

Institutional address   Nijmegen School of Management  
Radboud University Nijmegen  
P. O. Box 9108  
6500 HK Nijmegen  
The Netherlands  
+31 (0)24 36 13075  
a.lehr@fm.ru.nl

Date of birth            December 1, 1982, Vlissingen, the Netherlands

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**EMPLOYMENT**

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2016 – present	Assistant Professor (tenured), Nijmegen School of Management Department of Political Science, Radboud University, Nijmegen
2014 – 2016	Lecturer and researcher, Nijmegen School of Management Department of Political Science, Radboud University, Nijmegen
2010 – 2014	PhD candidate and lecturer, Nijmegen School of Management Department of Political Science, Radboud University, Nijmegen

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**EDUCATION**

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2010 – 2016	Doctor of Philosophy (PhD), Radboud University Nijmegen.
2008 – 2009	Master of Science (MSc), Sociology, Radboud University, Nijmegen
2005 – 2008	Bachelor of Science (BSc) in Sociology, Tilburg University, Tilburg

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**PUBLICATIONS**

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**Peer-reviewed**

- Jansen, G., & Lehr, A. (in press). On the outside looking in? A micro-level analysis of insiders' and outsiders' trade union membership. *Economic and Industrial Democracy*, <https://doi.org/10.1177%2F0143831X19890130>
- Brandl, B. & Lehr, A. (2019). The strange non-death of employer and business associations: An analysis of their representativeness and activities in Western European countries. *Economic and Industrial Democracy*, 40(4), 932–953.
- Delsen, L. & Lehr, A. (2019) Value matters or values matter? An analysis of heterogeneity in preferences for sustainable investments, *Journal of Sustainable Finance & Investment* 9 (3), 240-261.
- Brandl, B. & Lehr, A. (2018) A problem of embeddedness? A micro-theoretical model of trade union action and interaction in Europe. *Employee Relations*, 40(3), 500-514.
- Lehr, A., Vyrastekova, J., Akkerman, A. & Torenvlied, R. (2018) Horizontal and vertical spillovers in wage bargaining: a theoretical framework and experimental evidence. *Rationality and Society*, 30(1), 3-53.

- Brandl, B. & Lehr, A. Whither Organized Business? The Development and Transformation of Employer and Business Associations in Western European Countries. *International Labor Review* (accepted for publication)
- Lehr, A., Vyrastekova, J., Akkerman, A. & Torenvlied, R. (2016). Spillovers and Conflict in Wage Bargaining: Experimental Evidence. *Journal of Behavioral and Experimental Economics* 63: 59-68.
- Lehr, A. (2016) *Spillovers and conflict in collective bargaining. Experimental and survey studies*. Dissertation.
- Lehr, A., Akkerman, A. & Torenvlied, R. (2015). The Influence of External Information on Collective Bargaining: Survey Evidence of Union and Firm Negotiators in the Netherlands. *Relations Industrielles/Industrial Relations* 70(2): 327-352.
- Lehr, A., Akkerman, A. & Torenvlied, R. (2015). Spillover and conflict in collective bargaining: evidence from a survey of Dutch union and firm negotiators. *Work, Employment and Society* 29(4):641-660.
- Akkerman, A., Torenvlied, R., Lehr, A. & Thommes, K. (2014). Contagious Conflict: How Labor Conflict Spreads between Organizations and Sectors, and On the Work Floor. In: C. de Dreu (editor) *Conflicts Within and Between Groups: Functions, Dynamics, and Interventions*. NY: Taylor & Francis/Psychology Press.
- Sluiter, R., Smits, F., Lehr, A., de Lange, M. & Jansen, G. (2011). Trends in evolutionisme in Nederland tussen 1979 en 2005: De rol van opleiding en religie. In: G. Kraaykamp, M. Levels & A. Need (editors) *Problemen en Theorieën in Onderzoek. Een staalkaart van de hedendaagse Nederlandse empirisch-theoretische sociologie*. Assen: Van Gorcum.
- Lehr, A. & Ultee, W. (2009). Rivaliserende Wereldbeelden. Een onderzoek naar de samenhang van kerkelijkheid en schoolbezoek in de jonge jaren met naturalistisch evolutionisme in de volwassenheid. *Religie & Samenleving*, (4), 3, pp. 199-229.

#### **Knowledge Dissemination & other publications**

- Gielen, W. & Lehr, A.R. (2019). Stuck in the Middle? A multilevel analysis of contemporary voting for social democratic parties in Western-Europe. In André, Kraaykamp, Meuleman & Wittenberg (Ed.), *Samenhang in Europa: eenheid in verscheidenheid* (pp. 156-160). Den Haag: DANS Symposium Publications
- Lehr, A. (2017). Spillovers and conflict in collective bargaining. *Bestuurskunde* 2017(4): p. 76-77.
- Delsen, L. & Lehr, A. (2016). Verantwoord beleggen als keuzemogelijkheid. *Pensioen Magazine*: Wolters Kluwer.
- Lehr, A. & Brandl, B. (2016). Waarom zijn de werkgeversorganisaties nog niet uitgestorven? *Vaktijdschrift VM*: VM uitgevers.
- Lehr, A. (2016). Leren of vergelijken? Hoe conflicten in loononderhandelingen worden beïnvloed door andere loononderhandelingen. *Versvak.nl*
- Akkerman, A., Born, M., Jansen, G., Lehr, A., Sluiter, R. (Eds.) (2014) *Patronen van Staken*. Nijmegen: Radboud Universiteit
- Jansen, G. & Akkerman & Lehr, A. (2012). De Verspreiding van Stakingen. *Sociologie Magazine*, 20(4): 24-25

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#### **MANUSCRIPTS**

### Submitted for publication/under review

Bechter, B., Brandl, B., & Lehr, A. What Explains the Use of HR Analytics to Monitor Employee Performance? An Analysis of the Role of the Organizational, Market, and Country Context  
Brandl, B. & Lehr A. Do as I do: internationalization and the activities of peak employer organizations.

### Current working papers

Lehr, A., Jansen, G. & Brandl, B. EO's in the EU: A cross-national micro-level analysis of employer's organization membership in European Countries.  
Geurkink, B. & Lehr, Re-member Social Democracy? A comparative time-series analysis of the change in left-right position of social democratic parties in 24 OECD countries between 1945 and 2015  
Gielen, W. & Lehr, A. Stuck in the Middle? A multilevel analysis of contemporary voting for social democratic parties in Western-Europe.  
Lehr, A. Understanding reference-point formation for income comparisons. A theoretical model and empirical tests using a survey of employed persons in the Netherlands.

### DATA COLLECTION

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Akkerman, A., Jansen, G., Lehr, A., Sluiter, R. & Zaslove, A. (2016). *DISCON Survey Wave 3: Work and Politics 2016*. Nijmegen: Department of Political Science. (as lead researcher)  
Brandl, B. & Lehr, A. (2014). *Information about Business, Trade and Employers Organizations (IBTEO)*.  
Lehr, A. & Vyrastekova, J. (2014). Experimental data on the impact of spillovers on unstructured bargaining with asymmetric information.  
Akkerman, A., Born, M., Jansen, G., Lehr, A., Thommes, K. & Zaslove, A. (2012). *Distributional Conflicts in a Globalizing World: Consequences for State-Market-Civil Society Arrangements (DISCON) Survey*. Nijmegen: Department of Political Science.  
Lehr, A. (2011). *2011 Dutch Negotiator Survey*.  
Lehr, A. (2011). *Database Union Ultimatums 2005 – 2010*.

### GRANTS & EXTERNAL FUNDING

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2020	Erasmus+ Teaching Grant (0.7k) for teaching at University of Bologna (cancelled due to coronavirus)
2020	IMR research grant for research on the representation of employers (15k)
2019	Erasmus+ Teaching Grant (0.7k) for teaching at University of Bologna
2018	NSM Replacement Grant (1.5k)
2018	Erasmus+ Teaching Grant (0.7k) for teaching at University of Bologna
2018	European, National and Transnational Industrial Relations: Visible and Invisible Hands in European and National Wage Setting (ENTIRE VIEW)' DG Employment, Social Affairs and Inclusion of the European Commission (331k)
2017	Erasmus+ Training Grant for research visit at European Foundation for the Improvement of Living and Working Conditions (EUROFOUND) (3k)
2016	Funding for interdisciplinary data collection project "DISCON Survey Wave 3: Work and Politics 2016." from department of Political Science (Radboud University) (6k)

2013	NSM Personal grant for research contribution to project on employers' organizations (3.5k)
2013	Funding for research contribution to International Labour Organization (ILO) funded project on employers' organizations (3.5k)

## RESEARCH PROJECTS

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2018 – 2020	ENTIRE VIEW: European, National and Transnational Industrial relations: Visible and Invisible Hands in European and National Wage Setting (funded by European Commission, DG Employment) (with dr. Bernd Brandl, Durham University; dr. Oscar Molina, University of Barcelona; dr. Dominik Owczarek, Institute of Public Affairs, Warsaw)
2013 – 2015	The development and transformation of employers' and business associations (funded by ILO) (with Dr. Bernd Brandl)
2010 – 2014	Contagious Conflict: Learning from Industrial Conflict. (funded by NWO) (with Prof. dr. Agnes Akkerman [principal investigator], dr. Kirsten Thommes, dr. Giedo Jansen, dr. Roderick Sluiter and Marieke Born)

## NETWORK MEMBERSHIPS

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2018 –	Radboud Data Science Centre
2017 –	James Coleman Association
2016 –	Informal international network of employers' organization scholars (coordination: prof. dr. Marco Hauptmeier, Cardiff University, UK)
2011 –	European Sociological Association
2011 –	ESA Research Network on Work, Employment and Industrial Relations (RN17)

## INVITED SEMINARS/WORKSHOPS & GUEST LECTURES

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2020	Strikes and Protest. Jonge Democraten Arnhem-Nijmegen 14-04/2020 (guest lecture, invited)
2017	Wage Setting in Europe. Durham University Business School 01/06/2017 – 02/06/2017 (workshop presentation, invited & funded)
2016	Hoe cao-onderhandelingen elkaar beïnvloeden (en waarom dat tot cao-conflicten kan leiden). FNV 15/05/2016. (guest lecture, invited)
2015	Symposium on the Future of Employer and Business Organizations: Adaptions and Transformations. International Labour Organization (ILO) Bureau for Employers' Activities ACT/EMP & University of Konstanz 17/12/2015 – 18/12/2015 (presentation, invited & funded) Workshop on Database on industrial relations in Europe University of Amsterdam & Eurofound 05/11/2015 – 06/11/2015 (workshop participant, invited)
2014	Social comparisons, self-serving bias and learning in wage bargaining: lessons from a bargaining experiment. HRM Research Seminar University of York 17/02/2014 (seminar guest lecture, invited & funded)

2014 Wage bargaining regimes and pay outcomes. Eurofound workshop, Dublin 09/092014 (external expert, invited & funded)

#### **SERVICE TO THE ACADEMIC COMMUNITY**

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2019 – University Steering Group Research Data Management (RDM)  
2017 Organization & chairing of various sessions at the European Sociological Association (ESA) conference, Athens, Greece  
2017 – Member of working group on data management (RU)  
2015 Organization & chairing of various sessions at the European Sociological Association (ESA) conference, Prague, Czech Republic  
2013 Organization & chairing of various sessions at the European Sociological Association (ESA) conference, Turin, Italy  
2011 – Member of the board of Research Network RN17: Work, Employment and Industrial Relations of the European Sociological Association (ESA)  
2011 – 2017 Administrator website ESA RN17  
2017 – Secretary ESA RN17  
2011 – refereed for various journals and publishers, e.g. *International Journal of Human Resource Management (IJHRM)*, *Journal of Public Administration Research and Theory (JPART)*, *Work and Occupations (WOX)*, *British Journal of Industrial Relations (BJIR)*; *Bristol University Press*

#### **INTERNATIONAL ACADEMIC CONFERENCE VISITS**

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2019 ESA, Manchester  
2018 IREC - ESA/RN 17 Joint Conference, Leuven  
2017 ESA, Athens  
2016 ILPC, Berlin  
ECPR Joint Sessions, Pisa  
2015 ESA, Prague  
2014 IREC - ESA/RN 17 Joint Conference, Dublin  
2013 IREC, Bucharest  
ESA, Turin  
2012 IREC - ESA/RN 17 Joint Conference, Lisbon  
IFSAM, Limerick  
2011 ESA, Geneva  
CIRA-ACRI Conference, Fredericton, Canada  
2010 QMSS seminar 'Power, Decision Making and Social Networks', Dublin

#### **TEACHING**

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##### **Courses**

*Doctoral programme in Political and Social Sciences (University of Bologna):*

2018 – Statistics and Data Analysis III: Multilevel Regression Analysis. (course coordinator & teacher)

*Political Science (Radboud University):*

2015 –	Political Science Research Methods II [Bachelor 2] (course coordinator & teacher)
2015 –	Workshop: Multilevel modeling: theory and application [Master] (coordinator & teacher)
2013 – 2020	Advanced Research Methods [Master] (course coordinator & teacher)
2014	Integration Project 3: Comparative Governance [Bachelor 2] (teacher)
2011, 2014	Integration Project 1: Political Behavior [Bachelor 1] (teacher)
2014	Academic skills [Bachelor 1] (teacher)
2014 –	(Research) internship supervision [Bachelor & Master] (supervisor)
2014 –	Thesis supervision [Bachelor 3 & Master] (course coordinator & supervisor)

*School of Governance (Utrecht University):*

2015 – 2017	High control designs: survey designs [Research Master] (teacher)
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**Curriculum coordination, administration & management**

2017 –	Member of working group on weblectures and ICT in teaching (RU Nijmegen School of Management)
2017 – 2018	Master's thesis coordinator RU Political Science (CP & COMPASS)
2016 –	Member of the programme committee (OLC) RU Political Science (second term)
2014 – 2019	Secretary of RU Political Science advisory council
2014 –	Member of committee methods curriculum RU Political Science

**OTHER ACADEMIC ACTIVITIES**

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**PhD supervision**

2018 – present	Nienke Bos. <i>Intervening in Party Politics: Party Bans in Comparative Perspective</i> . Radboud University Nijmegen.
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**Dissertation committees**

2017	D.T. Janssen. <i>Birds of a Feather: Price Dynamics and Trading Behavior in Composed Markets</i> . Radboud University Nijmegen.
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**POSTGRADUATE COURSES**

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2013	Research internship with dr. B. Brandl (University of York)
2012	Modeling Ordinal Categorical Data. Dr. A. Agresti. University of Groningen
2011	Multilevel analysis and event history analysis. Radboud University, Nijmegen
2011	Structural equation modelling. Radboud University, Nijmegen
2011	Postgraduate course (Introduction to theory construction and modeling) at the Interuniversity Center for Social Science, Theory and Methodology (ICS), the Netherlands
2010	Postgraduate course (Starting the project) at the ICS, the Netherlands

## HONORS AND AWARDS

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2016	PhD of the year award Nijmegen School of Management
2016	Graduated PhD <i>cum laude</i> (highest distinction possible, research is considered outstanding nationally and internationally and belongs to top 5%)
2009	Graduated MSc <i>bene meritum</i> (good)