scholarly Research during this past year's Academy of Management conference (Chicago, August 2018). The paper was co-authored with Dr Elaine Farndale (Penn State University, USA) and Prof. Chris Brewster (Reading University, UK) and is titled 'The Effects of Market Economy Type and Foreign MNE Subsidiaries on the Convergence and Divergence of HRM' and has been published in the renowned Journal of International Business.

On 11 April, Nora Dörrenbacher successfully defended her dissertation 'Europe at the frontline of Migration Law: Legal discretion, bureaucratic context and individual attitudes'. She obtained her PhD cum laude.

Prof. Beate van der Heijden was appointed a member of the scientific advisory council of the NWO domain Social Sciences and Humanities. This council advises NWO on its selection of external referees and its progress reports. Professor Van der Heijden has been appointed for the next three years. Furthermore, she has also been selected as a Member of INBAM, the International Network of Business & Management Journal Editors.

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▪ **Research Data Management**

Following IMR's RDM policy and the GDPR, this year's focus was familiarising researchers with RDM in their daily work. An implementation plan was drafted, revolving around PhD and funded projects, as well as projects with partners. The Doctoral School organised training sessions, and many researchers received RDM support. RDM, and more specifically, the drafting of a Data Management Plan, are also part of the procedures of the Ethics Committee. In order to align with central developments, the data steward and RU's central RDM support met regularly in this time. Related issues, such as project registration, legal agreements, informed consent procedures, and research infrastructures were also addressed. It is policy to store data on network drives or, during fieldwork, temporarily on encrypted/password-protected laptops. Once published, the network drives are used for archiving raw/personal/confidential data (awaiting a FAIR solution, such as the Radboud Data/Donders Repository we are testing). Anonymised data is made public via RIS, but IMRs numbers in RIS are still small (2 datasets, 4 DMPs).

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▪ **IMR Doctoral School & PhD policy**

The IMR Doctoral School aims to prepare future generations of researchers for their challenging tasks. We train PhD candidates to conduct research that is both scientifically excellent and socially relevant, and we provide them with the support they need to develop world-class research skills and complete their PhD projects on time. This includes integrating all supporting services and training that are relevant for PhD candidates, collecting and disseminating information, organising research events and activities, and facilitating communication between the institute, its PhD candidates, and their supervisors.

We offer our PhD candidates:

Personal supervision by senior faculty staff; Professional training in research and academic skills (academic writing, presentation, career development); A stimulating research environment; Opportunities to participate in international conferences, including additional funding; A network in which PhD candidates can exchange their experiences and knowledge.

**PhD defences 2018**

20 February 2018

M. Meijer: *Community-led Government-fed and Informal: Exploring planning from below in depopulating regions across Europe.*

Prom./coprom.: Prof. H. Ernste, Prof. E. van der Krabben and Dr S.E.M. Dormans.

28 February 2018

E.K.A. Edelbroek: *Lef kun je leren: Een onderzoek naar de determinanten van lef en een methode voor lef ontwikkeling in organisaties.*

Prom./coprom.: Prof. R. ten Bos and Prof. M.C.D.P. Weggeman (Eindhoven University of Technology).

6 March 2018

I.B. van Huis: *Engaging men in gender equality: How social interventions for disadvantaged men in the Netherlands impact on gender+ equality.*

Prom./coprom.: Prof. M.M.T. Verloo and Dr M. van der Haar.

6 April 2018

E.A. Stoop: *Are Cooperative banks different? The impact of the cooperative structure on organisational social capital.*

Prom./coprom.: Prof. T. Brandsen and Dr J.K. Helderman.

11 April 2018

N. Dörrenbächer: *Europe at the frontline of migration law: Legal discretion, bureaucratic context and individual attitudes.* **CUM LAUDE**

Prom./coprom.: Prof. E. de Jong, Prof. E. Mastenbroek, Dr M.H.A. Strik (Faculty of Law Radboud University) and Dr B.M.R. van der Velde.

4 July 2018

Z. Wang: *Political embeddedness and corporate strategies in China.*

Prom./coprom.: Prof. G.U. Weitzel and Dr G.J.M. Braam.

28 August 2018

E.M. Maliepaard: *Bisexual Rhapsody: On the everyday sexual identity negotiations of bisexual people in Rotterdam and Amsterdam and the productions of bisexual spaces.*

Prom./coprom.: Prof. H. Ernste and Dr R.A.H. Pijpers.

11 September 2018

R.J. Puljek-Shank: *Ondersteuning lokale organisaties in Bosnië en Herzegovina.*

Prom./coprom.: Prof. J.A. Verbeek, Prof. M. Glasius (University of Amsterdam) and Dr W.M. Verkoren.

27 September 2018

B.G. Verweijen: *Learning from disaster? Processes of contestation in an organizational field in the wake of an extreme event.*

Promotor: Prof. K. Lauche.

11 October 2018

J. van den Broek: *Agency and institutions in the construction of cross-border innovation spaces.*

Prom./coprom.: Prof. F.W.M. Boekema, Dr P.S. Benneworth (University of Twente) and Dr R.P.J.H. Rutten (Tilburg University).

15 October 2018

R.T. Borst: *Work-related well-being of (semi-)public sector employees: Bringing in the Job Demands-Resources model of work engagement.*

Prom./coprom.: Prof. M.S. de Vries, Dr C.J. Lako and Dr P.M. Kruyen.

29 October 2018

A. den Ambtman: *The role of project and portfolio management practices in public service innovation.*

Prom./coprom.: Prof. A.C.R. van Riel, Prof. K. Lauche and Dr W. Hammedi (University of Namur, Belgium).

3 December 2018

A.J.M. Okkerman: *De middenmanager en kostenbeheersing in het ziekenhuis.*

Promotor: Prof. B. Dankbaar.

7 December 2018

B.B. Szytniewski: *Cross-Border shopping in European borderlands: A study on familiarity and unfamiliarity.*

Promotor: Prof. F.W.M. Boekema.

In 2018, the IMR further institutionalised the procedures for selecting, supervising and assessing PhD candidates such as the Guideline for PhD curriculum and the Guideline for dissertation, and improved management information on monitoring progress and completion. We systematised the selection of (external) PhDs and developed policy on the different types of external PhDs (international PhDs with a bursary from their home country, joint doctorates, staff at Universities of Applied Science, self-funded PhDs etc.) and developed a fee structure that covers the expenses for courses and facilities.

The IMR's pre-PhD programme was discontinued as it was no longer viable, and we are in the process of seeking collaboration on campus to set up a joint programme. The IMR continued to organise Induction Days for new PhDs, as well as the cohort approach introduced in 2017 to contribute to community building. We also provided special language courses and reviewed the need for targeted support.

We addressed supervision quality by initiating meetings with supervisors to update them on policy changes and attend to their views on the supervision process. As of 2019, there will be regular meetings as induction for new supervisors, lunch meetings and intervision meetings to share experiences of supervision challenges. The plans for 2019 also include a Paper Development Workshop for advanced writing skills.

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#### ▪ IMR Academy & events

A multidisciplinary approach is encouraged through the IMR Academy, which organises academic workshops, lectures, and conferences. The Academy is a powerful platform where science meets society, building a climate of dialogue, debate, and exchange for researchers from various disciplines and backgrounds. Important themes such as sustainability, accountability, conflicts, governance, and borders inspire the Academy.

Researchers within the IMR organise the annual Research Day, with seminars to develop a research community and the aim to critically discuss research and research related issues, such as intercultural communication within the academic setting, perspectives on sustainability and economic morals, and political preferences in the workplace.

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**• IMR facilities**

Research facilities are instrumental to doing research, as they support and enable our researchers to carry out their research. At IMR the two most important types of facilities are our laboratories and data sets.

There are three laboratories: the Individual Decision lab for individual experiments on decision-making, the Group Decision lab for group-based experiments on decision-making and scenario development, and the Maplab which can be used to visualise complex planning- and design issues. Both labs can also be hired by external parties, for example for group-based decision-making activities and education.

The recent purchase of map tables will enable researchers and students to simulate spatial planning processes. More information can also be found on the laboratories' website.

Researchers use numerous data sets for their research, taken either from secondary sources (for instance, data on businesses or citizens' health or their political preferences) or collected themselves. Some of these data sets are publicly available, like the various sets collected in the Global Data Lab.

*Academic* partners

African Centre for Migration and Society  
Centre for Demographic Studies Barcelona  
Centre for Migration Studies Ghana  
Eindhoven University of Technology  
Erasmus University Rotterdam  
ESCP Berlin  
Fraunhofer Institute  
FU Berlin  
Hasselt University  
Healthy Brain Community  
Hertie School of Governance Berlin  
Leiden University  
London School of Hygiene and Tropical Medicine  
Maastricht University  
Nethur Research School  
Politecnico di Milano  
Queen Mary University of London  
Radboudumc  
RAND Corporation  
Rhine Waal University of Applied Science  
RINGS International Research Association of Institutions of Advanced Gender Studies  
Roskilde University  
Scalabrini Institute for Human Migration Africa  
St Mary's University, Halifax  
Stuurgroep Radboud Gender and Diversity Studies  
Tampere University of Technology  
Texas A&M University  
The Netherlands Defence Academy  
Tilburg University  
TRAIL Research School  
TU Delft  
University College London  
University for Development Studies Ghana  
University of Antwerp  
University of Arkansas at Little Rock  
University of Bologna,  
University of Cambridge  
University of Edinburgh  
Heidelberg University  
University of Innsbruck  
University of Lyon  
University of Nice  
University of Oxford  
University of Portsmouth

University of Siegen  
University of Tromsø  
University of Zurich  
Utrecht University  
Victoria University  
Zeppelin University

**Societal** partners

AFM  
Alliander  
ANAPHEM  
Association of European Border Regions  
Atos  
Council of Europe  
Dutch Blockchain Coalition  
Elementary school De Korenaar (Gelijke Kansen project NRO)  
EUPHA  
EURAXESS North America  
Euregio Rijn-Waal  
European Parliament  
Ford Werke GmbH  
German Marshall Fund  
Interreg Secretariaat Nederland-Duitsland  
JB Lorenz  
Koninklijk Instituut voor de Tropen  
Landelijk Netwerk Vrouwelijk Hoogleraren  
Ministry of Interior and Kingdom Relations  
Ministry of I&W  
Ministry of SZW  
Municipality of Rotterdam, Utrecht, Enschede, Tilburg, Amsterdam  
Parkinson-net  
PBL: Netherlands Environmental Assessment Agency  
RABO  
Rijkswaterstaat  
Staf Deltacommissaris  
Stichting Toekomstbeeld der Techniek  
Talent naar de Top  
The SciRev foundation  
TNO  
VNG

**Tenured research staff in research FTE 2018**

Full professors	12
Associate professors	10
Assistant professors	23
Researchers	1
Lecturers	0

**Non-tenured research staff in research FTE 2018**

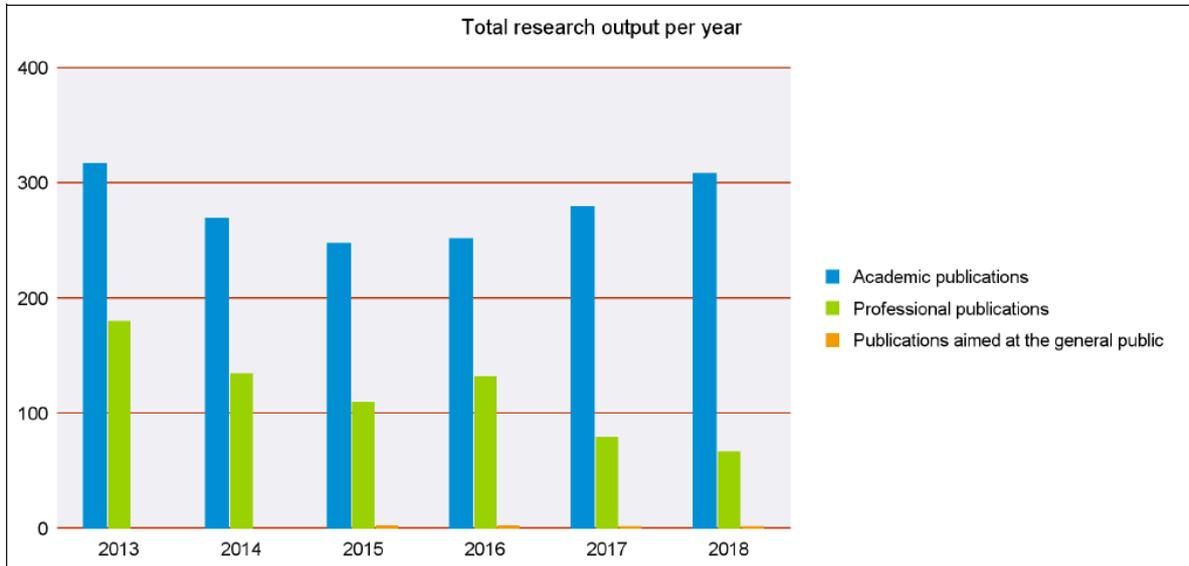
Researchers	10
(internal) PhD candidates	30
Lecturers	1

## PhD headcounts 2018

Internal PhD candidates	63
External PhD candidates	126
Joint Doctorate PhD candidates	7

## Research output 2018

<i>Institute for Management Research</i>						
<i>Research output per institute</i>						
	2013	2014	2015	2016	2017	2018
<b>Academic publications</b>						
Refereed articles	185	162	141	181	180	212
Non-refereed articles						
Other articles						
Books	5	11	7	6	6	2
Book editorships				1		
Book chapters	104	82	85	41	68	76
PhD theses	19	10	12	17	21	14
Conference papers		1	2	1		1
Annotations						
Academic speeches	3	3		4	4	3
<b>Total academic publications</b>	<b>316</b>	<b>269</b>	<b>247</b>	<b>251</b>	<b>279</b>	<b>308</b>
<b>Professional publications</b>						
Journal contributions	76	44	43	50	27	27
Books	4	1	4	4	4	4
Book editorships						
Book chapters	40	29	28	26	12	6
Patents						
Annotations						
Conference papers	24	17	13	16	19	13
Book reviews	5	8	6	10	2	3
Reports	30	35	15	25	15	13
<b>Total professional publications</b>	<b>179</b>	<b>134</b>	<b>109</b>	<b>131</b>	<b>79</b>	<b>66</b>
<b>Publications aimed at the general public</b>						
Books						
Book chapters			1	1		
Journal contributions			1	1	1	1
<b>Total publications aimed at general public</b>			<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>



**Institute for Management Research**

*Visiting address*

Elinor Ostrom Building  
Heyendaalseweg 141  
6525 AJ Nijmegen  
The Netherlands  
T: +31 (0)24 361 59 95  
E: [imr@fm.ru.nl](mailto:imr@fm.ru.nl)  
I: [www.ru.nl/imr](http://www.ru.nl/imr)



*Postal address*

PO Box 9108  
6500 HK Nijmegen  
The Netherlands