

Curriculum Vitae – Werner Liebrechts

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Werner J. Liebrechts PhD
Assistant Professor of Entrepreneurship
Jheronimus Academy of Data Science (JADS)
Tilburg School of Economics and Management (TiSEM)



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Summary

I currently work as an Assistant Professor of Entrepreneurship at the Jheronimus Academy of Data Science (JADS, 's-Hertogenbosch, the Netherlands), which is a joint initiative of Tilburg University (TiU) and the Eindhoven University of Technology (TU/e). I am particularly interested in how entrepreneurs and entrepreneurship scholars can leverage big data and artificial intelligence for new value and new knowledge creation, respectively. I obtained my PhD in Economics from Utrecht University in March 2018. I previously held several positions as a quantitative researcher at scientific research institutes in the Netherlands, viz. EIM Business and Policy Research and TNO.

With my research, I aim to find answers to a variety of questions, but the following broadly formulated research question reflects my principal interest: How can entrepreneurial talent be channeled into directions of entrepreneurial activity that are most productive to themselves, the organization(s) that they belong to (if any), and/or the society at large?

Given that I belong to the entrepreneurship group of a data science institute, my research increasingly combines the two disciplines. This can be interpreted in the following two ways: (1) Applying data science methods and techniques to better address conventional entrepreneurship research questions, and (2) investigating how data and AI enable entrepreneurs in becoming (even more) successful.

I also proudly supervise theses and coordinate courses on, amongst others, corporate entrepreneurship, independent entrepreneurship, and startups, both at the undergraduate and at the graduate level.

Professional Experience

2017 – today	Assistant Professor of Entrepreneurship at the Jheronimus Academy of Data Science (JADS, 's-Hertogenbosch, the Netherlands) and the Tilburg School of Economics and Management (TiSEM, Tilburg, the Netherlands)
2013 – 2017	Doctoral Candidate at the Utrecht University School of Economics (U.S.E., Utrecht, the Netherlands)
2012 – 2013	Quantitative Researcher at TNO (Hoofddorp/Leiden, the Netherlands)
2012	Trainee at Panteia (Zoetermeer, the Netherlands)
2010 – 2012	Student Assistant Quantitative Economist/Econometrician at EIM Business and Policy Research (Zoetermeer, the Netherlands)
2010	Trainee at the Dutch Ministry of Social Affairs and Employment (The Hague, the Netherlands)

Education and Training

2020	Online course on <i>Artificial Intelligence</i> (De Nationale AI-Cursus, ai-cursus.nl, March-April)
2016	Course <i>Teaching in Higher Education</i> at Utrecht University (Utrecht, the Netherlands, March-September)

2016	International Summer School on <i>Entrepreneurship and Innovation in Organizations and Societies</i> (Hangzhou, China, July 18-23)
2013	EDEN Doctoral Seminar on <i>Methods, Techniques and Theories in Entrepreneurship and Innovation</i> (Brussels, Belgium, December 2-6)
2013 – 2015	Selection of courses of the Research Master <i>Multidisciplinary Economics</i> at Utrecht University (Utrecht, the Netherlands)
2011 – 2012	Master <i>Econometrics and Mathematical Economics</i> at Tilburg University (Tilburg, the Netherlands)
2010 – 2011	Premaster <i>Econometrics and Mathematical Economics</i> at Tilburg University (Tilburg, the Netherlands)
2009 – 2010	Master <i>Economics</i> at Tilburg University (Tilburg, the Netherlands)
2006 – 2009	Bachelor <i>Economics</i> at Tilburg University (Tilburg, the Netherlands)

Research Publications (i.a.)

- Atzmueller, M., Güven, Ç., Shayan, P., Masiala, S., Mackenbach, R., & Liebrechts, W. (in press). Behavioral Link Analytics on Heterogeneous Human Interaction Networks. *International Journal of Transdisciplinary AI*.
- Atzmueller, M., Kolkman, D., Liebrechts, W., & Haring, A. (2018). *Towards Estimating Happiness Using Social Sensing: Perspectives on Organizational Social Network Analysis*. In: Nalepa, G. J., Julian, V., Palma Mendez, J. T., Costa, A., Carrascosa, C., Novais, P. (eds). *Proceedings of the Workshop on Affective Computing and Context Awareness in Ambient Intelligence*. Valencia: CEUR Workshop Proceedings.
- Darnihamedani, P., & Liebrechts, W.J. (2020). *Costing an Arm and a Leg? Stringent Labor Market Institutions and the Allocation of Entrepreneurial Efforts*. Manuscript in preparation for submission to the *Journal of International Business Studies*.
- De Vries, N., Liebrechts, W., & Van Stel, A. (2020). Explaining Entrepreneurial Performance of Solo Self-Employed from a Motivational Perspective. *Small Business Economics*, 55(2), 447-460.
- Liebrechts, W. J. (2015). Book Review: *Organizing Entrepreneurial Judgment: A New Approach to the Firm*. *International Small Business Journal*, 33(4), 462-463.
- Liebrechts, W. J. (2016). *Institutional Explanations for Patterns of Entrepreneurial Activity: The Case of the Dutch Task Market*. Project FIRES Working Paper. Utrecht: Utrecht University.
- Liebrechts, W. J. (2018). *Hidden Entrepreneurship: Multilevel Analyses of the Determinants and Consequences of Entrepreneurial Employee Activity*. U.S.E. Dissertation Series No. 44. Utrecht: Utrecht University School of Economics.
- Liebrechts, W. J. (2020). *Institutional Determinants of Different Types of Entrepreneurial Activity in Society: Recent Evidence from the Netherlands*. Manuscript in preparation for submission to the *International Review of Entrepreneurship*.
- Liebrechts, W., & Stam, E. (2017). *Ondernemende werkenden*. In: Kremer, M., Went, R., & Knottnerus, A. (eds). *Voor de zekerheid. De toekomst van flexibel werkenden en de moderne organisatie van de arbeid*. WRR Verkenning nr. 36. The Hague: WRR.
- Liebrechts, W., & Stam, E. (2019). Employment Protection Legislation and Entrepreneurial Activity. *International Small Business Journal*, 37(6), 581-603.
- Liebrechts, W. J., & Van Stel, A. (2020). *On the Macroeconomic Benefits of Entrepreneurial Talent inside the Firm*. Manuscript in preparation for submission to *Small Business Economics*.
- Liebrechts, W. J., & Van Witteloostuijn, A. (2020). *Exploring the Boundary Conditions of the EO-Performance Relationship: A Large-Scale Empirical Generalization and Extension of Lumpkin & Dess' (2001) Seminal Work*. R&R at the *Journal of Business Venturing Insights*.
- Liebrechts, W.J., & Vaznyte, E. (2020). *In Word and Deed: A Randomized Field Experiment to Evaluate the Effectiveness of Verbal and Nonverbal Pitch Training*. Manuscript in preparation for submission to *Management Science*.
- Liebrechts, W., Darnihamedani, P., Postma, E., & Atzmueller, M. (2019). The Promise of Social Signal Processing for Research on Decision Making in Entrepreneurial Contexts. *Small Business Economics*. doi:10.1007/s11187-019-00205-1.
- Liebrechts, W., Preenen, P., & Dhondt, S. (2015). Niet iedere werknemer is een intrapreneur. *Economisch Statistische Berichten*, 100(4704), 180-181.
- Liebrechts, W. J., Rigtering, J. P. C., & Bosma, N. S. (2020). *Different Cultures, Different Entrepreneurs? Societal Cultural Practices and the Allocation of Individuals across Entrepreneurship and Intrapreneurship*. Manuscript in preparation for submission to the *Journal of International Business Studies*.

- Liebrechts, W. J., Van den Heuvel, W. J. A. M., & Van den Born, J.A. (2020). *Data Science for Entrepreneurship: How Entrepreneurs Can Leverage Big Data and AI for New Value Creation*. Manuscript for textbook in preparation for publication by Springer.
- Preenen, P., Liebrechts, W., & Dhondt, S. (2015). Intrapreneurship stimuleren? *Tijdschrift voor Ontwikkeling in Organisaties*, 5(3), 51-58.
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Conferences and Paper Presentations (i.a.)

- Annual Meeting of the Academy of Management (AOM) 2016 (Anaheim, United States, August 5-9, 2016)
- Annual Meeting of the Academy of Management (AOM) 2020 (virtual, August 7-11, 2020), including the ENT Division Early Career Development Consortium (ECDC) on August 7, 2020
- Babson College Entrepreneurship Research Conference (BCERC) 2013 (Lyon, France, June 5-8, 2013)
- Babson College Entrepreneurship Research Conference (BCERC) 2016 (Bodø, Norway, June 7-11, 2016), including the BCERC Doctoral Consortium on June 7, 2016
- Danish Research Unit for Industrial Dynamics (DRUID) Academy Conference 2015 (Aalborg, Denmark, January 21-23, 2015)
- Danish Research Unit for Industrial Dynamics (DRUID) Conference 2017 (New York, United States, June 12-14, 2017)
- Danish Research Unit for Industrial Dynamics (DRUID) Society Conference 2014 (Copenhagen, Denmark, June 16-18, 2014)
- Dutch Academy of Research in Entrepreneurship (DARE) Research Seminar (Utrecht, the Netherlands, November 5, 2015)
- Financial and Institutional Reforms for the Entrepreneurship Society (FIRES) Conference 2015 (Berlin, Germany, September 2-4, 2015)
- Financial and Institutional Reforms for the Entrepreneurship Society (FIRES) Conference 2016 (Utrecht, the Netherlands, October 12-14, 2016)
- Halle Institute for Economic Research (IWH) Workshop (Halle (Saale), Germany, April 22-23, 2016)
- Interdisciplinary European Conference on Entrepreneurship Research (IECER) 2017 (Siegen, Germany, September 20-22, 2017)
- Interdisciplinary European Conference on Entrepreneurship Research (IECER) 2018 (Innsbruck, Austria, September 26-28, 2018)
- Interdisciplinary European Conference on Entrepreneurship Research (IECER) 2019 (Utrecht, the Netherlands, October 16-18, 2019)
- Intrapreneurship Conference 2014 (Eindhoven, the Netherlands, December 10-12, 2014)
- Ratio Colloquium for Young Social Scientists (RCYSS) 2015 (Stockholm, Sweden, August 20-22, 2015)
- Research in Entrepreneurship and Small Business (RENT) 2016 Conference and its ECSB Doctoral Workshop (Antwerp, Belgium, November 16-18, 2016)
- Strategic Management Society (SMS) Special Conference 2014 (Copenhagen, Denmark, June 13-15, 2014)
- Workshop on Institutions and Entrepreneurship (Reading, United Kingdom, May 13, 2016)
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Invited Talks

- Antwerp Centre of Evolutionary Demography (ACED) Full Paper Presentations (Antwerp, Belgium, June 23, 2015), presentation titled *A Closer Look at the Allocation of Entrepreneurial Activity: The Role of Employment Protection Legislation*
- GeminiTalks Webinar on *Technology & Data-Driven Innovation* (virtual, June 11, 2020), presentation titled *Big Data Technologies and Data-Driven Decision Making*
- Organization Studies Seminar Series at the Department of Organization Studies of Tilburg University (Tilburg, the Netherlands, September 24, 2019), presentation titled *The Promise of Social Signal Processing for Entrepreneurship Research*
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Op-Eds and Media Appearances (i.a.)

- Hoe denken jongeren over flexibilisering op de arbeidsmarkt?* (Me Judice, March 22, 2017)
- Inkrimping bancaire sector is onnodig* (Reformatorisch Dagblad, June 3, 2014)
- In Scandinavische cultuur gedraagt werknemer zich meer als ondernemer* (Nu.nl, March 9, 2018)

Interviewee about *Millennials' Preferences with regard to Employment Conditions* (Business News Radio (BNR), July 11, 2018)

Invited speaker at radio show ZP Zaken about *Entrepreneurial Employees and the Future of Work* (ZP Radio, November 24, 2017)

Jongeren hebben liever leuke baan dan topsalaris (AD.nl, April 20, 2017)

Met strenge regels is grote bankensector prima (Me Judice, May 23, 2014)

Onderzoek: Kwart zzp'ers is dat uit noodzaak, maakt lagere omzet (ZiPconomy, October 25, 2012)

Why it's wrong to aim at increasing (solo) self-employment levels (Project FIRES Blog, June 3, 2016)

Teaching Experience

Obtained my Basic University Teaching Qualification (BKO in Dutch) at Utrecht University in August 2017

Obtained my Senior University Teaching Qualification (SKO in Dutch) at Tilburg University in June 2019

2020/2021	Course coordinator of <i>Data Entrepreneurship in Action III</i> (JADS) Course coordinator of <i>Startups</i> (Tilburg University and Eindhoven University of Technology)
2019/2020	Course coordinator of <i>Data Science and Entrepreneurship in Action</i> (Tilburg University) Course coordinator of <i>Independent and Corporate Entrepreneurship</i> (Tilburg University) Course coordinator of <i>Startups</i> (Tilburg University and Eindhoven University of Technology)
2018/2019	Course coordinator of <i>Data Science and Entrepreneurship in Action</i> (Tilburg University) Course coordinator of <i>Independent and Corporate Entrepreneurship</i> (Tilburg University) Course coordinator of <i>Startups</i> (Tilburg University and Eindhoven University of Technology)
2017/2018	Lecturer of <i>Corporate Entrepreneurship</i> (JADS)
2016/2017	Course coordinator of <i>Corporate Entrepreneurship and Innovation</i> (Utrecht University)
2015/2016	Lecturer of <i>Corporate Entrepreneurship and Innovation</i> (Utrecht University)
2014/2015	Lecturer of <i>Corporate Entrepreneurship and Innovation</i> (Utrecht University) Lecturer of <i>Economics of Entrepreneurship and Innovation</i> (Utrecht University)
2013/2014	Lecturer of <i>Corporate Entrepreneurship and Innovation</i> (Utrecht University)
2013 – today	Supervision of 20+ Bachelor theses (at Utrecht University and Tilburg University) Supervision of 25+ Master theses (at Utrecht University, Tilburg University, and JADS)

Professional and Service Activities

Ad hoc reviewer (conferences):

- Annual Meeting of the Academy of Management (AOM), since 2016
- Babson College Entrepreneurship Research Conference (BCERC), since 2015

Ad hoc reviewer (international peer-reviewed journals):

- Entrepreneurship Theory and Practice (ETP)
- International Journal of Entrepreneurship and Innovation Management (IJEIM)
- International Review of Entrepreneurship (IRE)
- International Small Business Journal (ISBJ)
- Small Business Economics (SBEJ)
- World Review of Entrepreneurship, Management and Sustainable Development (WREMSD)

Memberships:

- Academy of Management (AOM), Entrepreneurship (ENT) and Technology and Innovation Management (TIM) divisions, since 2016
- European Council for Small Business and Entrepreneurship (ECSB), since 2016

Other:

- Columnist for ZTalks Magazine, July 2016 – October 2019
 - Secretary of the Dutch Academy of Research in Entrepreneurship (DARE), since January 2019
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Honors and Awards

- April 2020 Recipient of a certificate for successful participation in an online course on *Artificial Intelligence* (De Nationale AI-Cursus, ai-cursus.nl)
- December 2019 Among the highly commended papers of the 2019 GLOBE Robert J. House Best Research Paper Award competition with the paper titled *Different Cultures, Different Entrepreneurs? Societal Cultural Practices and the Allocation of Individuals across Entrepreneurship and Intrapreneurship*
- June 2019 Recipient of a certificate for obtaining my Senior University Teaching Qualification (SKO in Dutch) at Tilburg University (Tilburg, the Netherlands)
- May 2019 Recipient of a certificate for an Excellent Course Evaluation 2018/2019 for *Startups*, a third-year course in the joint Bachelor program on Data Science (Tilburg University and the Eindhoven University of Technology)
- August 2017 Recipient of a certificate for obtaining my Basic University Teaching Qualification (BKO in Dutch) at Utrecht University (Utrecht, the Netherlands)
- February 2015 Winner of the FORCE11 £1K Challenge, a challenge to stimulate idea generation on the future of research communication and e-scholarship
- November 2012 Finalist of the 2012 Zipconomy Thesis Prize Competition, a prize dedicated to the best Master thesis on a topic related to the flexibilization of the labor market
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