

Annual Report 2007

Culture, Organization and Management

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Faculty of Social Sciences,
VU University Amsterdam**

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Foreword and Introduction

The Department of Culture, Organization and Management (COM) of the Faculty of Social Sciences of VU University Amsterdam proudly presents its **Annual Report 2007**. COM is a multidisciplinary and internationally orientated department, which conducts research on cultural change in and between organizations and which offers a (partly international) curriculum that is firmly rooted in the department's research programme, entitled "Cultural Change in Organizational Networks" (CuCON). It is the aim of the department to develop into an internationally acknowledged center for research and teaching in processes of cultural change in and between organizations. The Department of COM - while building on its anthropological roots and themes - has widened its scope to a new set of concepts and perspectives including the critical assessment of and reflection on interventions and management strategies. The international debate about organizational culture processes focuses on the meaning of professional, sectoral and regional cultures for cooperation within and between organizations; the meaning of basic assumptions which correspond with ideological and religious persuasions for the changing and forming of organizational cultures and identities; the deconstruction of the prevailing discourses about management and organization; the organization and management of multiculturalism; and the paradoxical consequences of modernization, such as localization versus globalization, commitment versus flexibilization and integration versus differentiation and fragmentation. Therefore, the study of organizational culture assumes a multidisciplinary character. The multidisciplinary nature is reflected in the composition of the Department of COM, which counts among its researchers - besides anthropologists - sociologists, psychologists, political scientists, public administration specialists, and business historians.

The past year 2007 can be considered as one of evaluations. In November the research programs of the Faculty of Social Sciences were critically assessed by a multidisciplinary international evaluation committee. The assessment was thoroughly prepared and the assessment process was constructive. The overall impression of the evaluation committee - as presented to the faculty's researchers at the end of the three days assessment process - was that all research programs have substantially improved in terms of relevance, vitality and quality over the past few years. The department's research program, in particular, has been acknowledged for its uniqueness and identity as it can be considered as the fruit of the boundary crossing between the two fields of anthropology *in* organizations and anthropology *of* organizations. This dual focus represented in the notion of anthropologists working in, around and between organizations needs to be retained.

The outcome of the research assessment shows that the department's investment in its research program in terms of a coherent approach, a stimulating research environment and more and better publications has paid off. For the future, COM will enhance its efforts in terms of genuine empirical research, theoretical relevance and societal significance. All research is based on primary empirical data obtained predominantly through ethnographic fieldwork. The geographical fields of research vary from the Netherlands and Europe to Central America, Southeast Asia and southern Africa.

Research is the first priority of the COM staff. A priority which is reflected in the department's new curriculum and which is supported by the policies of its management team. In 2007, the department put much effort into the Bachelor's programme of Organizational Anthropology, which links up with the CuCON research line addressing processes of transnationalization in organizations and within organizational networks.

The second Bachelor's trajectory offered by the department, which is characterized by an explicit focus on Organizational Sciences, connects with the CuCON line centering on cultural change and intervention. The international Master's programme in COM reflects the international orientation of both the research programme and the department.

As a result of the implementation of the recommendations of the 2005 curriculum evaluation, there was a reassessment of the progress booked in the new Bachelor's programme in Organizational Anthropology in July 2007. This review, as undertaken by a small committee based on the 2005 program evaluation commission, acknowledged the adequacy of the new program and finalized the accreditation process. Due to this encouraging outcome, the guiding principle of 2008 remains unchanged, namely establishing, and where ever possible, expanding the research-orientated curriculum.

The ambitions for the near future comprise of a strengthening of the ties between research and teaching and an increasing role of (Master) students in the research of the department. Strong effort will be invested into the internationalization of both teaching and research and the integration of contract research and post-initial teaching programs in the department's profile.

Prof.dr. Heidi Dahles,
Head of Department

1. Curriculum Programme COM

Education manager Dr. Carel Roessingh

a) Teaching Curriculum and its Quality

Vision

Our department will keep on striving, and hopefully will be able to do so in the forthcoming years, to maintain its research related educational activities. In this way the COM research staff will be able to create space for their own research within the subjects they are teaching. In addition, our students will be stimulated more to actually carry out their own research activities, related to the research field of their COM lecturer-researcher. Although the actual practice is still not proceeding smoothly, the linkage between the research field of the lecturer-researcher and the research field of the student should have repercussions on the Master thesis. The most ideal scenario in this respect would be if the students' cooperation already starts in the Bachelor thesis tutorial or the pre-Master course (PMC) thesis tutorial, ending in the completing of a Master thesis. Writing a scientific article could eventually become an additional result, and/or the Master's thesis could be the starting point of a book chapter in which the research theme is the central subject.

I'm convinced that the COM Master programme offers a very attractive programme for BA students from outside the faculty / university, who will become an increasingly important factor. These students often have different backgrounds, and are not always familiar with anthropological research.

In the sections below, the teaching curriculum and its quality are presented. First, a few general remarks are made regarding the way the quality of teaching has been stimulated within the COM department over the past academic year.

General remarks

From a teaching perspective the academic year 2006-2007 was quite a turbulent one. In the first place there was the splitting up of the COM bachelor programme in December 2006, which resulted in a track called Organization Anthropology and a track of culture oriented classes within the Public Administration and Organization Department. A great number of students had to choose between the programmes of Social and Cultural Anthropology at the one hand and Public Administration and Organization (B&O) on the other. About one half of the students involved chose for Social and Cultural Anthropology, and the other for B&O.

Other incidents that caused commotion were the in-between site visit of the evaluation committee, because of the need for accreditation of the Anthropology programme by the Dutch-Flemish Accreditation Association. Together with the Department of Anthropology we had to demonstrate that the matching of Organization Anthropology indeed meant a valuable addition to the programme of the Social and Cultural Anthropology Department. Organization Anthropology is now an acknowledged variant of the Social and Cultural Anthropology Department.

A third point of concern was the fact that students who enrolled in the Dutch PMC found out they had to move on to the English Master programme. This caused some disappointed reactions among students. These students were promised that they would be able to do their examinations and theses in Dutch.

Moreover, PMC students do not make up a separate group. Most of them simply join the courses given for Bachelor students, as most of the courses are taught in English. The first results regarding the inflow of students on the PMC and Master level are favorable. This year 120 students attend our Master programme, whereas last year this number was 80.

Finally I would like to emphasize the overall high scores of our regular teaching staff. It surprises, and deplores me that important remarks of this kind, namely students' opinions about the teaching curriculum, are remarkably absent in reports of independent evaluation committees.

Bachelor's programmes in the Departments of Anthropology and of Public Administration and Organization

The department of COM offers courses in the Bachelor programmes of Anthropology and Public Administration and Organization.

The main courses in Anthropology, headed under Organizational Anthropology are:

- Organizational Anthropology
- Ethnicity and Entrepreneurship
- Culture and Organization
- Organizational Ethnography
- Cultural Diversity in Organizations
- Intercultural Communication
- Organizational Space and Technology
- Public and Private Cooperation

The main courses in the Bachelor programmes of Public Administration and Organization:

- Organizational Sciences
- Culture and Management Research
- Management Dynamics of Culture Change
- Organizational Ethnography

Master's and pre-Master's programmes in COM

The Department of COM also offers a pre-Master's programme as well as an international Master's programme. The logic behind the Master's and pre-Master's curricula is given in the following tables 1 and 2.

Semester 1		Semester 2	
PMCI.1.1a Culture and Organization <i>10 credits</i>		PMCI.2.1 Qualitative Research Methods <i>10 credits</i>	PMCI.2.4 Pre-Master Thesis <i>15 credits</i>
PMCI.1.1.2a Culture and Management Research <i>5 credits</i>	PMCI.1.1.2b Management Dynamics of Cultural Change <i>5 credits</i>		
PMCI.1.1.3 Social Research Methodology <i>10 credits</i>		PMCI.2.3 Multicultural Organizations and Networks <i>5 credits</i>	

Table 1: pre-Master's programme in COM

Semester 1	Semester 2
MA 1.1.1. COM Research Domains Introductory lectures followed by specialization in: <ul style="list-style-type: none"> • Transnational Entrepreneurship or • Identity and Diversity in Organizations or • Cultural Change and Intervention <i>15 credits</i>	MA1.2.1 Master Thesis in COM (including Fieldwork) <i>30 credits</i>
MA1.1.2 Fieldwork Preparation Consists of three parts: a. Methods and Meaning b. Thematic Reading c. Research Proposal <i>15 credits</i>	

Table 2: Master's programme in COM

b) Expectations

The forthcoming academic year 2007-2008 is going to be the last one for the Bachelor's programme in COM. Around June 2008 the third year Bachelor students will receive their degree certificate. This event will mark a great change, the effects of which have to take definitive shape. Because on the one hand we will present the variant Organization Anthropology within the Department of Social and Cultural Anthropology, and on the other hand play a role within the department of B&O. It is evident that this is a situation, which we have to get accustomed to.

However, the anticipations regarding the variant Organization Anthropology are positive, and I expect an increase of students in the Department of Social and Cultural Anthropology. The consequences of our participation in the Department of B&O are less clear. Regarding student amounts B&O doesn't need our contribution, as this will undoubtedly be a minimal one. Nevertheless we substantially contribute to the programmes in B&O with lecturers. To optimize the cooperation with the Departments of Social and Cultural Anthropology as well as B&O a number of discussions with both Management Teams will be organized in the beginning of 2008.

2. Research Programme COM: Cultural Change in Organizational Networks (CuCON)

Outset date 01-09-2003
Programme director Prof.dr. Heidi Dahles
Programme manager Dr.ir. Kees Boersma

a) The interface of culture and organization

The Department of Culture, Organization and Management (COM) offers in its research programme Cultural Change in Organizational Networks (CuCON) a critical reflection about the cultural dimension of organizations and organizational (global) networks. In the sections below, we will outline the ideas behind our research programme.

In the early 1990s, managers and authors in mainstream organization studies tacitly or explicitly adhered to the functional view of culture in general, and organizational culture in particular. National cultures as contexts in which organizations had to operate were analysed in a similarly static vein and 'stopped' at national borders, often ignoring processes of state formation and transnationalism. The early approaches to culture as a dimension of organizational performance suggest stability and predictability as a precondition for organizational life. Properly implemented, the use and analysis of culture as a managerial strategy was regarded as potentially effective in promoting loyalty, enthusiasm, diligence and even devotion to the enterprise.

Although in some academic circles this perspective was severely criticised, in much of mainstream management literature the unquestioned notion persisted that culture consisted of a static body of shared beliefs and values. If differences occurred, they were considered threatening to the organization's performance and, therefore, were to be minimized. Even if cultural differences were recognized, authors almost invariably assumed that organizing these differences within organizations should and could take place in harmony. The outcome would be more synergy at the organizational level and the emergence of a pluralistic global society that carried the promise of a better future. This kind of approach showed a limited orientation towards Western (primarily Anglo-Saxon) management models and aimed at emulating the success of the home-developed model worldwide.

However, in contrast to what this model suggests, cultures in organizations and on a national level are characterised by complexity, and often lack consensus and coherence. Cultural rules may be contradictory, cultural codes ambiguous, and power relations unequal. This approach, that problematizes the integration and consistency paradigm in studies on organizational culture, were mainly developed in the eighties and nineties of the previous century. They, in turn, can be criticised for their lack of explicit (geo)political context on various levels (globally, nationally and locally), which had changed globally by the emergence of south-east Asian Tiger-economies, in general, and of China and India as global economic powerhouses in particular thereby challenging Western economic (neo-liberal) dominance. The terrorist attacks of 9-11 in the United States of America and the later bomb-attacks in Madrid and London and their aftermaths amplify the challenge to the Western cultural and ideological hegemony. Cultures, social identities and transnational ethnic and religious networks are nowadays becoming increasingly politicised and polemic.

This requires a rethinking and even reframing of processes of globalisation and their implications for cultural processes in and between organizations (and organizational networks) of what we call the 'politics of culture'.

Therefore, with CuCON, the COM researchers want to pay more attention and be more empathetic and sensitive, also in our methodological approach, to political context in relation to analyses of power relations and social constructions of meaning and (cultural) differences. Academic merit at COM, however, does not preclude an active and public presence of our researchers. COM researchers actively participate in public, intellectual and policy debates, in order to contribute to broader societal issues, ranging from cultural integration of foreigners, to discussions about the future of development cooperation, to ethical issues within organizational politics.

In order to structure these various issues, the research of CuCON is divided in two main streams (each of which is divided in two sub-streams) of research entitled:

1. Local loyalties, transnational partnerships:
 - a. Diasporic organizations and partnerships
 - b. Local organizations in transnational space
2. The management of culture change:
 - a. Institutional transformation processes
 - b. Hybridization of organizational domains

All researchers within CuCON have found a niche for their specific empirical field within this broad (sub) division of the central research question.

CuCON is firmly based in anthropological (contextualised) and organizational perspectives on culture. That means organizational culture is seen as a process of sense-making, as a social construction of meaning 'from below' and 'from within'. COM researchers do not marginalize phenomena such as chaos, fragmentation, and ambiguity. Instead, they have taken centre stage in organizational research and have strengthened the organizational cultural analysis. COM attempts to contribute to the debate about changing forms of consistency within and between organization(al networks), together with the critical analysis of management strategies, practices and discourses pertaining to these changing forms of consistency; all of which is set against the background of diversification of both the organization and its socio-political environment in a globalising world.

In principle, CuCON focuses on all types and modes of organizations, ranging from the private sector to NGOs; from state institutions to transnational organizational networks; from small and local entrepreneurs to world conglomerates. In regard to the researchers doing their research on transnational networks, CuCON focuses on three, non-western, regions: Southeast Asia, southern Africa and the Caribbean. The reason for selecting these regions is the fact that they are considered emerging markets in world economy and tourism; they are therefore very interesting from the perspectives of globalisation and trans-border activities.

b) Research question and sub-questions

Firmly rooted in organizational anthropology, organizational sciences and critical management studies, and viewing organizations as situationally and contextually defined configurations of people, the research conducted under CuCON contributes to answering the following central research question:

- In which ways do global, national and local politics of culture affect the partly converging and partly conflicting, but constantly changing, constructions of meaning in (transnational) organizations and networks?

The following sub-questions reflect the two main streams of 'local loyalties, transnational partnerships' on the one hand and 'the management of cultural change' on the other. They aim to understand which cultural processes can be found in organizations and networks under conditions of globalisation and transnationalisation:

1. In which ways do cultural processes affect managerial practices and life world of the lower rank and file (including the work floor) in organizations and the cooperation between organizations?
2. Which meanings do members of different organizational levels attribute to these processes and to their roles and positions as affected by these processes?
3. How do members of different organizational levels narrate, manage and intervene in these processes in relation to the constructed meanings?
4. What problems do organizations and networks encounter as a consequence of global (geo-political) forces, and what intervention strategies need to be designed to address organizational dilemmas?
5. What role does the nation state play both in cultural processes and intervention strategies in organizations and networks?

c) Approach

A research methodology that most adequately fits the research question(s) in CuCON is 'doing ethnography'. What this research program's choice for an ethnographic approach shares with Geertzian ethnography is that it refers both to a way of doing fieldwork in terms of the everyday practices of and/or in organizations, and to the product of these activities, i.e. ethnographic writing. Ethnography contextualizes its findings, is sensitive to power relations, reveals what lies behind front-stage performances and reflects on the position of the ethnographer *vis-à-vis* the subjects and objects of his/her research. Ethnography has been mainly associated with qualitative research but can also imply triangulation of methods and data. Ethnography conveys a sense of 'being there', reflecting the polyphony of the organization under study and offering a perspective on that organization from an explicit theoretical framework. Organizational ethnography provides in-depth understanding as it equips researchers with the tools for analyzing the discrepancies between the ways in which people at different hierarchical levels perceive the organization, and for penetrating the one-sided management that conceals differences of opinion, contradictions, conflicts, and ambiguities.

3. Academic and Professional Activities

In this chapter we will give an overview of our research activities during the year 2007. The research efforts are presented as follows:

- a) selection of papers and keynotes at conferences and workshops that have been attended
- b) an overview of the projects and funding
- c) a list of editorial (journal) board memberships
- d) prizes and awards
- e) our participation in wider academic networks.

The presented information covers the full range of themes within CuCON but is at the same time only a selection of the individual researcher's efforts and work. For more detailed information and a complete overview of the activities, the researchers can be approached individually.

a) Papers and Keynotes at Conferences and Workshops

Berendse, M.

- With Duijnhoven, H.: *Service and Security: Conflicting Logics and Shifting Boundaries in Daily Practice*. 4th Annual Workconference NIG, University of Tilburg, 8 November
- With Veenswijk, M.: *Resolving the deadlock in New Public Management: organizing the rhythm of escape through narratives of change*. 23th EGOS Colloquium, Vienna, 5-7 July
- Workshop with the Rijkswaterstaat and the US Army Corps of Engineers (USACE). New Orleans (USA), March
- Co-organizer Eastern Academy of Management Conference. Amsterdam, June

Boersma, F.K.

- Conference presentation with paper: *Business Mathematics and Informatics: a Case Study of Curriculum Restructuring at the North West University in South Africa*, presented at the Society for Research into Higher Education (SRHE). Brighton/Sussex (UK), 12 December
- Lecture: *Netwerken, communities, Web2.0 en de 21e eeuw*. Community Veranders, Amsterdam, 22 November
- With Wagenaar, P.: Conference presentation *Panopticon and Soft Sister*. Paper presented at the Annual Meeting of NIG. Tilburg, 7 November
- Invited presentation: *Accreditation Practices*, at the 5th National Conference on Private Higher Education Institutions. Ethiopia, Addis Ababa, 25 August
- Chair of a roundtable expert meeting on: *Open innovation & social innovation* organized by Hiteq and Sijas Akkermans of the Center of Social Innovation. Lelystad, 20 March
- Conference presentation with Wagenaar, Pieter: *Soft sister and the rationalization of the world. The driving forces behind increasing surveillance*. Paper presented at the Conference of the Public Administration Theory Network. Harrisburg, Pennsylvania (USA), 25 March
- Lecture: *Managing a research programme and being a member of a faculty*, for the Board and Management of the Copperbelt University of Zambia, 13 June

- and for the Management of the University of Zambia, 1 October (both organized by the Centre for International Cooperation (CIS) of VU University Amsterdam)
- Commentator at the *Amsterdam workshop on the commodification of academic research*, organized by Professor Hans Radder, Blaise Pascal Instituut, VU University Amsterdam, 21-23 June
- With Duijnhoven, H: Conference presentation *The Choreography of Security Culture in the Dutch and Spanish Railway Sector*, paper presented at the 24th EGOS colloquium at the sub-them on post New Public Management. Vienna, 6 May

Clegg, S.R.

- Presentation to All Academy Panel on: *Good for Whom? The enduring debate between Frederick Taylor's Scientific Management Principles and Upton Sinclair's Socialist ideals: The Jungle and the Academy*, AoM. Philadelphia (USA), 6 August
- With Turcotte, M-F. and Marin, J.: *Enacting Ecological and Collaborative Rationality through Multi-party Collaboration*, presentation to the Academy of Management Organizations and the Natural Environment section. Philadelphia (USA), 6 August
- With Quist, J. and Skallen, P,: *The power of quality models*, presented to session on Critical Perspectives on Megers, Quality and Knowledge Work, Academy of Management Critical Management Studies section. Philadelphia (USA), 6 August
- With Pitsis, T. and Bjorking, K.: *The Management of Large Engineering Projects: Debating a Research Agenda*, presentation to Professional Development Workshop dedicated to sharing and comparing different research agendas on the management of large engineering (infrastructure) projects. AoM, Philadelphia (USA), 4 August
- Presentation to Professional Development Workshop Critical Management Studies Division: *In Search of the Critical in Latin American Management and Organisation Studies. Agenda*. AoM, Philadelphia (USA), 5 August
- With Bjørkeng, K. and Pitsis T.: *Catching Memes: Emerging Practices in an Alliance Program*, paper presented to The Evolution of Practices track. EGOS, Vienna, 5-7 July
- With Deroy, X.: *Events, Ethics and Rules: Beyond Risk Management*, paper presented to the track on Management Ethics and The Politics of Identity. EURAM, Paris, 16-19 May
- With Chan, A.: *Total Institutions as Instrument of Cultural Genocide & Their Peculiar Echoes in Organization and Management Theory*, presentation to Sub-theme 10: Genocide, individuals and organization – Choices, actions and consequences for contemporary contexts. EGOS, Vienna, 5-7 July
- With Rhodes, C. and Pullen, A.: *If I Should Fall From Grace...: Narrative, Ethics and Organizational Downsizing*, paper presented to the track on Management Ethics and The Politics of Identity. EURAM, Paris, 16-19 May
- *Ten propositions concerning security, terrorism, and business*, presented to Global Business Symposium on Security, Terrorism and Business. Corpus Christi College and Judge Business School, Cambridge (UK), 22-23 February

Companjen, F.J.

- Co-organizer of Caucasus Meeting with Foreign Office Desk Eastern Europe. The Hague, 16 March
- Workshop: *Zuidas: Intercultural management and creative city* at the Diversity and Inclusion Congress, organized by ABN AMRO. Amsterdam, 18 April
- Paper presentation: *NGOs before and after the Rose Revolution* at a Seminar on Caucasus, Lancaster University (UK), June
- Co-organizer with Marcel de Haas (Institute for International Relations Clingendael The Hague) of a Caucasus Network Meeting on *Georgia's Pankisi Gorge and Nagorno Karabach*. Den Haag, 21 June

- Co-organizer Diversity Conference organized by Common Ground. Amsterdam, 4 July
- Organizer and convenor of Caucasus Network Meeting at the VU with on *Present situation of Georgia: perspectives and opportunities for future development*. Amsterdam, 18 September
- Lecture: *Culture and communication* for ABN AMRO, Amsterdam, 19 September
- Lecture: *Georgia* for students of the Kaukasus Institute, Warsaw (PO), 19 October
- Lecture: *Culture and gender* for Female Managers of ABN Amro. Amsterdam, 19 November
- Guest Lectures on *Georgian Culture, NGOs and the Rose Revolution* for CICAM. Nijmegen, November and December

Dahles, H.

- *In Pursuit of Comfort in Transnational Space. A Comparative Perspective on Ethnic Chinese Enterprises Venturing Across National Borders*. Paper for the Standing Working Group Transnational Communities – complex dancing patterns across and within national borders. 23rd EGOS Colloquium, Vienna, 5-7 July
- *The Role of Global Diaspora Groups in Capacity Building*. Paper presented at the Workshop Cooperation for peace and prosperity in Cambodia. Phnom Penh, 16-18 August
- *In Pursuit of Capital. The Charismatic Turn Among the Chinese Managerial and Professional Class in Malaysia*. Max Planck Institut für Sozialanthropologie, Halle a/d Saale (BRD), 11 July
- *Capacity Building for Peace and Development: The Role of Diaspora Returnees*. Pannasastra University of Cambodia, Phnom Penh, 20 August
- *Less state, more nation(s) and why anthropologists should bother? Beyond Relativism*. Anthropology Symposium, VU University Amsterdam, 27 November
- Workshop *Cooperation for peace and prosperity in Cambodia*, georganiseerd in het kader van NWO/WOTRO Partnership Fund. Phnom Penh, 16-18 August 2007
- Visiting scholar at the Max Planck Institut für Sozialanthropologie. Halle a/d Saale (BRD), 9-13 July

Duijnhoven, H.L.

- With Boersma, K.: *The Choreography of Security Culture in the Dutch and Spanish Railway Sector*. Paper for the 23rd EGOS Colloquium: Beyond Waltz - Dances of Individuals and Organizations (Subtheme Doing the 'two-step': new forms of organizing and professional identity in post-NPM organizations). Vienna, 5-7 July
- *Cultural Perspectives on Public Sector Reform. A Comparison Between the Spanish and Dutch Railway Sector*. Paper for the EGPA Annual Conference - Study Group on Governance of Public Sector Organizations. Madrid, 19-22 September
- With Berendse, M.: *Service and Security: Conflicting Logics and Shifting Boundaries in Daily Practice*. Paper for the annual NIG conference 2007 - Panel 1: Public values in private hands. University of Tilburg, 8 November

Ghorashi, H.

- Plenary lecture: *Paradoxes of Cultural Recognition in Organizations* at The Seventh International Conference on Diversity in Organizations, Communities & Nations. VU University Amsterdam, 6 July
- Public lecture: *Inburgering gaat om horizonversmelting (Intergration is all about blending horizons)* at the Proefmiddag Stad en Taal, an integration programme organized by the Amsterdam musea, Stedelijk Museum CS. Amsterdam, 20 June

- Public lecture: *Culturalisation of Emancipation in The Netherlands*, International Conference on Muslim Diaspora: Religious and national identity, gender, cultural resistance (I). Toronto (Canada), 1 June
- Public lecture: *De balans tussen gelijkheid en verschil (The balance between equality and difference)*, in answer to the presentation given by Hans Achterhuis during a meeting organized by VU Podium and De Rode Hoed. Amsterdam, 9 October
- Public lecture addressing the conference *Gekleurde plafonds (Coloured Ceilings)*, organized by the Ministry of Social Affairs and Employment. Fortis Bank, Utrecht, 27 September
- Interview: *De positie van vrouwen in Iran (The position of women in Iran)*. Iran Film Festival, Utrecht, 23 September
- Lecture for students at the Nachtacademie Learning Lane. Driebergen, 28 August
- Public lecture: *Paradoxen van culturele erkenning (Paradoxes of Cultural recognition)*. ZonMW, Den Haag, 25 June
- and for the Oranje Fonds. Bunnik, 28 June
- Public lecture: *Diversity at the congress Kwartiermaken*. Den Haag, 22 May
- Participating in Eutopia, a debate organized by VU University Amsterdam at the occasion of presenting the book *Zeker Weten. Inburgering en de fundamenten van het Nederlandse politieke bestel*, by prof.dr. Thomas Spijkerboer. De Balie, Amsterdam, 14 May
- Public lecture: *Culturele diversiteit en de weerbarstigheid van de praktijk (Cultural diversity and the stubbornness of everyday life)*, Sietar Nederland. Utrecht, 10 May
- Introduction: *Integratie en ruimte voor diversiteit als opdracht voor overheidscommunicatie (Integration and room for diversity as an assignment for governmental communication)* at the meeting *Nieuwe aanpak in overheidscommunicatie*, organized by Tabula Rasa en Uitgeverij Coutinho. Utrecht, 29 January
- Interview concerning the presentation of the book "Hoezo Tolerant" at Osmose, Adviesbureau voor Multiculturele vraagstukken. Arnhem, 24 January;
- Public lecture: *Diversiteit en Integratie in de VS en Nederland (Diversity and Integration in the USA and the Netherlands)* organized by Studium Generale, VU University Amsterdam. Maastricht, 16 January
- With Scheffer, Paul: Introduction on the occasion of a New Years Reception at the Ministerie van Justitie, Dienst Coördinatie Integratie Minderheden (DCIM). Den Haag, 11 January
- Public lecture: *Diversiteit en zorg (Diversity and Care)* for social-medical workers at the Amsterdam Medical Centre, organized by the AMC Training Centre. Amsterdam, 9 January
- Participating in the debate on *De Stand in het Land: Nederland van de wereld (A state of the art: the Netherlands of the world)*, organized by Debatcentrum TUMULT. Utrecht, 9 January

Kamsteeg, F.H.

- Paper presentation: *When the field talks back. The power of the ethnographer deconstructing development tales* at the 4th seminar in Organizational Ethnography: Power and politics in ethnographic research. VU University Amsterdam, 9 May

Kingma, S.F.

- Working paper to the RN Sociology of Risk and Uncertainty: *The paradox of control in high-risk gambling organizations*, 8th Conference of the European Sociological Association (Conflict, Citizenship and Civil Society). Glasgow (UK), 3-6 September
- Public lecture: *Sponsorbingo* for the "Goed-Geld-Gala SponsorLoterij", organized by De Zonnebloem. Arnhem, 2 February

- Seminar *A question of design: Why some public organizations become institutions*. VU University Amsterdam, Faculty of Social Sciences, 27 June
- Media lecture (TV): *De misleidende reclames van de Staatsloterij (The misleading advertisements of the Governmental Lottery)*. TROS RADAR (consumer program), Hilversum, 29 October

Koning, J.B.M.

- Organized Panel: *Identity and Mobility in Southeast Asia* at the 5th International Convention of Asian Scholars (ICAS 5). Kuala Lumpur (Malaysia), 2-5 August
- Workshop Organizer: *Entrepreneurship: towards a research program*. Two-day workshop for staff of the Faculty of Social Sciences and the Faculty of Economics of Atma Jaya University. Yogyakarta (Indonesia), 20-21 July
- Organizer of DPRN Regional Expert Meeting: *Corruption. How corruption pervades social and political systems and how to cope with it, Part 1*. The Development Policy Review Network; Regional Expert Meeting on Southeast Asia & Oceania. Aim to reduce the gap between science, policy and development practice. FSW-COM-SEAVU, VU University Amsterdam, 11 April
- Organizer of DPRN Regional Expert Meeting: *Corruption: How corruption pervades social and political systems and how to cope with it, Part 2*. The Development Policy Review Network; Regional Expert Meeting on Southeast Asia & Oceania. Aim to reduce the gap between science, policy and development practice. FSW-COM-SEAVU, VU University Amsterdam, 19 December
- Presentation: *Qualitative Research Methodology*. Research seminar for PhD students and staff of the Faculty of Social Sciences of Satya Wacana Christian University. Salatiga (Indonesia), 22 June
- Presentation: *Lectures on Identity, Religion, Ethnicity and Social Conflict* at the Faculty of Social Sciences of Atma Jaya University. Yogyakarta (Indonesia), 25-27 June & 2-4 July
- Paper: *Gifts of the Spirit? Chinese Indonesians, the State, and Pentecostal-charismatic Christianity* presented at the International Conference Christianity and the State in Asia: Complicity and Conflict at the Asia Research Institute, National University Singapore. Singapore, 10-12 January
- Paper: *A New Born Christian; A New Identity? Chinese Indonesians and Conversion in Post-Suharto Indonesia* presented at the International Conference Indonesian Chinese Studies at the Crossroads? Challenges and Prospects: Dutch and Japanese Explorations at the Netherlands Institute for War Documentation (NIOD). Amsterdam, 12-13 February
- Invited Discussant for the China in the World, the World in China International Conference *Made in China vs. Made by Chinese: Global Identities of Chinese Business*, at the Collingwood College, Durham University. Durham (UK), 19-20 March
- With Susanto, A.: *Proud to be Chinese? A Transforming China and Chinese Indonesians*. Paper presented to the China in the World, the World in China International Conference Implications of a Transforming China: Domestic, Regional and Global Impacts, at the Institute of China Studies, University of Malaya. Kuala Lumpur, 5-6 August

Marrewijk, A.H. van

- Paper presentation: *Strategies of Managing Multiple Cultures in Global IT Projects our Cases of Dutch-Indian Cooperation*. APROS, New Delhi (India), 9-12 December
- Paper presentation: *Bringing Self-Reflexivity into the Design Approach: The case of designing Innovative megaprojects*, presented at the 23rd EGOS Colloquium. Vienna, 5-7 July

- Convenor APROS stream: *Cultural Strategies of Cooperation in Indian Offshoring*. New Delhi (India), 9-12 December
- Guest speaker at the Anthropology Symposium *Beyond Relativism*, organized by the Departments SCA and COM of the Faculty of Social Sciences of VU University Amsterdam. Amsterdam, 27 November
- Guest lecture: *The Meaning of Participation in Organization Change* at the congress Interpretation in Policy Analysis: Research and Practice. Amsterdam, 31 May – 2 June
- With Yanow, D. and Humphreys, M.: Convenor of *Reflexivity in the Study of Organisations* at the 23rd EGOS Colloquium. Vienna, 5-7 July
- Project leader of the Eastern Academy of Management Congress (EAoM): *Culture, Innovation and Integration*, organized by the Department COM, Faculty of Social Sciences together with the Faculty of Economics and Management. VU University Amsterdam, June
- Workshop: *Dealing with the Dutch* at FOM Young Scientists' Day. Olympic Stadium Amsterdam, 13 December
- Workshops *Cultural Diversity* at Congress Making more Possible with Diversity and Inclusion. ABN AMRO Amsterdam, 18 april
- *Cultural change workshops in the merging process of Deltares*. Utrecht, October 2007 – Februari 2008
- Workshop: *Cultural cooperation* of Rijkswaterstaat Waterdienst and Deltares. Utrecht, 26 November

Onderdenwijingaard, T.A.

- Co-organizer of the Anthropology Symposium *Beyond Relativism*. Faculty of Social Sciences, VU University Amsterdam, 27 November
- Organizer of the Colloquium Violence and Religion: *Vulnerability and Tolerance*. Kontakt der Kontinenten, Soesterberg, 4-8 July

Roessingh, C.H.

- Paper at the conference *The Amish in America: New Identities & Diversities*. Elizabethtown, Pennsylvania (USA), 7-9 June

Roggeband, C.M.

- Member of the sounding board of the VU/ABN AMRO congress Diversity and Inclusion. Amsterdam, 18 April
- Member of Steering Committee of European Science Foundation Network on *Identity and Sociopolitical Participation*. (network ran from July 2004 to June 2007)
- Invitation Panel on *Diffusion and Contentious Politics*, Institute for Social Science Research, Cornell University, organized by Sarah Soule and Sidney Tarrow. Ithaca (NY, USA), 9-10 November 2007
- Invitation as Expert advisor to the Department of Equal Opportunities of the Dutch Government on the *Participation of migrant women*. Amsterdam, 24 May

Sabelis, I.H.J.

- Guest lecture: *Zeitvielfalt*. Freitagssalon Mitte Consult, Berlin (BRD), 9 March
- Participant in Seminar Ethics and Storytelling. Royal Holloway, University of London, Yannis Gabriel. London (UK), 15-16 March
- Participant in the Inauguration Ceremony for Tom Keenoy. Management Centre, University of Leicester (UK), 27 March
- Guest lecture: *Musealisierung*. Space Seminar, VU University Amsterdam, 5 April

- Respondent at the conference Shaking up Citizenship. Presentation of Nicholas de Genova : On national and transnational identities and identity politics. Faculty of Social Sciences, VU University Amsterdam, 20-21 April
- Respondent at the Minisymposium (Dorian T. Warren): *Politics, Power and Inequality*, on the occasion of the Inauguration Ceremony for Dvora Yanow. VU University Amsterdam, 9 May
- Chair at the 5th International Conference on Gender, Work and Organization: *Ethics, Time and Gender: Weaving the strands of everyday life*; stream organizer with Carmen Leccardi. Unimib, Milan (Italy), 26-29 June
- Participant in the Colloquium Violence and Religion (Girard Conference). Soesterberg, 4-6 July
- Paper presentation: *Time regimes: temporal constraints in organizations under acceleration* at the ISST Conference. Monterey, CA (USA), 26 July - 3 August
- Participant and organization assistant: Zeit Hören. Tuzting (BRD), 6-9 September

Spierenburg, M.J.

- With Belt, J.: *The Power in Public Private Partnerships*, presented at the regional meeting on Southern Africa organized by the Development Policy Review Network. Amsterdam, 13 December
- With Milgroom, J.: *The Elephants of Democracy. Rights and Resettlement; displacement in the context of the creation of Limpopo National Park, Mozambique*, presented at the annual conference of the American Anthropological Association. Washington (USA), 27 November - 2 December
- With Wels, H.: *Philanthropists and Business Networks in Nature Conservation in southern Africa*, presented at the first European Conference on Africa Studies. African Studies Centre, Leiden, 11-14 July
- With Milgroom, J.: *The Elephants of Democracy. Resettlement in the Limpopo National Park, Mozambique*, presented at the first European Conference on Africa Studies. African Studies Centre, Leiden, 11-14 July
- With Wels, H.: organization of a panel entitled *Conservative Philanthropists, Royalty and Business Elites in Nature Conservation in southern Africa* for the biannual conference of the European Society for Environmental History Environmental connections. Europe and the wider world. VU University Amsterdam, 5-8 June
- With Wels, H.: *Philanthropists and Business Networks in Nature Conservation in southern Africa*, presented at the biannual conference of the European Society for Environmental History Environmental connections. Europe and the wider world. VU University Amsterdam, 5-8 June
- Paper: *Transfrontier nature parks in Southern Africa: a governance perspective*, presented at the CERES seminar Managing nature reserves: Transnationalism or management at community level. University of Utrecht, 16 January

Stehouwer, S.

- With Wels, H.: Organizer of Youth Day symposium attended by Archbishop Em. Desmond Tutu from South Africa, who accepted a VU University Chair on Youth, Sport and Reconciliation to bear his name, Organizer of Youth Day symposium attended by Archbishop Em. Desmond Tutu from South Africa, who accepted a VU University Chair on Youth, Sport and Reconciliation to bear his name
- With Wels, H. and Goede, H.P.: Organizer of the third Development Policy Review Network Meeting on southern Africa, Amsterdam, 13 December

Veenswijk, M.

- With Berendse, M.: Conference paper *Resolving the deadlock in New Public Management: Organizing the rhythm of escape through narratives of change*. 23th EGOS Colloquium, Vienna, 5-7 July
- Conference paper *Reinventing Cultural innovation*, NIG seminar. Rotterdam, August
- Project leader of Eastern Academy of Management congress *Culture, Innovation and Integration*, organized by the Department of COM of the faculty of Social Sciences and the Faculty of Economics and management of VU University Amsterdam. Amsterdam, June
- Public lecture *Editing Narratives of Change*. Siemens, Den Haag, 5 June
- Public lecture and program management *Tracktion Narratives of Change*. Hilversum, 14 December
- Public lecture *Cultuurinnovatie: Nog steeds beren op de weg*. Ministerie van Verkeer en Waterstaat (Ministry of Traffic and Waterworks). Den Haag, 8 October
- Post academic program *Public Leadership & Innovation*. NSOB, Den Haag, 20 March
- Post academic program *Master of Public Management, Cultural Change and Innovation*. University Twente, 9 November

Wels, H.

- Introduction to presentation by Flip Buys of the South African trade union Solidarity: *Positieve discriminatie: zegen of zorg (Positive discrimination: blessing or concern)*. Nederlands Zuid-Afrikaanse Vereniging (NZAV), Amsterdam, 14 April
- Introduction and discussion leader for presentation by Prof. Maano Ramutsindela, University of Cape Town (South Africa): *'Green capital' and environmental sponsorship*.: Athena Institute, VU University Amsterdam, 4 June
- Chair at the European Society for Environmental History (ESEH) Conference Environmental connections. Europe and the wider world. Thematic strand: Environmental movements and organizations. Panel (together with Marja Spierenburg): *Transfrontier Conservation Areas in southern Africa and western business philanthropy*. Paper presented (together with Marja Spierenburg): *Conservative philanthropists, royalty and business elites in nature conservation in southern Africa*. VU University Amsterdam, 5-8 June
- (with Stehouwer, S.) Organizer of Youth Day symposium attended by Archbishop Em. Desmond Tutu from South Africa, who accepted a VU University Chair on Youth, Sport and Reconciliation to bear his name, Amsterdam, VU University, 16 June
- Chair at the European Conference on African Studies (ECAS): African alternatives. initiative and creativity beyond current constraints.
- Together with Van Dijk, R. and Spierenburg, M.: Panel *Exploring new dimensions of religion and entrepreneurship*.
- together with Spierenburg, M. Paper: *The divine mission of nature business. Religion, philanthropy, and public-private partnerships in nature conservation in southern Africa*. African Studies Centre, Leiden University, 11-14 July
- Introduction to presentation by Thomas Eriksen and Halleh Ghorashi: *The role of anthropologists in the public debate*. Department of Social and Cultural Anthropology (SCA), VU University Amsterdam. 27 November
- Presentation to the South African Embassy to the Netherlands: *Tourism and academia*. Den Haag, 3 December
- (together with Stehouwer, S. and Goede, H.P.) Organizer of the third Development Policy Review Network Meeting on southern Africa, Amsterdam, 13 December

Yanow, D.

- Strategic Chair in Meaning and Method Inaugural Lecture '*And when I am only for myself...': Ways of knowing, reflective practice, and passionate humility*. Faculty of Social Sciences, VU University Amsterdam, 9 May
- *Workshop on interpretive methods* for COM PhD students. VU University Amsterdam, 14 December
- PhD student Masterclass *The social construction of reality*. Amsterdam School of Social Research, Amsterdam, 13 December
- Workshop *Doing metaphor, space, and category analyses*. Amsterdam Discourse Centre, University of Amsterdam, 6 November
- Short course *Interpret this! A conceptual and practical workshop in interpretive political science*. American Political Science Association Annual Meeting, Chicago, IL (USA), 30 August - 2 September
- Co-organizer, convenor, and presenter of *The philosophical grounding for interpretive methods; Interpretation in public policy and administration*. American Political Science Association Annual Meeting, Chicago, IL (USA), 30 August - 2 September
- Working Group *Interpretivism and interpretive methods*. American Political Science Association Annual Meeting, Chicago, IL (USA), 30 August - 2 September 2).
- PhD program lectures *Interpretive research methods*. Institute for Advanced Studies, Vienna, 24 June - 3 July
- Methodology Workshop 2 and Methods 'specialist': *Making sense of practice and local knowledge*. Interpretation in Policy Analysis (International Conference) II, Amsterdam, 31 May - 2 June
- *Reviewing institutional review boards: Issues for political ethnography*. American Political Science Association Annual Meeting, Chicago, IL (USA), 30 August - 2 September
- *Writing as method*. The Methods Café, American Political Science Association Annual Meeting, Chicago, IL (USA), 30 August - 2 September
- *Passionate humility: Linking reflection with double-loop learning*. Presented to the 3rd Organization Studies Summer Workshop: Organization studies as applied science: The generation and use of academic knowledge about organizations, Rethymnon, Crete (Greece), 7-9 June
- With Van der Haar, M.: *Institutional categories in practice: Implications of differentiating between 'allochthonous' and 'autochthonous' in The Netherlands*. Presented at the 2nd Interpretation in Policy Analysis conference, Amsterdam, 31 May - 2 June
- *Why should the Antropologen Beroeps Vereniging [Professional Association of Anthropologists, NL] be concerned about the new VSNU gedragscode [research regulation policy]? A view from the US experience*. Presentation to the ABV meeting, "De VSNU gedragscode en onderzoeksethiek" [The Dutch Association of Universities research code and research ethics], Utrecht, 30 May
- *Ways of knowing: The role of passionate humility*. Workshop on Ways of Knowing, Center for Public Administration and Policy, Virginia Polytechnic Institute, Alexandria, VA (USA), 18-19 May
- *Ethnographic relationships*. Roundtable on The political baggage of political ethnography. Political Anthropology Section, Midwest Political Science Association, Chicago, IL (USA), 12-15 April
- With Schwartz-Shea, P.: *Reviewing institutional review boards*. Informal roundtable, Midwest Political Science Association, Chicago, IL (USA), 12-15 April

Ybema, S.B.

- Invited speech: *Narratives of change and crisis: A temporal perspective*. University of St Andrews, St. Andrews (Scotland, UK), 7 February

- Paper presentation: *Puzzling over paradoxes*, at a workshop on participatory research: Questions of balance. Loch Lomond, University of Strathclyde Glasgow, (Scotland, UK), 14-15 March
- With Byun, H.: paper presentation *The experience of cultural differences in asymmetric power relations: Japanese – Dutch encounters*, at the conference Crosscultural Life of Social Values. Rotterdam, May
- with Ellis, N. (Leicester University): paper presentation *Marketing identities: Shifting circles of identification in inter-organisational relationships*, at the International workshop Making Connections: Relational Analysis, Boundary Concepts and the Future of Organisation Studies. Cardiff (UK), 2-3 April
- Paper presentation *The role of history and memory in the construction of an organizational identity change*, at the Stream: Management and Organization History, Critical Management Studies 5. Manchester (UK), July

b) Projects and Funding

Boersma, F.K.

- *Project-participation in Higher Education Capacity Building Project in Ethiopia*; project executed by the Centre for International Cooperation (CIS) - € 7.500
- Publication grant of the Netherlands Institute of Governance for the publication of the editorial volume *ICTs, Citizens & Governance: After the Hype!* IOS Press series “Innovation and the Public Sector” with Meijer A. and Wagenaar P. - € 10.000
- Project on Multi-disciplinary Information Management of the Amsterdam *Emergency Rooms* of the Police, Fire and Ambulances Services, with Groenewegen P. en Wagenaar P. Principal: P. van Zanten (Berenschot) - € 7.000

Dahles, H.

- Partnership Grant WOTRO WCI-55-2 (NWO) - € 11.000

Ghorashi, H.

- Participation in the EVF (European Refugee Fund) subsidized project *Vluchtelingen zelf aanzet: de rol van vluchtelingenorganisaties in diverse maatschappelijke velden (Refugees' own move: de role of refugee organizations in different social sectors)*, executed by VluchtelingenWerk Amsterdam. Monitoring, concerning content and reporting by two MA COM students, under my supervision. Supplementary a masterclass was organized - € 20.000
- Small research on *Professionalizing P-teams (P-team stands for local participation or emancipation team, an instrument for promoting emancipation of immigrant women and girls)*. Principal: Stichting PaFemme - € 6.000
- Research on *Diversiteit in leiderschapsposities (Diversity in leading positions)*. Principal: Maes & Lunau Executive Search - € 16.000
- (with Veenswijk, M.): Project *Eergerelateerd geweld (Honour related violence)*. Principal: Ministerie van Justitie (Ministry of Justice) - € 300.000

Kingma, S.F.

- With Overbeek, H.W.: NWO programme *The europeanization of gambling organizations* - € 180.000 (over 4 years, starting 2007)

Marrewijk, A.H. van

- With Veenswijk, M.: Research project *Cultural change in infrastructural networks: Next generations infrastructures*. Partner: Onderzoeksplatform NGInfra - € 250.000

Spierenburg, M.J.

- With (amongst others) Wels, H.: NWO-WOTRO Integrated Programme *Farm dwellers, the forgotten people? Consequences of conversions to wildlife based production in KwaZulu-Natal and the Eastern Cape*. Five-year programme. Partners: University of Cape Town and the University of KwaZulu-Natal (South Africa) - in total € 700.000
- With Wels, H.: SANPAD project *Partnering with the private sector: The impacts of joint ventures between land reform beneficiaries and the private sector in Limpopo Province*. Three-year programme. Partner: Programme for Land and Agrarian Studies, University of the Western Cape (South Africa) - € 50.000
- With Wels, H.: project *Partnering with the private sector: The impacts of joint ventures between land reform beneficiaries and the private sector in Limpopo Province*. Two-year project supported by the Vereniging VU-Windesheim - Van Coeverden Adriani Stichting (VCAS) of VU University Amsterdam - € 40.000

Sabelis, I.H.J.

- Monitoring the implementation of *Journyx* (time reckoning system) at CTA , Wageningen (International knowledge organization agriculture) - € 4.980
- With (amongst others) Tesselaar, S.: Project *Storytelling* for the Belastingdienst, entitled: KROM 2 - € 15.000

Veenswijk, M.

- With Van Marrewijk, A.: Research project *Cultural change in infrastructural networks: Next generations infrastructures*. Partner: Onderzoeksplatform NGInfra - € 250.000
- With Ghorashi, H.: Project *Eergerelateerd geweld (Honour related violence)*. Principal: Ministerie van Justitie (Ministry of Justice) - € 300.000

Wels, H.

- With (amongst others) Spierenburg, M.: NWO-WOTRO Integrated Programme *Farm dwellers, the forgotten people? Consequences of conversions to wildlife based production in KwaZulu-Natal and the Eastern Cape*. Five-year programme. Partners: University of Cape Town and the University of KwaZulu-Natal (South Africa) - in total € 700.000
- With Spierenburg, M.: SANPAD project *Partnering with the Private Sector: The impacts of joint ventures between land reform beneficiaries and the private sector in Limpopo Province*. Three-year programme. Partner: Programme for Land and Agrarian Studies, University of the Western Cape (South Africa) - € 50.000
- With Spierenburg, M.: project *Partnering with the Private Sector: The impacts of joint ventures between land reform beneficiaries and the private sector in Limpopo Province*. Two-year project supported by the Vereniging VU-Windesheim - Van Coeverden Adriani Stichting (VCAS) of VU University Amsterdam - € 40.000

c) Membership Editorial (and other) Boards

Boersma is member of the editorial boards of

- The *Journal of Management History* (since 2006)
- The *Jaarboek KennisSamenleving* (since 2004)

Clegg is member of the editorial boards of

- *Advances in Organization Studies Series* (since 1999)
- *Organization Studies* (since 1984 and from 1991 as Editor-in-Chief)
- *Journal of Organizational Change Management* (since 1992)
- *Human Relations* (since 1999)
- *International Journal of Cross-Cultural Management* (since 2001)
- *Administrative Theory and Praxis* (since 1993)
- *Critical Perspectives on Accounting* (since 1985)

Dahles is member of the editorial boards of

- *Pacific Tourism Review/International Tourism Review* (since 1998)
- *Tourism Studies* (since 2000)
- *Journal of Sustainable Tourism* (since 2000)
- *ASEAN Journal on Hospitality and Tourism* (since 2001)
- *Annals of Tourism Research* (since 2003)

Ghorashi is consulting editor of

- *Focaal, European Journal of Anthropology*

Van Marrewijk is member of the editorial board of

- The International Journal of Project Organization and Management (IJPOM) (since 2007)

Sabelis is review editor of

- *Time & Society* (since 1997)

and associate editor of

- *Gender, Work and Organization* (since 2004)
- *Human Relations* (2006-8; special issue on *Construction of Identities*)

and member of the editorial board of:

- *Filosofie in Bedrijf* (since 2003)

and first editor of:

- *Time & Society* (2007; special issue (vol 16 - 2/3) on *Time and Management: Vistas from France*. With Urien, B., Univ. Brest, France)

Spierenburg is editorial board member of

- the *ASC/SAVUSA series* with Brill Academic Publishers, Leiden

Veenswijk is editor in chief of

- *Intervention Research. International Journal on Culture, Organization and Mangement* (since 2004)

Wels is initiator and editor of four series with two international publishing houses

- one series at Brill Academic Publishers, Leiden
- three series at Rozenberg Publishers, Amsterdam (in a co-publishing arrangement with UNISA Press, South Africa; see www.savusa.nl for more information)

Yanow is member of the editorial boards of

- *Management Communication Quarterly* (since 2006)
- *Leadership* (since 2004)
- *The Learning Organization* (since 2004)
- *Organization Management Journal* (since 2004)
- *Organization Studies* (since 2003)
- *American Review of Public Administration* (since 2000)
- *Management Learning* (since 1999)
- *American Political Science Review* (since 2007)

and contributing editor of:

- *Judaism* (since 1994)

Ybema is member of the editorial board of

- *Filosofie in Bedrijf* (since 2004)

and associate editor of:

- *Human Relations* (2006-8; special issue on *Construction of Identities*)

d) Prizes and Awards

Yanow, D.

- Herbert Simon Book Award 2007 of the American Political Science Association, Public Administration Section, for *Constructing American "race" and "ethnicity": Category-making in public policy and administration* (Armonk, NY: M.E. Sharpe, 2003)

e) Collaboration and Networks

In 2007 CuCON researchers actively cooperated with colleagues from various research schools, research groups and committees outside the institute.

A selection of the most important contributions in organizations, committees and networks:

- CERES Research School (Dahles is member of the board), in particular working programme 3 and 8 (Wels is convenor of WP 8)
- Netherlands Institute of Governance (NIG) research school (Veenswijk and Boersma are convenors)
- Amsterdam School for Social science Research (ASSR) research school (Yanow is member)
- Afrika Studie Centrum (ASC), Leiden (Wels is member of the Scientific Board)
- South Africa-Netherlands Research Programme on Alternatives in Development SANPAD (Wels is member of the Advisory Board)
- South Africa - Vrije Universiteit- Strategic Alliances SAVUSA (Wels is director);
- South East Asia - Vrije Universiteit SEAVU (Koning committee member);
- The International Institute for Asian Studies, Leiden (Dahles)
- Asia Europe Foundation (ASEF) (Dahles)
- Development Policy Review Network (DPRN) Southeast Asia (Koning) and Southern Africa (Wels)
- KNAW-Meertens Instituut, in particular Ramstedt and his research group on spiritual capitalism (Dahles is member of science committee)
- NWO (Dahles is member of the WOTRO Scientific Panel Integrated Programmes)
- Centre for Latin American Research and Documentation (CEDLA,) Amsterdam, in particular Baud and his PhD research group on tourism
- Stichting Bedrijfsgeschiedenis (Dutch Society for Business History) (Boersma is member of the board)
- *The research network on the Sociology of Risk and Uncertainty (SoRU) of the European Sociological Association (ESA) (Kingma is member)*
- *The external committee of a nation wide research on The nature and extent of illegal gambling in the Netherlands (WODC - Scientific Research and Documentation Centre of the Ministry of Justice) (Kingma is member)*
- Utrecht School of Governance

4. Publications 2007

In this chapter the full list of our publications is presented. The list contains dissertations, refereed and non-refereed academic publications and publications written for a broader audience.

a) Academic publications in refereed journals and edited books

- Berendse, M., & Roessingh, C.H. (2007). Hidden and unspoiled: Image building in the tourism industry in Belize. *International Journal of Tourism Policy*, 1(3), 267-282.
- Bleijenbergh, I.L., & Roggeband, C.M. (2007). Equality machineries matter: The impact of women's political pressure on European social care policies. *Social Politics*, 14(4), 1-23.
- Boersma, F.K. (2007). Managing between science and industry: An historical analysis of the Philips Research and Development Department's management. *Journal of management history*, 13(2), 122-134.
- Boersma, F.K., Kingma, S.F., & Veenswijk, M.B. (2007). Paradoxes of control: the (electronic) monitoring and reporting system of the Dutch High Speed Alliance. *Project management journal*, 38(2), 75-83.
- Clegg, S.R., Kornberger, M., & Rhodes, C. (2007). Business ethics as practice. *British Journal of Management*, 18(2), 107-122.
- Clegg, S.R. (2007). The end of history and the futures of power. *Twenty-first century society : journal of the Academy of Social Science*, 2(2), 131-154.
- Clegg, S.R., & Carter, C.J. (2007). Management. In G. Ritzer (Ed.), *The Blackwell Encyclopedia of Sociology* (pp. 2710-2719). Oxford: Blackwell.
- Clegg, S.R. (2007). Modernist and post-modernist organization. In D.S. Pugh (Ed.), *Organization Theory* (pp. 577-615). Harmondsworth: Penguin.
- Clegg, S.R. (2007). Preface. In K.M. Jorgenssen (Ed.), *Power without glory - a genealogy of a management decision* (pp. 9-12). Copenhagen: Copenhagen Business School.
- Dahles, H. (2007). On (mis-)conceptions of culture as a vehicle of business success: Singapore Chinese investment strategies after failing in China. *East Asia : an international quarterly*, 24(2), 173-193.
- Dahles, H. (2007). Pursuit of capital: The charismatic turn among the Chinese managerial and professional class in Malaysia. *Asian ethnicity*, 8(2), 89-109.
- Dahles, H. (2007). Creating social capital as a competitive advantage in China. Singapore Chinese entrepreneurs venturing into China. In S. Clegg, Y. Wang, & M. Berrell (Eds.), *Business Networks and Strategic Alliances in China* (pp. 182-208). Cheltenham (UK) and Northampton (MA, USA): Edward Elgar.
- Duijnhoven, H.L. (2007). Security culture in the Dutch and Spanish railway sectors: A historical perspective. *Journal of Transport History*, 28(2), 272-288.
- Duin, P., & Sabelis, I.H.J. (2007). The future revisited: An application of lessons learned from past futures - the socio-cultural domain and innovation policy in the Netherlands. *Foresight*, 9(2), 3-14.
- Draper, M., Spierenburg, M.J., & Wels, H. (2007). Images of Africa. Agency and nature conservation in South Africa. In M. de Bruijn, R. van Dijk, & J.-B. Gewald (Eds.), *Strength beyond structure. Social and historical trajectories of agency in Africa* (African Dynamics, 6) (pp. 215-239). Leiden: Brill Publishers.
- Ghorashi, H. (2007). Giving silence a chance: The importance of life stories for research on refugees. *Journal of refugee studies (online)*, November.

- Ghorashi, H. (2007). The paradoxes of cultural diversity within organizations. *The International Journal of Diversity in Organisations, Communities & Nations*, 7(5), 223-229.
- Geuijen, C.H.M., Hart, P 't, & Yesilkagit, K. (2007). Dutch eurocrats at work: Getting things done in Europe. In R.A.W. Rhodes, P. 't Hart, & M. Noordegraaf (Eds.), *Observing Government Elites: Up Close and Personal* (pp. 131-159). Houndsmill etc and New York: Palgrave Macmillan.
- Hupe, P., Baghus, R., Havermans, A., & Veenswijk, M.B. (2007). De meester, de gezel en het vak. In W. Kickert, L. Cachet, F.B.L. van der Meer, & L. Schaap (Eds.), *Liefde voor het openbaar bestuur en liefde voor de bestuurskunde* (pp. 175-186). Delft: Eburon.
- Koning, J.B.M. (2007). Chineseness and Chinese Indonesian business practices: A generational and discursive practice. *East Asia : an international quarterly*, 24(2), 129-152.
- Kornberger, M., Rhodes, C., & Clegg, S.R. (2007). Deconstructive decision making: Undecidability and the organizational ego. *The sociological review*, 55(2), 393-409.
- Lopes, F.D., Clegg, S.R., Viera, M.M., & Gudergan, S. (2007). Institutional environments in the formation of international joint ventures: A Brazilian case study. *Revista Eletronica de Gestao Organizacional (online)*, 5(2), 171-197.
- Marrewijk, A.H. van (2007). Managing project culture: The case of environment mega-project. *International journal of project management*, 25(3), 290-299.
- Marrewijk, A.H. van (2007). Organizational environment. In *International Encyclopedia of Organization Studies* (pp. 1430-1438). London: Sage Publications.
- Mavhunga, C., & Spierenburg, M.J. (2007). A finger on the pulse of the fly: Hidden voices of colonial anti-tsetse science on the Rhodesian and Mozambican borderlands. *South African historical journal*, 58, 117-141.
- Oswick, C., Keenoy, T., Beverungen, A., Ellis, N., Sabelis, I.H.J., & Ybema, S.B. (2007). Discourse, practice, policy and organizing: Some opening comments. *International journal of sociology and social policy*, 27(11/12), 429-432.
- Pitsis, T.S., & Clegg, S.R. (2007). Interpersonal metaphysics - We live in a political world: The paradox of managerial wisdom. In E.H. Kessler & J.R. Bailey (Eds.), *Handbook of Organizational and Managerial Wisdom* (pp. 377-398). Thousand Oaks, CA: Sage.
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List of acronyms

ASC:	African Studies Centre
ASEAN:	Association of South East Asian Nations
ASEF:	Asia Europe Foundation
ASSR:	Amsterdam School for Social Science Research
Ba:	Bachelor
B&O/BCO:	Public Administration and Organization Science (Bestuur en Organisatie)
CA/SNWS:	Cultural Anthropology / Sociology of Non-Western Societies
CEDLA:	Centre for Latin American Research and Documentation
CERES:	Centre for Resource Studies for Development
CIS:	Centre for International Cooperation
COM:	Culture, Organization and Management
CuCON:	Cultural Change in Organizational Networks
DPRN:	Development Policy Review Network
EGOS:	European Group for Organizational Studies
ESA:	European Sociological Association
EU:	European Union
FEM:	Financial and Economic Management
FOM:	Dutch Foundation for Fundamental Research on Matter (Fundamenteel Onderzoek der Materie)
FSW:	Faculty of Social Sciences (Faculteit Sociale Wetenschappen)
IGU:	International Geographical Union
KNAW:	Royal Netherlands Academy of Arts and Sciences (Koninklijke Nederlandse Akademie van Wetenschappen)
Ma:	Master
M&T:	Methodology Department
NGO:	Non-Governmental Organization
NOB/NIG:	Nederlandse Onderzoeksschool voor de Bestuurskunde / Netherlands Institute of Governance
NWO:	Netherlands Organisation for Scientific Research (Nederlandse Organisatie voor Wetenschappelijk Onderzoek)
NWU:	North West University
NZAV:	Nederland-Zuid-Afrikaanse Vereniging
PaVEM:	Participation of Women from Ethnic Minorities (Participatie van Vrouwen uit Etnische Minderheden)
PMC:	Pre Master Class
SANPAD:	South Africa-Netherlands Research Programme on Alternatives in Development
SAVUSA:	South Africa - Vrije Universiteit Strategic Alliances
SCA:	Social and Cultural Anthropology
SCW:	Social Cultural Sciences
SEAVU:	South East Asia - Vrije Universiteit
SoRU:	Sociology of Risk and Uncertainty
STS:	Science and Technology Studies
USC:	University of San Carlos
WODC:	Scientific Research and Documentation Centre (of the Ministry of Justice)
WOTRO:	Science for Global Development (Wetenschappelijk Onderzoek in de Tropen)