

Doctoral Day

2024



University of Antwerp
Faculty of Business
and Economics



Antwerp
Management
School

FBE DOCTORAL DAY

Faculty of Business and Economics and Antwerp Management School

15 October 2024

Cloister of the Grauwzusters, Lange Sint-Annastraat 7, Antwerp

Table of contents

Programme	3
Session schedule – morning sessions	4
Session schedule – afternoon sessions	6
Parallel workshops	8
List of abstracts	10
List of participants	28
Floor plan Cloister of the Grauwzusters	32

PROGRAMME

9:15-9:40	Registration	
9:40-10:00	<p>Word of welcome by Prof. Dr. Ann De Schepper Dean of the Faculty of Business and Economics</p> <p>Word of welcome by Prof. Dr. Marc Deloof Chair of the Faculty Doctoral Committee</p>	Patio
10:00-12:00	<p>Parallel sessions</p> <p>In each session, 3 to 4 PhD students present their paper, afterwards the paper is discussed by a PhD colleague</p>	
12:00-13:00	Lunch	Patio
13:00-14:30	<p>Parallel sessions</p> <p>In each session, 3 PhD students present their paper, afterwards the paper is discussed by a PhD colleague</p>	
14:30-15:15	<p>Presentations nominees Best Paper Award</p> <ol style="list-style-type: none"> 1. <i>Walking the talk: a two-phase study on the effect of diversity (mixed) messages with the moderating role of race</i> Laura De Boom 2. <i>Kenyan consumers' and farmers' preferences regarding sustainable food: a Choice Experiment</i> Maira Finizola e Silva 3. <i>Discovering The Societal Cost of Urban Freight</i> Jia Zhang 	Promotion room
15:15-15:45	Coffee break	Patio
15:45-16:45	<p>Parallel workshops (upfront registration)</p> <ol style="list-style-type: none"> 1. <i>Publishing and reviewing</i> Patrick De Pelsmacker 2. <i>Research Data Management: Why Bother?</i> Linde Tuybens 3. <i>Psychological Safety in Academia</i> Elke Smeets 	<p>Chapel</p> <p>Promotion room</p> <p>S.004</p>
16:45-17:00	Best Paper Award ceremony	Patio
17:00-18:00	Reception	Patio

SESSION SCHEDULE – MORNING SESSIONS

(A=paper in advanced stage / P=paper in preliminary stage)

SESSION 1 – S.107		CHAIR: TOM VAN CANEGHEM
10:00	Presenter: Agostinho Cussomba Discussant: Marie Van Hauwaert	A study on the accessibility of informal financing for the street vendors in Luanda, Angola (P)
10:30	Presenter: Michiel Dierckx Discussant: Agostinho Cussomba	The influence of regulatory “emphasis” and AI explainability on auditor reliance on AI (P)
11:00	Presenter: Afsoon Qutbyar Discussant: Michiel Dierckx	Strategies for the Regulatory Trade-off in Alternative Financing for SMEs (P)
11:30	Presenter: Freek Van Doninck Discussant: Afsoon Qutbyar	Market-Neutral Strategies. Be Wary of Daily Data (A)
SESSION 2 – S.004		CHAIR: BART CAMBRÉ
10:00	Presenter: Inés Guillemyn Discussant: Jasper Daans	Willingness to pay for future pensions: A discrete choice experiment (P)
10:30	Presenter: Ines Homburg Discussant: Wim Piot	Refugee exposure and political polarisation: Poland in the aftermath of the Russia-Ukraine War (P)
11:00	Presenter: Wim Piot Discussant: Jie Shang	Unpacking root causes for above average price hikes : focus on migration and supply elasticities (A)
11:30	Presenter: Jie Shang Discussant: Inés Guillemyn	The application of Shapley Value in the decomposition of health inequality and a comparison of decomposition methods (P)
SESSION 3 – S.106.1		CHAIR: STEFFI WEIL
10:00	Presenter: Thomas Dilger Discussant: Ophelia Bostyn	Assessing Stakeholder Salience in Healthcare Governance: Adapting the Multilateral Salience Model (MSS) for Strategic Orientation in a Psychosocial Entity (P)
10:30	Presenter: Janick Fierens Discussant: Lluís Roses	A systematic literature review on changes in entrepreneurial teams as they go through the ‘scaling’ process (P)
11:00	Presenter: Riyaad Ismail Discussant: Janick Fierens	From Classroom to Startup: The Impact of Education and Co-curricular Activities on Entrepreneurial Behaviour (P)
11:30	Presenter: Lluís Roses Discussant: Thomas Dilger	Interplay of Paradoxes in Team Dynamics: The Balance between Personal Autonomy, Teamwork, and Boundary Spanning (A)
SESSION 4 – CORRIDORS		CHAIR: JEROEN CANT
10:00	Presenter: Lara Collart Discussant: Jade Vettters	Accelerating the adoption of green technologies in low-income countries: impact and mechanisms for electric cooking in the D.R. Congo (P)
10:30	Presenter: Justus Asasira Discussant: Katelyn Tahaney	A comparative assessment of environmental impacts of production, use, and disposal of a parabolic solar cooker and charcoal for cooking in Uganda (A)
11:00	Presenter: Jade Vettters Discussant: Charlotte Franken	Getting stakeholders aboard at the final blow of offshore wind: A qualitative study on end-of-life challenge (A)
11:30	Presenter: Jeffrey Willems Discussant: Vincent Van Bockstaele	The development of an assessment model for green port innovations (P)

SESSION 5 – CHAPEL ANNEXE

CHAIR: SAM COSAERT

10:00	Presenter: Pranita Dasi Rao Discussant: Isaura Bonneux	Technology upscaling, scaling and learning effects in ex-ante sustainability assessments of emerging chemical technologies: towards a methodological framework (A)
10:30	Presenter: Haoran Yu Discussant: Pranita Dasi Rao	Are private plot owners willing to take action on stormwater management in Finland and Norway? A discrete choice experiment (P)
11:00	Presenter: Nada Roustom Discussant: Haoran Yu	Striking the Right Balance: Why Standard Balance Tests Over-reject the Null, and How to Fix It (A)
11:30	Presenter: Maria Cristina Hinojosa Lee Discussant: Nada Roustom	Evaluating Performance Metrics in Emotion Lexicon Distillation: A Focus on F1 Scores (P)

SESSION 6 – CHAPEL

CHAIR: JOOST HINTJENS

10:00	Presenter: Laura Stephany Pajaro Santander Discussant: Marina Konstantinou	Locating neighbourhood scale mobility hubs using explorative spatial analysis (P)
10:30	Presenter: Stephen Rakoma Discussant: Yubing Lei	Digitalization in the Maritime Ecosystem: Accelerate or Not (P)
11:00	Presenter: Mylena Cristine Rodrigues de Jesus Discussant: Emilia O'Neill	Studying supply chain actors' decisions to implement synchronomodality in Flanders (P)
11:30	Presenter: Jia Zhang Discussant: Laura Stephany Pajaro Santander	Discovering The Societal Cost of Urban Freight (P)

SESSION 7 – PROMOTION ROOM

CHAIR: KIM DE MEULENAERE

10:00	Presenter: Rafael Arevalo Ascanio Discussant: Bianca Borca	From operational to strategic modelling: A continuous multi-scale approach for last-mile analysis (A)
10:30	Presenter: Bianca Borca Discussant: Denise Beil	A KPI-based approach for calculating the economic benefits of resolving nautical bottlenecks (P)
11:00	Presenter: Emma Ceulemans Discussant: Xianglin Sun	Analysing GPS data to understand the port-hinterland road transport network dynamics (P)
11:30	Presenter: Gul Gunduz Mengubas Discussant: Pieter Deleye	Optimizing an Assembly Line Feeding System Using Meta-heuristic Approaches Under the Just-in-time Principles (P)

SESSION 8 – S.106.2

CHAIR: SOFIE JACOBS

10:00	Presenter: Lorenzo Franchi Discussant: Christiane Hallensleben	A wider lens on board: capturing ecosystem network interactions in maritime supply chain technology adoption decisions (P)
10:30	Presenter: Christiane Hallensleben Discussant: Lorenzo Franchi	Bottleneck emergence in the aviation industry - implications for MRO service providers (P)
11:00	Presenter: Michael Izdebski Discussant: Adekola Oyenuga	Short Sea Shipping as a Sustainable Modal Alternative: Qualitative and Quantitative Perspectives (A)
11:30	Presenter: Adekola Oyenuga Discussant: Michael Izdebski	An Institutional Appraisal of Nigeria's Maritime Port Reforms and the Implications for African and Global Port Reforms (P)

SESSION SCHEDULE – AFTERNOON SESSIONS

(A=paper in advanced stage / P=paper in preliminary stage)

SESSION 9 – S.004		
		CHAIR: INE PAELEMAN
13:00	Presenter: Dan Xiang Discussant: Loghman Nanwayboukani	Facilitating University-Involved Interorganizational Collaborations: A Knowledge Creation Perspective (P)
13:30	Presenter: Loghman Nanwayboukani Discussant: Dan Xiang	Smart-Docking: an Innovation for Measuring Vessel's Movements at Berth (P)
14:00	Presenter: Alexander Naessens	We're not the same: An Industry-specific Approach to Industry 4.0 Adoption (A)

SESSION 10 – CHAPEL		
		CHAIR: TATIANA ZABARA
13:00	Presenter: Roosmarij Clercx Discussant: Nathalie Verboven	Explaining career inaction in the organizational context (A)
13:30	Presenter: Laura De Boom Discussant: Roosmarij Clercx	Walking the talk: a two-phase study on the effect of diversity (mixed) messages with the moderating role of race (P)
14:00	Presenter: Eva Geluk Discussant: Laura De Boom	Designing a multi stakeholder intervention for Return To Work after burn-out. A participatory approach to intervention development (P)

SESSION 11 – CHAPEL ANNEXE		
		CHAIR: JAN ANNAERT
13:00	Presenter: Mohammed Chaara Discussant: Christina Rettig	Adaptability: Contrasting Vertical Cognitive Development of Human and Artificial Intelligence (P)
13:30	Presenter: Manfred Meyering Discussant: Mohammed Chaara	From Theory to Practice - A Conceptual Framework for Implementing AI-based Assistants in the Business Ecosystem (P)
14:00	Presenter: Christina Rettig Discussant: Manfred Meyering	Enhancing Pharmaceutical Innovation: Capacity Building in the Pharma 4.0 Ecosystem (P)

SESSION 12 – CORRIDORS		
		CHAIR: SVEN BUYLE
13:00	Presenter: Alexandra Bauer Discussant: Niels Vanlaer	The Value of Tacit Knowledge in Supply Chains (P)
13:30	Presenter: Mark Goossens Discussant: Karan Khurana	Supply Chain Integrity Conceptualization: a Systematic Literature Review (P)
14:00	Presenter: Karan Khurana Discussant: Alexandra Bauer	Exploring the intersection of entrepreneurship and innovation in Uzbekistan's traditional fashion and textile sector: A product development perspective (A)

SESSION 13 – PROMOTION ROOM**CHAIR: CHRISTOF DEFRYN**

13:00	Presenter: Liselot Bourgeois Discussant: Maira Finizola e Silva	The information farmers need to make choices about their business model: an analysis of the perceptions about this within the agricultural sector in Flanders (P)
13:30	Presenter: Vicky Corbeels Discussant: Liselot Bourgeois	Belgian wine production vs Influential federations: same climate change, different focus? (P)
14:00	Presenter: Maira Finizola e Silva Discussant: Vicky Corbeels	Kenyan consumers' and farmers' preferences regarding sustainable food: a Choice Experiment (P)

SESSION 14 – S.107**CHAIR: ANN JORISSEN**

13:00	Presenter: Adithya Eswaran Discussant: Elena Prozorova	Limits to the sustainable scale of geological resource use (A)
13:30	Presenter: Juha-Pekka Jäpölä Discussant: Adithya Eswaran	(In)equitable prioritisation of humanitarian sector funding in an era of climatic losses and damages (A)
14:00	Presenter: Elena Prozorova Discussant: Allan Estandarte	Eco-Friendly Logistics: Investigating the Environmental Impact of Active and Passive Cooling Systems in Last-Mile Transportation (P)

PARALLEL WORKSHOPS

Publishing and reviewing

Patrick De Pelsmacker, University of Antwerp, Faculty of Business and Economics

The purpose of the workshop is to provide guidelines, tips and tricks, do's and don'ts when preparing a paper for submission to an academic journal and when performing a peer review of a paper that was submitted for publication.

Attention will be devoted to demonstrating relevance and fleshing out the contribution of an article, developing a conceptual framework, research questions and hypotheses, developing and describing a research method and the results of empirical work, and writing a compelling discussion section. The purpose of peer reviewing will be explained, and the duties and tasks of an academic peer reviewer will be discussed. All these principles and guidelines will be illustrated by means of real-life examples.

Participants are expected to actively contribute to the discussion and are invited to share their own publishing and reviewing issues with the other participants.

Research Data Management: Why Bother?

Linde Tuybens, University of Antwerp, RIVA

Research data form the beating heart of academic research, making solid management of your research data not just an option but a necessity. Above all, research data management (RDM) is about risk management to ensure the quality, sustainability and (re)usability of your data. Good data management includes all steps of the research data life cycle: planning, creation, processing, analysis, storage, preservation, access, sharing, and reuse. All these steps are bound by conditions and regulations at both legal, ethical and technological levels.

During this workshop, we will explore the key principles and best practices of research data management. The workshop will highlight the benefits of proper data management, such as enhancing the reproducibility and transparency of research and ensuring compliance with funding and institutional requirements. However, meeting the expectations and obligations of funders and/or institutions is not the only reason why RDM matters. Proper research data management will also maximize the impact and visibility of your work. It is a crucial aspect of good research practice, providing significant benefits for you, your research and the wider research community.

Psychological Safety in Academia

Elke Smeets

Dr. Elke Smeets, a renowned expert in the field of positive psychology, will be leading a workshop aimed at enhancing psychological safety within academic environments. The workshop will cover practical strategies and the latest scientific insights. It's crucial to acknowledge that many PhD students struggle with feelings of self-doubt and incompetence, despite their accomplishments. Imposter syndrome is a psychological pattern that can cause PhD students to doubt their successes, see themselves as underachievers, and fear that they will be exposed as frauds. According to research conducted by Patzak and colleagues (2017), students with low rates of self-compassion tend to report high rates of imposter syndrome, while those with high rates of self-compassion report lower rates of such feelings. Dr. Elke Smeets will offer guidance on how to show oneself greater compassion and

understanding when experiencing harsh self-criticism. In addition, participants will be able to discover their character strengths to boost their resilience and confidence.

Dr. Elke Smeets has been teaching Positive Psychology to international students at Maastricht University since 2011. She defended her PhD entitled "Bias for the (un)attractive self: on the role of attention in eating disorders and body dissatisfaction" in 2009. During her post-doc research, she became interested in investigating Self-Compassion and Positive Psychology interventions. She has developed a three-week Self-Compassion intervention for enhancing well-being and resilience among female college students (Smeets, Neff, Alberts, & Peters, 2014). Elke has been working as a clinical psychologist for the last 17 years. Next to her work as a clinician, she's been training psychologists and other professionals in Acceptance and Commitment Therapy (ACT), Mindful Self-Compassion (MSC), and Positive Psychology. Elke is one of the world's first certified Mindful Self-Compassion teachers and has been co-teaching with Kristin Neff and Chris Germer in America and Europe. In June 2017, she published her first book in Dutch with Professor Madelon Peters. It's called "Geluk en optimisme (happiness and optimism)." The book describes a 7-week positive psychology intervention that Elke developed during her Post-doc research at Maastricht University.

LIST OF ABSTRACTS

From operational to strategic modelling: A continuous multi-scale approach for last-mile analysis

Rafael Arevalo Ascanio, Annelies De Meyer, Wouter Dewulf, Roel Gevaers, Ruben Guisson

Supply chain planning requires decision-making at all levels. The integration of strategic network design and operational routing decisions has been widely studied in the literature as the location-routing problem (LRP). However, the LRP does not consider the differences in the planning horizon of each sub-problem, nor have geospatial elements been included in the distribution of demand. This paper aims to redesign the conceptual modelling of the last-mile to inform strategic network design problems. A continuous multi-scale approach (CMA) is proposed by taking elements from the districting problem (DP) and continuous approximation (CA). This approach includes stochastic demand in the analysis and the effects of time windows and failed deliveries. The application of CMA in the case of rural parcel deliveries in Belgium shows an estimate of the distance travelled similar to traditional routing algorithms. Likewise, the effects of time windows on the spatial configuration of multi-scale districting are explored. This approach provides insights for decision-making in strategic and tactical planning, such as sonification, differentiated services to satisfy consumer preferences, and fleet management. The limitations of the CMA lie in its implementation in purely operational scenarios since it does not offer detailed routing information. Subsequent research aims to exploit the potential of strategic last-mile modelling with effective integration into network design problems. ([back to session overview](#))

A comparative assessment of environmental impacts of production, use, and disposal of a parabolic solar cooker and charcoal for cooking in Uganda

Justus Asasira, Tine Compennolle, Caesar Rowland Apentiik, Tom Ogwang, Maarten Vanierschot, Jo Van Caneghem

Solar cookers are considered a good alternative for charcoal use. However, the difference in environmental impact has never been assessed before for a parabolic cooker with thermal energy storage and charcoal cooking in Uganda. This study compares the environmental impacts full life cycle of a parabolic solar cooker and conventional charcoal for cooking in Mbarara City, Uganda. The Ecoinvent v3.6 database and environmental footprint 2.0 were used to assess the impacts in this study. The functional unit was to cook two meals for ten years for an average household of 3 to 6 people in Southwestern Uganda. The aggregation of characterised results, normalisation and weighting of results were considered. The environmental impacts of 16 impact categories of normalised results show that environmental impact is between 6 to 9 times lower for a solar cooker compared to charcoal apart from freshwater eutrophication where impacts are 75 times lower. For weighted results, the impact of charcoal is 4.32 and solar cooker 0.38 which is about 11 times lower when compared. Freshwater eutrophication accounts for over 30% of the weighted impacts. This study highlights significant impact categories such as freshwater eutrophication, human toxicity, global warming, and material resources for weighted impacts. The major contributors to the environmental impacts are charcoal and cookstove production. It is important to pilot parabolic solar cooking to confirm the number of days it can cook in a year in a Ugandan setting. Adopting solar cooking improves air quality in general. Future studies should integrate economic analysis into the life cycle assessment to inform users about the cost-effectiveness of solar. ([back to session overview](#))

The Value of Tacit Knowledge in Supply Chains

Alexandra Bauer

The need for supply chains to quickly adapt to increasingly unpredictable market conditions is critical to remaining competitive. In the realm of supply chain operations, where effective knowledge sharing and collaboration are paramount, the insights from this study underscore the importance of tacit knowledge inherent in the workforce. This study provides valuable insights into team dynamics, particularly the role of intra-team relationships, trust and its influence on tacit knowledge sharing and

team performance as there is a pressing need for novel approaches to navigate the complexities and disruptions in the supply chain environment. The thematic analysis of the components – Team Trust, Skill Awareness, Culture & Knowledge, Experiential Learning, Expertise Sharing, and Social Adaptability – sheds light on the intricate web of factors contributing to successful teamwork and knowledge sharing in supply chains. Building an organizational culture that acknowledges and values the different forms of tacit knowledge can lead to more effective and efficient operations. These components encompass a wide array of aspects, from interpersonal dynamics and mutual trust to experiential learning, awareness of coworkers' skills, and adaptability in social contexts. Drawing on Nonaka & Takeuchi's work on tacit knowledge, the study delivers insights into the dynamic nature of knowledge, not merely acting as a transferrable commodity, but as a dynamic entity, intertwined with social relationships, practical skills, individual experiences, and cognitive processes. The research underscores the importance of nurturing inter-team relationships, promoting a culture of consistent learning, and recognizing the tacit knowledge within the workforce in a supply chain. ([back to session overview](#))

A KPI-based approach for calculating the economic benefits of resolving nautical bottlenecks

Bianca Borca, Edwin van Hassel, Lisa-Maria Putz-Egger

Resolving nautical bottlenecks, i.e. maintaining a fairway depth of minimum 2,5 metres is an infrastructural prerequisite for a well-functioning and economically viable inland waterway transport (IWT). Nautical bottlenecks, which occur when this depth is not maintained, can significantly hinder the flow of goods and increase transportation costs, thereby affecting the overall economic performance of IWT. In our paper we present a calculation model of economic benefits arising through resolving nautical bottlenecks. The calculation approach is based on a previously developed and validated Key Performance Indicator (KPI) - framework. In the paper, the existing conceptual KPI framework was operationalized by integrating calculation approaches based on an extensive review of relevant literature. This paper provides both theoretical and practical contributions. On the one hand, the scientific community may use the results for further research in this area. On the other hand, practitioners can use the formulas in the paper to calculate the economic benefits of eliminating nautical bottlenecks using real data. ([back to session overview](#))

The information farmers need to make choices about their business model: an analysis of the perceptions about this within the agricultural sector in Flanders

Liselot Bourgeois, Thibault Cloet, Fleur Marchand, Jef Van Meensel, Steven Van Passel

Recently, the combination of both sustainability and sufficient earning power has led to an increased interest in the concept of business models in the agricultural sector. However, it could be argued that the concept is often used in a static way, preventing the needed flexibility to deal with this changing environment. Despite this assumption, it's not clear what type of information farmers need to be able to make choices regarding their business model. The aim of the article is therefore to get a better understanding of the actual insights needed based on the application of an existing decision support tool on business models, the VerdienWijzer, in the agricultural sector in Flanders. The results suggest there is a need for reasoning in terms of business models and that a theoretical framework to study a business model change can add value here. These findings have implications for agricultural research as different research domains, such as business model sustainability impact assessment studies or business model design studies, can benefit from a uniform approach to business models in order to align the different but complementary information sources. The switch in reasoning also has important implications for the stakeholders involved in knowledge transfer to farmers. ([back to session overview](#))

Analysing GPS data to understand the port-hinterland road transport network dynamics

Emma Ceulemans, Ivan Cardenas, Edwin van Hassel

Over 80% of global cargo volume is transported by sea, making ports crucial gateways between maritime and land transport. Since the origins and destinations of maritime shipments are inland, efficient transportation between deep-sea ports and hinterland production, consumption, and

distribution centres is essential. Although various hinterland transport modes are available, trucking usually remains predominant due to its flexibility, resulting in significant negative externalities for nearby communities and beyond. Despite the scale and impact of these traffic flows, there is a notable gap in understanding the disaggregated port-hinterland road transport network and its associated logistics chains. To bridge this gap, we employ large-scale truck GPS data based on which we develop a methodology for segmenting GPS sequences into discrete trips and subsequently analyse the national port-hinterland road transport network. This analysis aims to offer a more nuanced understanding of port-hinterland trucking dynamics, thereby facilitating informed discussions on sustainable hinterland transport and guiding the development of effective policy measures. ([back to session overview](#))

Adaptability: Contrasting Vertical Cognitive Development of Human and Artificial Intelligence

Mohammed Chaara, Steven Poelmans, Bart Cambré

At each stage of the evolution of technology there has been an impact on jobs, new ones have been created while many have been eliminated as they become unnecessary; or technology has provided an alternative that is cost effective or more productive. In this paper we reflect on the impact of Artificial Intelligence (AI) as it becomes widely used in the context of organizational management. Specifically, we aim to address the daunting and futuristic question of: can AI replace leaders in future organizations? If the answer is yes, then it is clearly the last frontier for technology's role in management. Durbin (2000) estimates there are approximately 35,000 definitions of leadership in academic literature and that number has grown even more due to the interest in understanding what makes good leaders. Our research focuses on understanding the development path that AI needs to undertake to replicate the cognitive, adaptability and agility abilities of leaders in dealing with complexity and change. Zeroing on the required development of AI to achieve high level of adaptability and cognition to manage organizational paradoxes. Poelmans (2020) states that leaders are catalysts of paradox, consciously seeing tensions to produce creative energy; can AI be such catalyst? To model paradoxical thinking in computer language is not a simple task, machines can handle more complexity, handle data simultaneously, can make decisions or attain a level of sense-making through probabilistic logic but have yet to replicate human adaptability and advanced thinking in terms of paradoxical reasoning. ([back to session overview](#))

Explaining career inaction in the organizational context

Roosmarij Clercx, Ans De Vos, Sofie Jacobs

Organizational careers are still preferred by many individuals but received less attention in the literature. The nature of organizational careers reflect more contemporary characteristics such as increased agency and less clear paths to pursue which might create difficulties to navigate them. To better understand individual factors influencing the (potential) lack of intra-organizational mobility, we used a decision-making perspective. The theory of career inaction uses this perspective to explain an individual's lack of sufficient action to realize a desire for change over time. We investigate the role of the characteristics of the desired change and of the social context which have been proposed by the theory as mechanisms explaining the potential lack of action. We used a qualitative longitudinal prospective design in which 30 employees who expressed a desire for intra-organizational change at the start of the study were interviewed 3 times over the course of one year. Out of the 27 employees who completed the study, 7 realized an intra-organizational change, 7 realized changes within their function (due to changes in the context or their own adaptations) and 13 did not realize their desire for change after one year and still desired to do so. The study contributes to the career inaction theory by studying this phenomenon within the organizational context. In addition, we contribute to the organizational career literature by studying the potential lack of intra-organizational mobility from a decision-making perspective, thereby focusing on individual factors and counterbalancing the organizational perspective. ([back to session overview](#))

Accelerating the adoption of green technologies in low-income countries: impact and mechanisms for electric cooking in the D.R. Congo

Sebastien Desbureaux, Lara Collart, Natsuno Shinagawa, Nik Stoop, Marijke Verpoorten, Raphael Soubeyran, Mathieu Couttenier, Jean de la Croix Kembere, Mulwahili, Christine Musharhamina

Organizational careers are still preferred by many individuals but received less attention in the literature. The nature of organizational careers reflect more contemporary characteristics such as increased agency and less clear paths to pursue which might create difficulties to navigate them. To better understand individual factors influencing the (potential) lack of intra-organizational mobility, we used a decision-making perspective. The theory of career inaction uses this perspective to explain an individual's lack of sufficient action to realize a desire for change over time. We investigate the role of the characteristics of the desired change and of the social context which have been proposed by the theory as mechanisms explaining the potential lack of action. We used a qualitative longitudinal prospective design in which 30 employees who expressed a desire for intra-organizational change at the start of the study were interviewed 3 times over the course of one year. Out of the 27 employees who completed the study, 7 realized an intra-organizational change, 7 realized changes within their function (due to changes in the context or their own adaptations) and 13 did not realize their desire for change after one year and still desired to do so. The study contributes to the career inaction theory by studying this phenomenon within the organizational context. In addition, we contribute to the organizational career literature by studying the potential lack of intra-organizational mobility from a decision-making perspective, thereby focusing on individual factors and counterbalancing the organizational perspective. ([back to session overview](#))

Belgian wine production vs Influential federations: same climate change, different focus?

Vicky Corbeels

Global warming enables qualitative wine production above the 50° parallel north, in so-called “cool climates”. Climate change (CC) irreversibly perturbs the traditional, leading winegrowing regions situated below the 50° parallel. Over the past decades, science-based environmental sustainability (ES) programmes were implemented in those traditional regions and discussed internationally within professional federations. The lack of input of cool climates justifies the question if CC pressure and ES solutions are different for these emerging wine regions.

In this review, the Belgian vitiviniculture is the case-study for the theoretical distinction of CC and ES challenges between cool climate regions and federations. The review provides an interpretative analysis of two sets of sources (ss): BEL(gian) literature about Belgian wine production and FED(erations’) practitioners’ data.

The research question “Where does Belgian wine literature differ from Federations’ attention?” revealed literature gaps on three levels: there is a lack of, firstly, academic literature about the internal organisation and output of the three leading wine federations; secondly, academic expertise about Belgian wine production facing CC and ES and thirdly, attention for the food-processing (vinification) phase of winemaking in both ss.

The comparison between both ss based on categories, subcategories and stand-alone topics enables the research question to be answered with “both in focus and in perspective, with potential for mutual exchange of best practices”. Belgian literature about vitiviniculture mainly focuses on raw material production and basic food transformation. Federations, driven by and influencing policy concepts, propose holistic and systemic approaches in the context of CC and ES. ([back to session overview](#))

A study on the accessibility of informal financing for the street vendors in Luanda, Angola

Agostinho Cussomba

This study aims to answer questions related to the sources of funding for street vendors and how it impacts their management and business operations in Luanda, Angola. The study was conducted on the 9 municipalities of Luanda. Formal and informal financial accessibility for the street vendors in Luanda, Angola is analyzed in the presented study. The study utilizes 528 participants for the analysis. Primary data is collected and processed through Quantitative analysis. ([back to session overview](#))

Technology upscaling, scaling and learning effects in ex-ante sustainability assessments of emerging chemical technologies: towards a methodological framework

Pranita Dasi Rao, Miet Van Dael, Steven Van Passel, Sebastien Lizin

The chemical industry is undergoing a transition towards sustainable consumption and production practices to meet the targets of the Paris agreement. Emerging technologies developed for improved technical and economic performance while minimizing environmental degradation are instrumental to implementing this transition. Ex-ante sustainability assessments conducted at early developmental stages (technology readiness levels 1-4) enable investment decisions to steer the development process towards sustainability in a cost-effective manner. These decisions are inferred from comparisons with benchmarks (incumbent or other emerging technologies as well as policy/legislative targets). To make these comparisons consistent, technologies should be compared at similar maturity levels and scales. Hence, upscaling, scaling and technology learning, must be included in the assessments. Research efforts to this end are scattered across the literature. We address this gap by systematically reviewing modelling methodologies in original research articles published between 2019-2024. We conducted thematic analysis to identify the most prominent methodological frameworks for technology (inventory) parameter and contextual factor modelling. A narrative synthesis of the literature highlights that technical characteristics (e.g., equipment complexity and granularity, maturity) and contextual factors (e.g., decentralization or flexible operating requirements, manufacturing and market readiness) are underrepresented elements that influence modelling framework choices. Our results will help public and private firms interpret the results of ex-ante sustainability assessments for informed decision-making. ([back to session overview](#))

Walking the talk: a two-phase study on the effect of diversity (mixed) messages with the moderating role of race

Eva Kenis, Kim De Meulenaere, Laura De Boom

In the past decade, civil rights movements such as #MeToo and #BlackLivesMatter have exerted increasing pressure on organizations to address their commitment to diversity and inclusion (D&I). However, research indicates that the widespread adoption of D&I branding potentially diminishes its appeal due to concerns regarding authenticity. More specifically, when organizations convey a lack of substantial progress in achieving D&I goals, observers are confronted with mixed diversity signals, which creates doubts on the authenticity of the signal companies send through their D&I branding. This study first examines the overall impact of firms' D&I branding on their attractiveness and the moderating role of race identification (Black vs. White). It then explores how firms' attractiveness is affected by inconsistent D&I branding (here: inconsistent D&I branding is represented by seeing a D&I web page including a diversity statement and getting confronted with the racial composition of the board of directors existing predominantly or exclusively of White members).

Using data collected from an online experiment with a 415 US participants, we find that D&I branding positively relates to organizational attractiveness, especially for Black respondents. Furthermore, diversity mixed messages have a definite negative impact on organizational attractiveness, irrespective of the respondents' racial background. Additional analysis reveals the threshold value of the number of Black people in the board needed to remove fears of tokenism and serve as a fair and authentic evidence-based diversity cue to attract Black and White individuals. ([back to session overview](#))

The influence of regulatory "emphasis" and AI explainability on auditor reliance on AI

Michiel Dierckx, Kris Hardies, Mieke Jans

This study examines how regulatory pressure and AI explainability impact auditors' reliance on AI, in the context of complex estimates. AI has the potential to improve audit efficiency and quality. However, the opacity of AI models poses a challenge. Auditors find themselves navigating ambiguous standards that limit the use of non-transparent AI tools, compounded by stakeholder skepticism and regulatory concerns about AI's impact on audit quality. We expect that regulatory emphasis on documenting AI understanding reduces auditors' willingness to rely on an AI system. These concerns

could be mitigated by making the AI model more explainable, and thus more comprehensible to auditors.

We conduct a 2x2 between-participants experiment to measure auditors' reliance on AI, manipulating regulatory emphasis (personal level responsibility vs. firm-level responsibility) and AI explainability (explanation present vs. not present). Additionally, we include a control group as a benchmark, where neither regulatory emphasis nor explainability are manipulated. ([back to session overview](#))

Assessing Stakeholder Salience in Healthcare Governance: Adapting the Multilateral Salience Model (MSS) for Strategic Orientation in a Psychosocial Entity

Bart Cambré, Thomas Dilger, Markus Kittler

It is imperative to comprehend the performance of the governance function, which should serve and satisfy all stakeholders while optimizing the utilization of resources in a manner that aligns with their needs. In this context, this paper represents the second phase of a longitudinal PhD project. Its objective is to identify all pertinent stakeholders and gather sufficient data to assess stakeholder salience for a strategic orientation (vision/mission) on behalf of a recently established psychosocial entity in Austria. Stakeholder Theory and Stewardship Theory were discussed and used to claim theoretical rigor. Subsequently, an appropriate model was employed to establish a framework for guiding the common ground between the management level and academia. The MAW model was also employed due to its applicability in the healthcare sector, as evidenced by the work of Dijk et al. (2021). However, the research process revealed that the MAW model lacked sufficient depth in this context, as the stakeholder salience in the audience's eyes was not mutually exclusive. Therefore, the Multilateral Salience Model (MSS) from Raha et al. (2021) was adapted to the context of healthcare institutions and employed in a qualitative manner. An iterative focus group setting was utilized. In total, four iterations with several focus groups were conducted. The iterative process revealed that elucidating and facilitating the stakeholder salience result proved to be a significant challenge. Nevertheless, the result proved to be highly meaningful, providing a robust foundation for a vision and mission that encompassed the interests of the stakeholders. ([back to session overview](#))

Limits to the sustainable scale of geological resource use

Adithya Eswaran, Kris Piessens, Tine Compernelle

Humanity has relied on geological resources since its inception and will continue to do so in the future. However, the current rate of exploitation of these resources exceeds the Earth's carrying capacity. As early as 1990, Herman Daly wrote about the importance of developing economic activities at a sustainable scale that respects ecological limits. However, the application of this principle, particularly in the context of a specific case study, has yet to be explored and discussed. To achieve a sustainable scale of geological resources in practice, we propose a systematic approach that analyses the existing resource distribution, its use patterns and institutional arrangements. Based on this analysis, we discuss the limits to which the sustainable development principles of Daly (1990) can be applied. For renewable geological resources use, we demonstrate that the sustained yield approach is not always practical. Besides replenishment rates, it is crucial to consider whether the volumes obtained from the sustainable use of the resource are sufficient to fulfil human needs. For non-renewable geological resource use, through the application of the pairing principle, we show that the requirements for the alternative renewable resource are not necessarily fulfilled. We consider this qualitative analysis an important basis on which future ecological economic models can build, which can quantify how and to what extent (non)renewable geological resources can be used at a sustainable scale. ([back to session overview](#))

A systematic literature review on changes in entrepreneurial teams as they go through the 'scaling' process

Janick Fierens, Johanna Vanderstraeten, Tatiana Zabara

The problem of 'scaling' - the challenge of how to synchronize internal organizing and growth – is of crucial importance for the realization of the economic potential of entrepreneurial ventures. As

entrepreneurial ventures attempt to scale entrepreneurial teams evolve and original founders are complemented (or sometimes replaced) by new joiners to (re)form a top management team.

Despite a plethora of practitioner books and a recent surge in 'scaling' focused research, extant research of this phenomenon is marked by fragmentation. Nomenclature is inconsistent and evolving, a static view of entrepreneurial teams dominates and integrative frameworks are lacking.

Our structured literature review organizes extant research based on a mapping of the endogenous relationships between growth and team changes in venture teams, and the interplay between the organization and contingencies.

We propose three insights to focus future research on the development of a contextual and dynamic view on venture team evolution during the scaling phase. In the first place, we argue for a more specific and updated application of the rich insights of the growth and team literature to the specificities of the 'scaling' context. Secondly, we argue for an increased process view to understand the dynamics of 'how' these team changes happen and the impact they have on their organizations. Thirdly, we make a plea for the development of more integrated theoretical approaches. ([back to session overview](#))

Kenyan consumers' and farmers' preferences regarding sustainable food: a Choice Experiment

Jan Cools, Lilian Wanyonyi, Maira Finizola e Silva, Sophie van Schoubroeck, Steven Van Passel

The imbalance in global food systems has led to growing calls for more sustainable production and consumption methods. This is particularly urgent for regions like Sub-Saharan Africa (SSA), which face significant challenges due to climate change and a rapidly growing population. Transitioning to a sustainable food system is necessary and a key starting point for this transformation might be altering food demand, as consumer preferences dictate production and marketing practices. This study aims to examine whether Kenyan consumers are willing to pay more for sustainable products and if this additional value can motivate farmers to adopt sustainable practices by means of two Choice Experiments (CEs) with over 550 consumers and 300 farmers. On the one hand, the results of the CE with consumers revealed nuanced preferences. Firstly, consumers show a preference for sustainable food features, that emphasise affordability, value chain efficiency, and organic production. However, the preferences for improving the working conditions of farmers are more nuanced. Secondly, two consumer classes could be identified based on variations in preferences. Class 1 emphasises environmental responsibility, preferring reduced food losses and pesticide use, whereas class 2 prioritises social responsibility and improved farmers' work conditions. ([back to session overview](#))

A wider lens on board: capturing ecosystem network interactions in maritime supply chain technology adoption decisions

Lorenzo Franchi, Thierry Vanelslander, Valentin Carlan

This study explores the intricate dynamics of technology adoption (TA) within the maritime supply chain ecosystem. It highlights the importance and influence of relational interdependencies between different actors in TA decisions. A theory-driven literature review approach is adopted to investigate the models and related adoption determinants used to date to explain TA in this sector, providing a classification of these. Then, taking advantage of the perspectives offered by Social Exchange Theory (SET) and Social Judgement Theory (SJT), which are deeply anchored in studies of human interactions and social dynamics, this study aims to develop an innovative vision on TA. This highlights the determinants of TA related to the interactions between actors within this ecosystem, addressing in particular those influencing network relationships on the one hand between technology buyers and sellers and on the other hand between buyers and their external network. Trust is the key moderating agent in buyer-seller relationships. Furthermore, the relevance of the technology solution and value expectations are determinants linked to social judgements and relational exchanges that the buyer shapes not only in relation to the seller, but also through interactions with his external network. Finally, perceived behavioural control (PBC) is what determines the buyer's decision-making autonomy and it measures the impact that social pressures have on buyer's choices. This research enriches the academic literature by proposing a new perspective on technology adoption, and provides new insights for the industry to develop more holistic technology adoption strategies. ([back to session overview](#))

Designing a multi stakeholder intervention for Return To Work after burn-out. A participatory approach to intervention development

Anja Van den Broeck, Bart Cambré, Eva Geluk (principal author)

Burnout is a significant occupational health concern, often resulting in extended sick leave, substantial economic costs, and frequent relapses upon returning to work (RTW). Despite this, effective interventions for sustainable RTW after burnout remain underexplored. This study aims to develop a comprehensive RTW intervention for employees recovering from burnout, utilizing a participatory design approach based on the Design Thinking framework.

Methods: The study employed the Double Diamond model, encompassing four stages: discovery, definition, development, and delivery. Multiple stakeholders, including employees, supervisors, HR professionals, and health practitioners, participated in co-creation workshops and feedback sessions to design, refine, and test the intervention components.

Results: The developed intervention consists of three core components: 1) the creation of a neutral RTW facilitator role and an accompanying training program; 2) a structured step-by-step RTW process with pre- and post-RTW phases; and 3) a supporting toolbox, including conversation cards and a digital tool for goal-setting and progress monitoring. The intervention emphasizes shared responsibility between employee and employer, the need for a neutral facilitator, and the importance of contextualizing the RTW process within organizational practices.

Conclusion: This study demonstrates the feasibility and potential effectiveness of a multi-stakeholder, design-driven approach to developing RTW interventions. By involving end users in the design process, the intervention aligns closely with real-world needs, potentially reducing relapse rates and enhancing sustainable RTW outcomes. Further research should focus on evaluating the long-term impact and scalability of this intervention in various organizational contexts. ([back to session overview](#))

Supply Chain Integrity Conceptualization: a Systematic Literature Review

Mark Goossens, Annouk Lievens, Koen Vandenbempt

As a response to the declining credibility of traditional mechanisms such as brand reputation and country-of-origin labels, and to meet consumers' increasing demand for authentic, ethically and sustainably sourced products, Supply Chain Integrity (SCI) has emerged as a crucial yet inconsistently defined concept in academic literature and practice.

This study addresses this lack of clarity and precision by analyzing how integrity in a supply chain context is conceptualized across different fields. It uses a systematic literature review based on the SPAR-4SLR protocol to ensure rigor and minimize bias. It reviews and analyses 231 academic articles in depth to look for SCI's theoretical foundations.

A diverse range of themes associated with SCI, including blockchain, traceability, sustainability, transparency, and halal food, are identified. These are relevant across various supply chain types such as general, food, halal, pharmaceutical, ICT, and cold supply chains. A key finding is the significant variation in SCI definitions, underscoring the need for a comprehensive and consistent understanding of the concept.

A holistic definition of SCI considering context, purpose, norms, analytic processes, and mechanisms for achieving, controlling, and maintaining delineated integrity and a theoretical model of SCI, integrating legitimacy principles, are proposed.

This definition and model provide a solid foundation for future research and practical application, offering valuable insights for academics and practitioners aiming to study, develop or enhance SCI. ([back to session overview](#))

Willingness to pay for future pensions: A discrete choice experiment

Nick Deschacht, Inés Guillemyn, Sunčica Vujić

The aim of this study is to estimate individual's willingness to pay for future pension benefits. To that end, we conducted a discrete choice experiment among workers in the UK, using fictitious job advertisements. Our results show that the marginal worker is willing to pay 40 pence in current wage, for a 1 pound increase in future pension benefits. Furthermore, there is significant heterogeneity in

willingness to pay: men have higher willingness to pay than women, and willingness to pay increases as workers get closer to the retirement age. Our mediation analysis shows that worker's valuation for future pension benefits can be explained by differences in risk aversion, financial time horizon and financial literacy. ([back to session overview](#))

Optimizing an Assembly Line Feeding System Using Meta-heuristic Approaches Under the Just-in-time Principles

*Christof Defryn, **Gul Gunduz Mengubas**, Kenneth Sörensen, Muhammed Kotan*

We investigate a production system in the automotive industry operating under the just-in-time (JIT) principle, where vehicle parts are delivered to the workstations of the assembly line via tow trains. This study introduces a mathematical model for the assembly line feeding problem (ALFP), which focuses on computing optimal routes for tow trains. Due to the complexity of this problem, exact methods often fail to produce satisfactory results within reasonable timeframes for large-scale instances. Therefore, we employ meta-heuristic approaches. Specifically, a variable neighbourhood search-based (VNS) algorithm is utilized to optimize tow train routes by minimizing distances, which is one of the objectives of the routing problem, and to optimize part assignments to tow trains. We integrate the split delivery vehicle routing problem (SDVRP) to reduce the needed tow train number, addressing another objective of the problem. Additionally, we conduct a comprehensive computational study to validate the optimization methods, ensuring the attainment of the best feasible solutions while measuring system efficiency through benchmarking. ([back to session overview](#))

Bottleneck emergence in the aviation industry – implications for the MRO service providers

Christiane Hallensleben, Sascha Albers, Wouter Dewulf

This paper analyses the architectural change in the commercial aviation, maintenance, repair, and overhaul (MRO) industry from a highly modular to a more integrated industry structure. The persistent attempts of aircraft, engine, and system original equipment manufacturers (OEMs) to tighten control over critical resources and migrate value to their advantage in the MRO value chain threaten the persistence of traditional MRO firms. MRO firms struggle to mitigate, stop, or even reverse the ongoing erosion of their market position. Framing OEMs' strategies as an attempt to establish a bottleneck in the evolution of the industry, this article analyses the industry-specific resources, tactics, and mechanisms that OEMs employ to change the industry structure to their advantage. This analysis develops strategic implications for incumbent MRO firms to counter or avoid their strategic impasse. This article increases understanding of strategic bottleneck strategies in the aviation industry and sheds light on a hitherto under-researched segment in the air transport industry. ([back to session overview](#))

Evaluating Performance Metrics in Emotion Lexicon Distillation: A Focus on F1 Scores

*Johan Braet, **Maria Cristina Hinojosa Lee**, Johan Springael*

This study compares various F1 score variants—micro, macro, and weighted—to evaluate the performance of lexicon distillation. The datasets used for this are the multilabel emotion annotated datasets XED and GoEmotions. The aim of this paper is to understand the effects of class imbalance on the F1 score. Unigram lexicons were derived from the annotated GoEmotions and XED datasets through a binary classification approach. The distilled lexicons were then applied to the GoEmotions and XED annotated datasets to calculate their emotional content, and the results were compared. The findings highlight the behavior of each F1 score variant under different class distributions, emphasizing the importance of appropriate metric selection for reliable model performance evaluation in imbalanced multilabel datasets. Additionally, this study also investigates the effect of the aggregation of negative emotions into broader categories on said F1 metrics. This contribution aims to guide researchers in selecting suitable metrics for emotion analysis classification tasks. ([back to session overview](#))

Refugee exposure and political polarisation: Poland in the aftermath of the Russia-Ukraine War
Joanna Clifton-Sprigg, Ines Homburg, Sunčica Vujić

This paper examines the impact of immigration on electoral outcomes. Exploiting a unique natural experiment, we research parliamentary electoral outcomes in Poland following the 2022 inflow of Ukrainian refugees. We exploit the variation in hosted refugees across counties in the western part of Poland and utilize a shift-share instrument based on the past settlement of Ukrainian immigrants. We find a negative association between the refugee inflow and the vote share for the right-wing incumbent Law and Justice party. We also find increased support for far-right political groups and the left-wing coalition, indicating a polarisation of political preferences. We provide suggestive evidence that this is driven by changing voter preferences, increased election participation, and a small change in natives' internal mobility patterns. This suggests that, on the one hand, interaction between natives and refugees can reduce prejudice and improve attitudes toward immigrants. On the other hand, exposure to refugees, even when from a culturally and geographically similar background, can still be associated with natives' backlash. ([back to session overview](#))

From Classroom to Startup: The Impact of Education and Co-curricular Activities on Entrepreneurial Behaviour

Hendrik Slabbinck, Johanna Vanderstraeten, Riyaad Ismail

This study will explore the differential impacts of curricular entrepreneurship education and co-curricular entrepreneurship activities on entrepreneurial behaviour among higher education students in Flanders, Belgium. Additionally, it will investigate the mediating role of self-efficacy in these relationships. Drawing on data from 4,329 students participating in the 2023 Global University Entrepreneurial Spirit Survey (GUESSS), the study will employ Covariance-Based Structural Equation Modeling (CB-SEM) to test the hypothesised relationships. The research aims to address gaps in the literature by simultaneously examining curricular and co-curricular approaches, comparing their relative effectiveness, and exploring the psychological mechanisms through which these educational experiences influence entrepreneurial behaviour. Self-efficacy is proposed as a critical mediator in this process, potentially explaining how entrepreneurship education translates into concrete entrepreneurial actions. This study is expected to make significant theoretical contributions by providing a more comprehensive understanding of how different educational approaches influence entrepreneurial outcomes. From a practical perspective, the findings could guide higher education institutions in designing more effective entrepreneurship programmes and inform policymakers about resource allocation between formal courses and co-curricular activities. ([back to session overview](#))

Short Sea Shipping as a Sustainable Modal Alternative: Qualitative and Quantitative Perspectives
José Holguín-Veras, Michael J. Izdebski, Lokesh Kumar Kalahasthi, Andrés Regal-Ludowieg

This paper investigates the possibility of using Short Sea Shipping (SSS) as a sustainable freight modal alternative by analyzing data collected from shippers in the New York State Capital Region. To this effect, qualitative and quantitative approaches were jointly used. The qualitative analysis focused on exploring in-depth interviews with the decision-makers regarding the drivers and the barriers to firms shifting to SSS. The quantitative efforts include estimating discrete choice (ordinal logit) models to assess the influence of four key governing aspects (leadership buy-in, emergency logistics, public policy, and sustainability) on the probabilities of shifting to SSS supported by the findings from the qualitative part. This paper also includes a comprehensive description of various variables, factors influencing the current mode choice, shippers' perceptions, and willingness to use SSS. The results showed that firms with higher truck shares had fewer chances to switch to SSS unless in emergencies. Unfortunately, sustainability is the least valued by most of the participants in choosing SSS. Hence, lower costs and better service are essential. The ordinal logit models provide a potential tool for policymakers and freight planners to estimate the probability of firms choosing SSS over the current mode. ([back to session overview](#))

(In)equitable prioritisation of humanitarian sector funding in an era of climatic losses and damages
Juha-Pekka Jäpölä, Sophie Van Schoubroeck, Steven Van Passel

The future of climate change is a wicked problem for resource prioritisation. How do we couple climate and multi-risk information with egalitarian distributive justice? The Intergovernmental Panel on Climate Change (IPCC) considers that multi-criteria decision analysis (MCDA) can help.

We use stochastic multi-attribute analysis (SMAA), a variant of MCDA, to prioritise funding allocations for 26 fragile countries with a humanitarian response plan under an era of climatic losses and damages (I&d). The SMAA combines field data from the crisis-measuring INFORM Severity and stakeholder preference information from the United Nations, European Union, World Bank, research and public sectors, and civil society.

Our analysis primarily agrees with current humanitarian funding. Still, countries such as the Democratic Republic of the Congo, Nigeria and Myanmar are disproportionately underfunded, while Ukraine and Syria receive undue support. An equitable coupling is actionable – yet questions on how far to pragmatically attribute I&d for adequate financing arise. ([back to session overview](#))

Exploring the intersection of entrepreneurship and innovation in Uzbekistan's traditional fashion and textile sector: A product development perspective

Karan Khurana, Annick Schramme

Purpose – To compete in the global fashion market, Uzbekistan's traditional textile sector needs to be revitalized. This article delves into the value chain of traditional textiles and highlights areas of innovation and collaboration among stakeholders.

Design/methodology/approach – By using a qualitative approach in this research, a case study methodology was applied to collect data. In-depth interviews were conducted with the higher management of a selected brand in Uzbekistan. A systematic literature review was also conducted to study various product development studies in the fashion and textile sector.

Findings – Through this research, it was discovered that the artisans working with traditional textiles have a great potential for growth in the premium fashion market segment. To be competitive in the current digital era, the authors have recommended a Collaborative New Product Development (CNPD) model that could be implemented for enhanced productivity.

Originality/value – In the recent past, many authors have suggested innovative business models for mass-market and luxury segments. However, the traditional fashion sector (handloom or handmade fashion products) has been neglected in emerging markets. The recommendations made in the article are tailor-made to enhance the productivity of entrepreneurs in the fashion and textile sector in Uzbekistan. ([back to session overview](#))

From Theory to Practice - A Conceptual Framework for Implementing AI-based Assistants in the Business Ecosystem

Manfred Meyering

This paper explores the development of a comprehensive and all-encompassing framework for incorporating AI-based assistants in business operations. Through an ongoing qualitative case study of Alaiq, a German startup specializing in creating and implementing AI-based assistants, the study investigates the intricacies and best practices of AI integration in organizations. The research process involved identifying 12 main categories and their core themes, which serve as a foundation for understanding the key factors, challenges, and best practices in successful AI implementation. Building on these insights, three theoretical concepts were developed: the Business Process-Centric AI Implementation Methodology, the Iterative AI-Training and Development Cycle, and the Data-Driven AI Implementation Framework. These concepts were then integrated into a unified, holistic framework that considers the organizational, technical, and data management aspects of AI implementation. The resulting framework offers a structured approach for effectively integrating AI technologies into business processes and realizing their potential benefits. As a work-in-progress, this research has implications for both academics and practitioners, presenting opportunities for further investigation, interdisciplinary collaboration, and practical applications. By utilizing the insights provided by the

evolving framework, organizations can navigate the complexities of AI adoption, enhance AI implementation success, and foster a culture of continuous improvement and responsible AI governance. ([back to session overview](#))

We're not the same: An Industry-specific Approach to Industry 4.0 Adoption

*Veerle De Graef, **Alexander Naessens** (first author), Geert Scheipers, Koen Vandenbempt*

Industry 4.0 (I4.0) offers plenty of opportunities for business model innovation, yet I4.0 adoption is often limited to incremental process improvements. To establish more ambitious I4.0 strategies, a thorough understanding of the possibilities and pathways for business model innovation is crucial. So far, most I4.0 business model innovation research has however been industry-agnostic or focused on discrete manufacturing industries. For process industries, this one-size-fits-all approach results in a theory-practice gap. Addressing this gap calls for industry-specific I4.0 business model innovation research. Therefore, we conducted an exploratory multiple case study of nine firms from the Flemish food processing industry. An industry-specific taxonomy containing I4.0 business model building blocks is developed, distinguishing four types of I4.0 adoption and exposing three pathways for radical I4.0 business model innovation. Through a cross-industry comparison, we reveal important industry-differences in the building blocks to shape these pathways, thereby corroborating our claim for industry-specific I4.0 adoption research. ([back to session overview](#))

Smart-Docking: an Innovation for Measuring Vessel's Movements at Berth

*Thierry Vanellander, Edwin van Hassel, **Loghman NanwayBoukani***

The safety of ships during cargo operations is vital to ensure the smooth and secure transfer of goods and protect the vessel, its cargo, and surrounding infrastructure. Any accident or incident during cargo handling can result in significant delays, damage to the ship, loss or damage to the cargo, or harm to port facilities. This leads to financial losses and poses serious risks to personnel involved in the operation. To maintain a safe environment during cargo operations, the vessel must remain securely moored at the berth, minimizing the risk of unintended movement. However, various factors can cause a ship to move during these operations. A significant gap remains in the maritime industry in developing a reliable and accurate method for measuring vessel movement while docked at a berth. Despite advancements in technology, current systems are often inadequate for providing precise real-time data on the movement of vessels during cargo operations. This lack of accurate measurement poses a risk, as undetected or poorly monitored ship movements can lead to accidents, causing potential damage to the vessel, cargo, or port infrastructure and endangering personnel. This study addresses this critical issue by developing a comprehensive methodology for accurately measuring vessel movement during cargo handling operations at the berth. A system is designed capable of providing precise, real-time data on even the slightest movements of the vessel. This data would then be communicated instantly to the ship's crew, port, and crane operators, allowing immediate corrective action if the vessel drifts or moves unexpectedly. By delivering real-time alerts and continuous monitoring, the proposed system aims to enhance the overall safety of cargo operations. Early detection of vessel movement will allow for timely adjustments, preventing accidents, minimizing delays, and ensuring that cargo handling proceeds smoothly. ([back to session overview](#))

An Institutional Appraisal of Nigeria's Maritime Port Reforms and the Implications for African and Global Port Reforms

***Adekola Oyenua**, Christa Sys, Michaël Dooms, Patrick Verhoeven*

As with many other African and global ports, Nigeria's ports have undergone numerous reforms over the past two decades. While these reforms have resulted in some productivity improvements, there is insufficient evidence to support any assertion that they have had an overwhelmingly positive impact on port performance. This paper applies the Grounded-Theory qualitative analysis method, supported by expert interviews, to conduct an institutional appraisal of Nigeria's port reforms, starting with the Haskoning reforms of 2006 and extending to the present time. It addresses the questions: 1. How have Nigeria's port reforms been influenced or shaped by institutional factors? 2. What lessons do Nigeria's

port reforms have for institutional reforms in other African port contexts? 3. What institutional changes are needed for the absorption of digital and automation-based innovations in Nigeria's port space? The paper identifies that to be successful, institutional reforms should not be restricted to the port authority, as has been the case in Nigeria, but should directly impact all critical stakeholders within the port sector. Second, the capacity of port regulators to follow-up on contractual agreements with concessionaires and to secure adequate and timely infrastructure upgrades must be strengthened. ([back to session overview](#))

Locating neighbourhood scale mobility hubs using explorative spatial analysis

Elnert Coenegrachts, Joris Beckers, Laura Pajaro

Shared mobility (SM) can contribute to reducing unequal access to services by decreasing the costs of moving between points of interest. However, the organisation of shared mobility is important in making these services reachable for all citizens. Mobility hubs help to address the challenge of organising and distributing SM. Mobility hubs are physical locations where users can switch between mobility services, e.g., buses, trains, shared (e-)bikes, shared e-scooters, etc. Whilst the concept of mobility hubs is gaining popularity, there is no overall agreement yet on the best way to find feasible locations. The goal of this research is to develop the methodologies further to find suitable mobility hub locations, considering built environment conditions, the current demand for SM, and the provision of transport services. The study employs an explorative spatial analysis to find relevant places to locate mobility hubs in Antwerp, Belgium. The methodology uses SM Origin-Destination (OD) data to find hotspots of usage and develops a selection process that considers the built environment conditions, traffic and transport infrastructure. ([back to session overview](#))

Unpacking root causes for above average price hikes : focus on migration and supply elasticities

Wim Piot

Our previous research identified that tax conditions related to residential real estate significantly contribute to above-average price increases in OECD countries beyond the much researched interest rate variations. We utilized Fuzzy Set Qualitative Comparative Analysis in that study, as we do in the current analysis. While the model demonstrated satisfactory fit measures, some cases remained unexplained by the solution set, which included tax conditions, necessitating further investigation. The objective is to identify additional conditions that may contribute to price hikes.

We categorize cases into deviant cover cases, which exhibit the outcome (above-average price hikes) without showing the tax conditions. We explore new solution sets derived from the literature, focusing on migration and supply elasticity as additional conditions. Our findings indicate that three additional countries - Austria, Belgium and Switzerland—are encompassed by these conditions.

Next, we create a comprehensive condition for tax policy which is then integrated with migration patterns and supply responsiveness to evaluate an innovative set of solutions. The recipe including these three conditions allow us to further explain the United States, Hungary, the Slovak Republic, Slovenia and Spain.

For some cases that remain unexplained, we conduct a supplementary literature review.

In scholarly research, explorations into the mix of variables or conditions that contribute to rising prices are sparse, particularly those extending beyond increases in interest rates. No study utilizing Fuzzy Set Qualitative Comparative Analysis in this domain was discovered. ([back to session overview](#))

Eco-Friendly Logistics: Investigating the Environmental Impact of Active and Passive Cooling Systems in Last-Mile Transportation

Wouter Dewulf, Roel Gevaers, Elena Prozorova

The environmental impact of cooling systems in the last-mile cold supply chain (CSC) transportation is a critical concern in the context of rising awareness of sustainability problems and expansion of the CSC market. The fast development of e-commerce and last-mile deliveries of chilled and frozen goods put an environmental burden on the CSC stakeholders. This paper presents a detailed comparison between Active Cooling Systems (ACS) and Passive Cooling Systems (PCS) used for last-mile deliveries,

using life cycle assessment (LCA) methodology. Through the simulation modelling of food and pharmaceutical last-mile CSC, CO₂ emissions are calculated for two scenarios, namely fresh and frozen goods deliveries. The study is aimed at providing sustainable solutions for the CSC market in the face of increasing demand for sustainable logistics. The findings reveal that PCS utilizing dry ice can serve as a more sustainable solution, reducing emissions by 11% for fresh goods in high-frequency stop deliveries. For frozen goods, PCS in comparison to ACS produce 30% less CO₂ during an average last-mile delivery journey. However, ACS shows potential benefits in consolidated distribution scenarios. This research offers useful information to the CSC stakeholders who are interested in reducing emissions while at the same time delivering good quality products and services. As for future improvements, the quantitative assessment of cost-efficiency could be included in the model to work out the efficiency of the cooling systems in the CSC more comprehensively. ([back to session overview](#))

Strategies for the Regulatory Trade-off in Alternative Financing for SMEs

Afsoon Qutbyar

Small and medium-sized entities (SMEs) operating in the alternative financing sector are typically heterogeneous in nature making them differ greatly from traditional banks. Where traditional banks must comply with strict banking regulations, developing uniform regulations for the alternative financing sector remains a challenge. This paper examines the current challenges and solutions in developing standards for SMEs operating in the alternative financing sector in the Netherlands. Adopting minimum quality standards should lead to increased transparency and public trust in the non-banking sector. ([back to session overview](#))

Digitalization in the Maritime Ecosystem: Accelerate or Not

Stephen Rakoma, Valentin Carlan, Christa Sys

The maritime industry have been characterized by its historical reluctance to adopt new technologies. However, the COVID-19 pandemic highlighted the vulnerabilities of the industry's conventional systems, stimulating a shift towards rapid digitalization. This study examines the status of digitalization in the maritime ecosystem, focusing on the impact of the pre-post-COVID-19 pandemic to digital innovations, the adoption challenges, and the digital investment strategies. A comprehensive literature review combined with a survey of industry stakeholders to assess the current state of digitalization was employed. Relevant studies were selected based on stringent inclusion criteria, focusing on the period between 2019 and 2024. The survey captured the practical experiences and perspectives of maritime professionals, providing a robust validation of the literature findings. The results reveal that digitalization has significantly enhanced operational efficiency, safety, and sustainability within the maritime sector. However, there are disparities between the willingness to digitalize and the digital investment strategies across the sector. The lack of trust, high implementation costs, and cybersecurity risks are among the persisting challenges to digitalization. While digitalization offers substantial benefits, its full potential can only be realized through strategic investment, stakeholder engagement, and the adoption of robust cybersecurity measures like Zero Trust Architecture. This research contributes to the ongoing discourse on digital transformation in the maritime industry, providing insights for researchers, and stakeholders to navigate the complexities of digitalization and ensuring sustained growth and competitiveness in a rapidly evolving technological landscape. ([back to session overview](#))

Enhancing Pharmaceutical Innovation: Capacity Building in the Pharma 4.0 Ecosystem

Christina Rettig

The digital transformation of the pharmaceutical industry, commonly referred to as Pharma 4.0, holds potential to create more robust and sustainable pharmaceutical supply chains. However, the integration of advanced technologies such as the Internet of Things and Artificial Intelligence represents a significant shift from traditional pharmaceutical activities. The success of these technologies not only relies on effective collaboration within the pharmaceutical ecosystem but also on its ability to build new capacities.

This preliminary paper explores the role of the Pharma 4.0 ecosystem in the adoption of these innovations, specifically focusing on how new capacities - critical for leveraging technological advancements - are (collectively) developed and disseminated across various organizational actors. It addresses gaps in both ecosystem and capacity-building literature by analyzing these practices and how they enhance ecosystem resilience and adaptability.

The research lays the theoretical groundwork for using qualitative methods in subsequent phases of this PhD project and aims to contribute to ecosystem and capacity building theory. It also seeks to provide practical guidance for navigating the challenges of Pharma 4.0 and digital transformation. ([back to session overview](#))

Studying supply chain actors' decisions to implement synchromodality in Flanders

Mylena Cristine Rodrigues De Jesus, Edwin van Hassel, Thierry Vanelander

Despite the availability and spare capacity of inland waterways, this research addresses the escalating challenges due to the predominance of roadway transport to freight movement. Synchromodality, combining different modes for more efficient and sustainable transport, emerges as a promising solution, but its implementation is intricate, involving factors such as data integration, regulatory rules, and operational coordination. Focused on the Port of Antwerp-Bruges, the study aims to understand the factors influencing supply chain actors' decisions to shift cargo from road to inland waterways. Through a comprehensive methodology incorporating quantitative analysis of truck and vessel data, literature reviews, and interviews with key stakeholders, the research delves into the challenges and opportunities of synchromodal transport. The study contributes valuable insights into the complexities of synchromodal transport decision-making, highlighting key stakeholders' roles and factors influencing their choices. The findings underscore the potential for inland waterways to provide sustainable alternatives, reducing traffic congestion and environmental impact. The research advocates for policy interventions to incentivize mode shift, improve inland terminal efficiency, and foster collaboration among stakeholders for a more efficient and sustainable freight transport system. ([back to session overview](#))

Interplay of Paradoxes in Team Dynamics: The Balance between Personal Autonomy, Teamwork, and Boundary Spanning

Bart Cambré, Steven Poelmans, Lluís Rosés

In today's volatile and complex business environment, agile and cross-functional teams are crucial for organizational success. Effective management of inherent paradoxes within these teams is vital. This study focuses on two specific paradoxes: the Autonomy Paradox (AP) and the Bifocal Paradox (BP). The AP involves balancing collective and individual identities, while the BP deals with internal cooperation and external coordination. Managing these paradoxes can boost innovation and performance. Through quantitative analysis, the study examines tensions between Team Boundary Spanning vs. Teamwork Quality, and Teamwork Quality vs. Individual Autonomy, and their impact on meeting effectiveness and goal achievement. Meeting effectiveness is emphasized due to its importance in coordinating cross-functional teams, while goal achievement is also analyzed as a well-documented measure of success. The research exclusively uses individual-level data, avoiding a multilevel approach, to explore the optimal strategies for managing these paradoxes and enhancing team performance. The study highlights the need for a both/and strategy to optimize meeting effectiveness and goal achievement, moving beyond traditional either/or approaches. It aims to enhance understanding of paradox management at the team level, providing insights for managers and team members on navigating paradoxical challenges to achieve high performance. ([back to session overview](#))

Striking the Right Balance: Why Standard Balance Tests Over-reject the Null, and How to Fix It

Jason T. Kerwin, Olivier Sterck, Nada Rostom

Balance tests are often used in experimental or quasi-experimental impact evaluations in order to demonstrate that the treatment and control groups are comparable prior to the intervention. In this paper, we show that typical implementations of balance tests commonly used by economists have

poor statistical properties. Pairwise t-tests are widely used by economists, but it is unclear how many tests should be rejected to conclude that treatment and control groups are imbalanced. The common practice of “vote counting” leads to high rejection rates for the null hypothesis. Omnibus tests of joint orthogonality, in which the treatment is regressed on all the baseline covariates, address this ambiguity but substantially over-reject the null hypothesis using the sampling-based standard errors that are typical in the literature. This problem is exacerbated when the number of covariates is high compared to the number of observations. We examine the performance of alternative tests, and show that omnibus F -tests of joint orthogonality with randomization inference p-values have the correct size and reasonable power. We apply these tests to data from two prominent recent articles that report baseline imbalances using standard t-tests and F -tests, and show that the study arms are actually balanced when appropriate tests are used. ([back to session overview](#))

The application of Shapley Value in the decomposition of health inequality and a comparison of decomposition methods

Jie Shang

The Shapley value is a concept in cooperative game theory that provides a fair way to distribute the total gains (or costs) generated by a coalition of players. When applied to the decomposition of an index, it offers a method to attribute the overall measure to different contributing factors. In this paper, we apply the Shapley value in the decomposition of health inequality indices, and compare its pros and cons to the traditional regression-based decomposition methods. We also introduce some other recently proposed decomposition methods such as Conditional Inference Tree. We find that different methods generate relatively similar decomposition results, while each has its own highlights. Therefore, a comprehensive usage of different kinds of decomposition methods will give us a better understanding of the sources and structure of inequality. ([back to session overview](#))

Market-Neutral Strategies. Be Wary of Daily Data

Jan Annaert, Marc De Ceuster, Freek Van Doninck

We revisit the influence of return frequency on estimating portfolio exposure (β) to market risk. While recent literature favors daily returns for precise β estimation, this conflicts with typical monthly investment horizons. Daily β yields an estimate of market risk that is biased towards zero. Hence, using daily β to hedge a long-only strategy only reduces, but does not eliminate, market risk. Unhedged long-short (LS) strategies generally have a negative market exposure. Except for momentum LS strategies, hedging is not influenced by the return frequency. However, a momentum LS strategy hedged with daily β retains a negative market exposure, thereby sacrificing around 20% of the market premium. ([back to session overview](#))

Getting stakeholders aboard at the final blow of offshore wind: A qualitative study on end-of-life challenges

Jade Vettters, Gwenny Thomassen, Steven Van Passel

The offshore wind sector faces a challenge with the decommissioning of aging wind farms. This study takes an innovative approach by exploring end-of-life challenges through the involvement of Quadruple Helix stakeholders (industry, government, research, and civil society), focusing on Belgium. Through semi-structured interviews, the study identifies and categorizes 67 challenges across technical, economic, environmental, social, and policy dimensions, including 27 novel challenges. Central challenges, including composite recycling, removal legislation, port suitability, (artificial) reef effects, and unclarity regarding dismantling approach, are emphasized by stakeholders from nearly all groups. After comparison with the literature, the study offers recommendations for effective planning, emphasizing transparent grid connections and removal strategies. In transport and logistics, vessel cost and availability challenges require monitoring and a broader sectoral approach. The study proposes evaluating decommissioning port requirements, building on successful initiatives for installation. Waste management recommendations center on evaluating initiatives for designing new blades and addressing policy issues for existing blades. The study highlights the vital role of engaging stakeholders

in thorough research, providing a nuanced grasp of challenges and suggesting policy measures for sustainable decommissioning. It fills a critical gap in existing literature by emphasizing the overlooked need for systematic stakeholder involvement in end-of-life studies in offshore wind research. ([back to session overview](#))

The development of an assessment model for green port innovations

Wouter Schmidt, Edwin van Hassel, Thierry Vanellander, Jeffrey Willems

This work introduces an assessment framework for evaluating the impact of innovative technologies on port environments. The work includes two key components: an impact assessment model and a technological transferability framework. The impact assessment model examines the effects of demonstrations at operational, tactical, and strategic levels, providing a Decision Support System (DSS) for stakeholders to assess economic and socio-economic feasibility. The technological transferability framework identifies Port Related Conditions (PRCs) necessary for implementation, highlighting potential barriers. Together, these tools offer a comprehensive approach to assessing the readiness and feasibility of adopting new technologies in ports. ([back to session overview](#))

Facilitating University-Involved Interorganizational Collaborations: A Knowledge Creation Perspective

Dan Xiang

University as a knowledge hub is playing an increasingly important role in interorganizational collaborations. However, university and industry are naturally different in terms of organizational culture and perceptions. Besides, lack of trust, intellectual property rights and other issues hinder university involved interorganizational collaborations.

To find out how to bridge the gap and facilitate university involved collaborations, we analyzed 63 interviews representing experts from university and industry of four different sectors through the lens of knowledge creation: knowledge process (SECI - Socialization, Externalization, Combination, Internalization) and the concept of Ba (shared physical, virtual, and mental space). Specifically, we investigated the factors that constitute the contextual conditions for supporting interorganizational knowledge creation according to these experts. Result shows that knowledge process, especially the first two steps (i.e., socialization and externalization), are more valued (e.g., regular physical meeting to share information) while cognitive dimension of Ba is particularly neglected.

This paper contributes to the literature on university-industry collaborations by providing an explorative study that emphasizes the intricate interplay between knowledge creation processes and contextual factors, helping stakeholders to cultivate environments conducive to innovation and collective problem-solving. ([back to session overview](#))

Are residents willing to take action on stormwater management in Finland and Norway? A discrete choice experiment?

Haoran Yu

Urban flooding poses a significant climate change risk to cities, threatening both ecosystem health and human well-being. Stormwater management (SWM) has emerged as key strategies response to reduce urban vulnerability to flood risk. Finland and Norway are easily affected by stormwater issues. However, there is no existing research on the stated preferences of private plot owners regarding SWM in these cities. To address this gap, a discrete choice experiment was conducted to explore which type of SWM strategies are preferred in Finland and Norway. A total 1013 respondents in Lappeenranta and 1000 in Gjøvik participated, and a mixed logit model was used to understand the residents' perspectives, the trade-offs between different SWM strategies, and their willingness to pay for SWM. The results indicate that residents are supportive of new stormwater strategies, showing a strong preference for SWM strategies that reduce flooding risk and runoff, whereas the ratings of improving aesthetics were relatively lower. However, there was large diversity in preferences, as the relative importance of factors varying widely among respondents. Heterogeneous preferences were found in terms of citizens' WTP for maintenance requiring. Since Lappeenranta and Gjøvik have similar geographical situations and are easily affected by stormwater, this research could inform the

development of SWM in other cities with similar geographical features. These findings support both residents and policymakers in understanding adaptation priorities and the improvement of policy regimes for SWM. ([back to session overview](#))

Discovering The Societal Cost of Urban Freight

Joris Beckers, Ivan Cardenas, Jia Zhang

The rapid growth of urban logistics flows increases the external costs of urban freight activities. Although considerable attention has been paid to urban freight's environmental and economic impacts, there remains a lack of examination of the hidden societal impact as an external cost (Tokar et al., 2021). The urban freight market has seen a rise in concerns over exploitation and lack of regulations in recent years (de Jong, 2022). As more urban freight workers report being underpaid, the tension in the labour cost data has grown, suggesting a hidden cost borne by the market's supply side (Kestenbaum, 2023). Therefore, this paper seeks to reveal the hidden societal cost in the urban freight market and proposes regulatory interventions as potential solutions to mitigate these issues.

Methodologically, we quantify the subcontractor's loss of welfare as an external cost component of the last mile through analyses of a last-mile cost model built upon industry data. We also integrate the delivery volume and density into the model to reveal how they impact the external costs. Finally, we propose potential regulatory interventions to mitigate the identified societal impacts on the urban freight market.

This article will broaden the ongoing discussion of the external cost of urban freight and draw attention to the imbalance between the cost borne by suppliers and the actual cost of today's urban freight. The solutions proposed in this paper will provide insights for improving policies and regulations associated with labor costs in the urban freight market. ([back to session overview](#))

LIST OF PARTICIPANTS

First name	Family name	Affiliation
Saadat	Abdullayeva	Department of Accountancy and Finance
Ernesto	Anguita Roldán	Department of Economics
Jan	Annaert	Department of Accountancy and Finance
Rafael	Arevalo Ascanio	Department of Transport and Regional Economics
Justus	Asasira	Department of Engineering Management
Alexandra	Bauer	Antwerp Management School
Denise	Beil	Department of Transport and Regional Economics
Isaura	Bonneux	Department of Engineering Management
Bianca	Borca	Department of Transport and Regional Economics
Ophelia	Bostyn	Department of Management
Liselot	Bourgeois	Department of Engineering Management
Barbara	Briers	Department of Marketing
Sven	Buyle	Department of Transport and Regional Economics
Jeroen	Cant	Department of Transport and Regional Economics
Mateusz	Cedro	Department of Engineering Management
Adelheid	Ceulemans	Dean's Office
Bart	Cambré	Department of Management - AMS
Emma	Ceulemans	Department of Transport and Regional Economics
Mohammed	Chaara	Antwerp Management School
Engelina	Chaillet	Department of Management
Junxiu	Chen	Antwerp Management School
Ines	Chiadmi	Department of Engineering Management
Roosmarij	Clercx	Department of Management
Lara	Collart	Institute of Development Policy (IOB)
Vicky	Corbeels	Department of Engineering Management
Sam	Cosaert	Department of Economics
Marie	Cryns	Department of Transport and Regional Economics
Agonstinho	Cussomba	Department of Economics
Jasper	Daans	Department of Economics
Pranita	Dasi Rao	Department of Engineering Management
Laura	De Boom	Department of Management
Oberon	De Deurwaerder	Department of Marketing
Kim	De Meulenaere	Department of Management
Patrick	De Pelsmacker	Department of Marketing
Ann	De Schepper	dean FBE
Christof	Defryn	Department of Engineering Management
Pieter	Deleye	Department of Engineering Management
Marc	Deloof	Department of Accountancy and Finance
Bart	Depaemelaere	Antwerp Management School
Michiel	Dierckx	Department of Accountancy and Finance
Thomas	Dilger	Antwerp Management School
Oguzhan	Erdogan	Department of Economics
Allan	Estandarte	Department of Marketing
Adithya	Eswaran	Department of Engineering Management

Mehran	Farzadmehr	Department of Transport and Regional Economics
Janick	Fierens	Antwerp Management School
Maira	Finizola e Silva	Department of Engineering Management
Lorenzo	Franchi	Department of Transport and Regional Economics
Charlotte	Franken	Department of Marketing
Eva	Geluk	Antwerp Management School
Nele	Gernaey	Dean's Office
Elke	Godden	Department of Marketing
Mark	Goossens	Antwerp Management School
Tara	Goossens	Antwerp Management School
Carlos A.	Granada Munoz	Department of Transport and Regional Economics
Inés	Guillemyn	Department of Economics
Gul	Gunduz Mengubas	Department of Engineering Management
Christiane	Hallensleben	Antwerp Management School
Yifan	He	Department of Engineering Management
Maria Cristina	Hinojosa Lee	Department of Engineering Management
Joost	Hintjens	Department of Transport and Regional Economics
Ines	Homburg	Department of Economics
Riyaad	Ismail	Department of Management
Michael	Izdebski	Department of Economics
Sofie	Jacobs	Antwerp Management School
Aline	Janssens	Dean's Office
Lisa	Janssens	Department of Management
Juha-Pekka	Jäpölä	Department of Engineering Management
Mandi	Jiang	Department of Transport and Regional Economics
Ann	Jorissen	Department of Accountancy and Finance
Karan	Khurana	Department of Economics
Engin	Kilic	Department of Economics
Marina	Konstantinou	Department of Transport and Regional Economics
Alix	Langenaeker	Department of Engineering Management
Yubing	Lei	Department of Transport and Regional Economics
Elsa	Leromain	Department of Economics
Hanane	Llouh	Department of Transport and Regional Economics
Wenqi	Lu	Department of Economics
Mercedes	Luque-Vílchez	Department of Accountancy and Finance
Nina	Marien	Department of Accountancy and Finance
Lisa	Martinez Sanchez	Department of Marketing
Lisa	Martinez Sanchez	Department of Marketing
Hugo	Marynissen	Department of Management
Syed Mujtaba	Masroor	Department of Economics
James	Merten	Department of Transport and Regional Economics
Manfred	Meyering	Antwerp Management School
Saeb David	Moghaddami	Antwerp Management School
Alexander	Naessens	Department of Management
Loghman	NanwayBoukani	Department of Transport and Regional Economics
Somya	Nigam	Department of Engineering Management
Philippe	Nimmegeers	Department of Engineering Management
Van Meir	Noemi	Department of Transport and Regional Economics
Joeri	Nys	Dean's Office

Adriana	Oliveres Mallol	Institute of Development Policy (IOB)
Mark	Omona	Department of Accountancy and Finance
Emilia	O'Neill	Department of Transport and Regional Economics
Adekola	Oyenuga	Department of Transport and Regional Economics
Ine	Paeleman	Department of Accountancy and Finance
Laura Stephany	Pajaro Santander	Department of Transport and Regional Economics
Jolien	Pauwels	Department of Transport and Regional Economics
Marte	Peeters	Department of Engineering Management
Wim	Piot	Antwerp Management School
Elena	Prozorova	Department of Transport and Regional Economics
Afsoon	Qutbyar	Department of Accountancy and Finance
Stephen	Rakoma	Department of Transport and Regional Economics
Christina	Rettig	Department of Economics
Mylena Cristine	Rodrigues de Jesus	Department of Transport and Regional Economics
Lluis	Roses	Antwerp Management School
Nada	Roustop	Institute of Development Policy (IOB)
Jie	Shang	Department of Economics
Elke	Smeets	
Bart	Smets	CHERMID
Joaquim	Soares	Department of Management
Michael	Stein	Department of Economics
Katrien	Storms	Department of Transport and Regional Economics
Xianglin	Sun	Department of Accountancy and Finance
Katelyn	Tahaney	Department of Transport and Regional Economics
Linda	Teunkens	Dean's Office
Linde	Tuybens	Research Affairs Office
Mathieu	Van Assche	Antwerp Management School
Vincent	Van Bockstaele	Department of Transport and Regional Economics
Tom	Van Caneghem	Department of Accountancy and Finance
Freek	Van Doninck	Department of Accountancy and Finance
Tom	Van Duyse	Department of Engineering Management
Ziggy	Van Giel	Department of Management Information Systems
Marie	Van Hauwaert	Department of Accountancy and Finance
Luc	Van Hemelrijck	Antwerp Management School
Tijmen	Van Kempen	Department of Accountancy and Finance
Alexander	Van Overmeiren	Applied Engineering
Niels	Vanlaer	Department of Management
Nathalie	Verboven	Department of Management
Stef	Vervliet	Antwerp Management School
Jade	Vetters	Department of Engineering Management
Suncica	Vujic	Department of Economics
Steffi	Weil	Antwerp Management School
Jeffrey	Willems	Department of Transport and Regional Economics
Atalel	Wubalem	Department of Engineering Management
Dan	Xiang	Department of Management
Haoran	Yu	Department of Engineering Management
Tatiana	Zabara	Department of Management
Jia	Zhang	Department of Transport and Regional Economics
Sue	Zhao	Department of Transport and Regional Economics

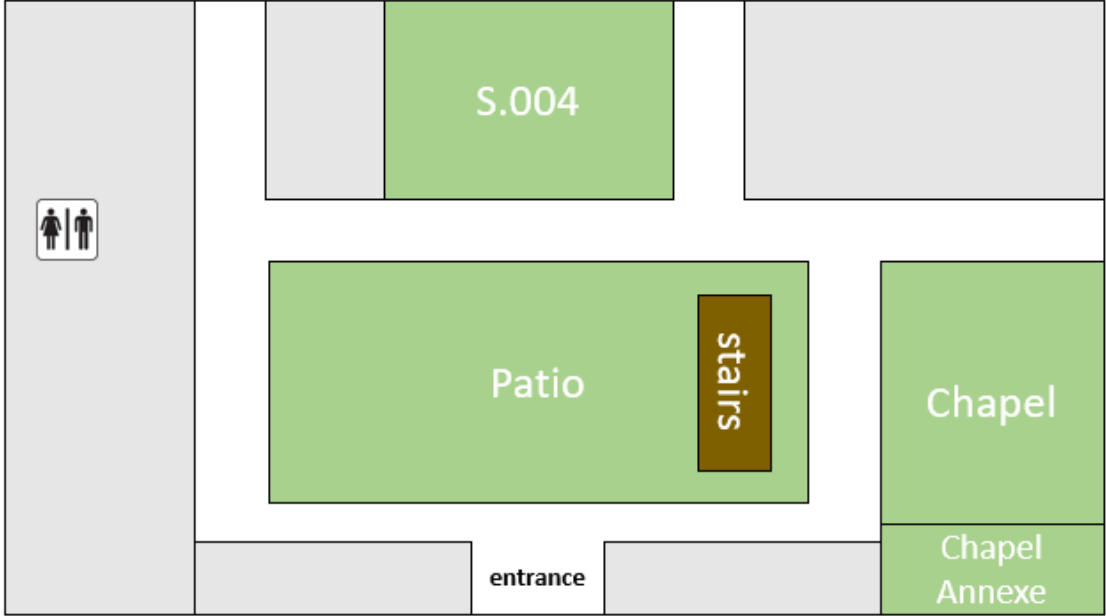
Organising committee
Faculty of Business and Economics Doctoral Committee, University of Antwerp
Antwerp Management School

Best Paper Award committee
Barbara Briers, Kim De Meulenaere, Elsa Leromain, Philippe Nimmegeers,
Tom Van Caneghem and Steffi Weil (chair).

With the support of
 **Flanders**
State of the Art

FLOOR PLAN CLOISTER OF THE GRAUWZUSTERS

GROUND FLOOR



BASEMENT FLOOR

