

COLLOQUIA 2016 – University of Groningen, Department of Sociology

Thursday December 1

Zoltán Lippényi (Utrecht University): The Consequence of Temporary Workforce for Work Performance in European Organizations

Temporary work has become popular across organizations in Europe, despite concerns that the growing number of workers with temporary affiliation could be detrimental to the quality of work and relations of workers to their organizations. There is, however, surprisingly few research on the consequences of temporary workers for organizations beyond financial performance. My current research project aims to fill this void and investigates theoretically and empirically how the presence and job design of temporary workforce in work organizations impact co-workers' satisfaction with their jobs, how well they perform their task, and their organizational commitment. In this presentation I outline core ideas of this project, and present results from the first paper which investigates how the job design of temporary workers influence the work performance of permanent co-workers in European workplaces.

Zoltán Lippényi is a postdoctoral researcher at Utrecht University and the ICS. He received his PhD in sociology from Utrecht University in 2014. He is currently working within the ERC Advanced Grant project Sustainable Workforce. His current research interests are the impact of employment and work flexibility on workers and organizations, and the determinants of wage inequality within organizations.

Thursday November 17

Tobias Stark (Utrecht University): A Social Network Perspective on Intergroup Contact Theory

Hundreds of studies have shown that friendships with members of another group (direct contact) and friendships with ingroup members who have outgroup friends (extended contact) reduce prejudice toward this outgroup. Both concepts are inherently about processes that take place within social networks. Unfortunately, researchers have largely ignored the structure of the network in which direct and extended contact take place, which may have biased their interpretation of intergroup contact theory. I will present new software that we developed to collect detailed information on the structure of people's social networks in intergroup contact settings. I will then present how we used this software to show that the common interpretation of the extended contact hypothesis is likely incorrect. Insights from this research line has led to the development of a new intervention program for prejudice reduction in primary schools, which will be piloted in early 2017.

Tobias Stark is assistant professor of Interdisciplinary Social Sciences at Utrecht University and a researcher at the European Centre on Migration and Ethnic Relations (ERCOMER). He received his PhD in sociology from the University of Groningen in 2011. His research links intergroup attitudes and intergroup relationships to the social networks in which they develop.

Thursday November 3

James Oleson (University of Auckland): Criminal Genius: A Study of High-IQ Offenders

Intelligence is said to be the most studied human faculty, and within criminology, below-average intelligence (IQ) is a well-established correlate of delinquency and crime. Nevertheless, although the association between low IQ and crime has been studied for nearly a century, little is known about offenders with above-average IQ scores. A handful of studies have examined bright delinquents; but virtually no criminological research has been conducted with gifted adults. The current research describes the self-reported offending of 465 high-IQ individuals (mean IQ = 148.7) and 756 controls (mean IQ = 115.4) across 72 different offences (ranging in seriousness from abuse of work privileges to homicide). This presentation will describe the IQ-crime literature, the methodology of the study, and key findings, such as the unexpected discovery that high-IQ respondents reported higher prevalence and incidence rates than controls.

James Oleson is an associate professor of criminology at The University of Auckland. He received his JD from the University of California (Berkeley) and his PhD from the University of Cambridge. He is interested in psychological criminology, the sociology of law, decision making in sentencing, and penology.

Monday September 26

Michael Murphy (Utrecht University): What is Population Ageing and What Drives It?

Population ageing is determined solely by the population's history of fertility, mortality and migration. Primacy has usually been given to fertility decline. However, Samuel Preston and co-authors have argued that improvements in cohort survivorship were the most important factor. We discuss the basis of these estimates and potential explanations for apparently contradictory findings. We develop new methods and present long-run analyses of the relative contribution of fertility, mortality and net migration to population ageing in 11 European countries from the mid-19th century to the present and discuss the implications of these findings.

Michael Murphy is Professor of Demography at the London School of Economics and Political Science. Recent publications include work on mortality crises in Russia; models for forecasting mortality in elderly populations; and estimation of the long-term effects of migration on population size and structure.

Thursday September 22

Niels Spierings (Radboud University Nijmegen): Political and Gender Attitudes in the Middle East and North Africa

In this presentation I will discuss a study on the relationship between democratic support and religiosity in the Middle East and North Africa. Considerable attention will be paid to how this paper developed from different insight derived from political philosophy, in-depth case studies and regional studies on the Middle East, and how I translated this to quantitative survey research and a more general position on context-dependency. Similarly, how this study resulted in a more general research line political and gender attitudes will get ample attention, including some first results of that project.

Niels Spierings is Assistant Professor of Sociology at Radboud University and the ICS. He has published on different topics regarding gender and political sociology. Recently he was awarded a VENI and a Talent Grant on political and gender attitudes in the Middle East and North Africa.

Tuesday June 21

Amy Nivette (Utrecht University): Predictors of Violent Extremist Attitudes in a Sample of Swiss Youth

This study examines the social, cultural and developmental predictors of violent extremist attitudes in a sample of Swiss youth. Specifically, this paper uses data from the Zurich Project on the Social Development of Children and Youth (z-proso), a longitudinal survey that has been following a large, multi-ethnic cohort of children that entered primary school in the City of Zurich in 2004. So far, seven waves of data have been collected. Violent extremist attitudes were measured at age 17. The longitudinal design and

scope of the z-proso study allows us to test a range of proximal and distal social, cultural and psychological risk factors discussed in the literature.

Amy Nivette is an Assistant Professor of Sociology at Utrecht University and the ICS. Her current research interests include the comparative study of violence, the determinants of state legitimacy, and research on extra-legal governance.

Tuesday May 17

Marleen Damman (NIDI): Combining Paid and Unpaid Work in Preretirement Years

In light of population aging, older workers are increasingly encouraged to remain employed until older ages. Also in the sphere of unpaid work a growing appeal is made to citizens to contribute to society, for instance by providing informal care and volunteering. This presentation will focus on the combinations of paid and unpaid productive activities of older workers. To what extent do older workers combine paid employment with unpaid productive activities? How are these role combinations experienced? And in what way is the combination of roles associated with plans for retirement? The analyses are based on data of the first wave of the "NIDI Pension Panel Survey". This large scale multi-actor panel study started in 2015 and contains information about more than 6,500 older workers (age 60-64 years). In this talk, the first results based on these recently collected data will be presented.

Marleen Damman is a postdoctoral researcher at the Netherlands Interdisciplinary Demographic Institute in The Hague. She received her PhD in sociology from the University of Amsterdam in 2014. Her research interests are late-career employment, retirement timing, and postretirement life, which she studies from a life course perspective.

Thursday April 15

Tony Volk (Brock University, Canada): Tinbergen's Four Questions and Bullying: Combining the Puzzle Pieces

Bullying is a prevalent and complex phenomenon that causes significant harm across the globe. The complexity of bullying strongly suggests the need for multidisciplinary approaches that explore the issue from multiple perspectives. As such, I plan to draw upon Tinbergen's (1963) recommendation of examining behaviors using questions from four domains. First, one must ask about the phylogeny of the behavior, or how it has developed over the course of human and evolutionary history. Second, one must ask about the ontogeny of the behavior, or how it develops within an individual's lifetime. Third, one must ask about the mechanisms or causal factors that explain "why" there is a particular, immediate expression of the behavior. Finally, one must ask about the adaptation or function of the behavior or "why" it is worth expressing in more general terms. To address each of these domains data I will present data drawn from diverse sources (e.g., history, anthropology, sociology, biology, psychology, and neuroscience), including previous and ongoing research from my lab. My goal is to present a more complete multidisciplinary picture of bullying that can better inform current and future theory and intervention outcomes.

Tony Volk is an Associate Professor in the multidisciplinary Department of Child and Youth Studies at Brock University, Canada (www.brocku.ca/volklab). This presentation is part of a [symposium](#) with as other speakers Jelle Sijtsema and Christina Salmivalli.

Thursday March 24

Gabriël Anthonio (Rijksuniversiteit Groningen): Paradigma wissels, impact op de samenleving en organisaties

Sociale- en maatschappelijke veranderingen beginnen vaak bij veranderingen van bepaalde opvattingen van professionals, wetenschappers of bewogen, innovatieve mensen. Invloedrijke personen of instituten nemen deze nieuwe opvattingen soms over en zetten dit om in strategische- en beleidskeuzes. We noemen dit verschijnsel ook wel een paradigma verschuiving of wisseling. Paradigma's kunnen soms een lange of juist hele korte periode stand houden. Paradigma's zijn niet alleen opvattingen, een bepaalde zienswijze of denkmodel maar zijn ook verbonden met macht. Voorbeeld van een actuele paradigma wissel is de veranderende opvatting ten aanzien van tabaksverslaving. Deze paradigma wisseling heeft grote invloed op gedragsregels op het werk en in het onderwijs, de inrichting van de openbare ruimte en van organisaties. Bij deze paradigma wisseling botsen allerlei opvattingen zoals de vrijheid van keuze (liberaal) en de aantrekkende regels vanuit de overheid (protectionisme). Voor- en tegenstanders treden, tijdens deze paradigma wisseling, strijdend tegen elkaar op. Vanuit welke theorieën kunnen we paradigma wisselingen in de samenleving en haar organisaties verklaren? Heeft de wetenschap een rol c.q. verantwoordelijkheid bij paradigma wisselingen in de samenleving en organisaties? Zo ja, op welke wijze kan de sociale wetenschappen (sociologie) een bijdrage leveren aan (opkomende) paradigma wisselingen?

Gabriël Anthonio is bijzonder hoogleraar Sociologie van Leiderschap, Organisaties en Duurzaamheid. Daarnaast is hij Voorzitter Raad van Bestuur van Verslavingszorg Noord Nederland (45 locaties, 850 medewerkers, 10.000 patiënten, per jaar). Zijn onderzoeksgroep bestaat uit ca. twaalf participanten, waarvan er tien formeel een onderzoeksproject doen. Een deel is afkomstig van de RUG, een deel vanuit de Stenden Hogeschool en een deel uit het werkveld. Vanuit deze leerstoel legt hij verbindingen tussen onderzoek en het werkveld.

Thursday March 10

D. Wayne Osgood (Pennsylvania State University): The Changing World of Friendship from Age 12 to 18: Findings from the PROSPER Peers Study

As youth enter adolescence their activities are closely monitored by adults, but by late adolescence they will spend much of their time with peers, unsupervised, and often far from home. I take advantage of the PROSPER Peers study's longitudinal data on friendship networks across ages 12 – 18 to document change across adolescence in peer relations and their relevance to substance use and delinquency. This presentation will discuss developmental change in key features of friendship patterns, including number of friends, unsupervised time spent with friends, rates of out-of-school friendships and romantic involvement, evolving amounts of homophily for various attributes, and changing correlates of attractiveness (indegree) and engagement (outdegree). The PROSPER Peers study is an especially valuable source for this fundamental descriptive information because it includes full within-grade social network data covering 9,000 – 11,000 respondents for each of 8 waves of data collected from students in two grade cohorts of 27 non-metropolitan school districts in Iowa and Pennsylvania.

D. Wayne Osgood is Professor of Criminology and Sociology at Pennsylvania State University, lead editor of the journal *Criminology*, and principal investigator of the PROSPER Peers Project. He received his master's and doctorate degrees in social psychology from the University of Colorado and his bachelor's degree in psychology from the University of California, Los Angeles. His current research interests include peers and delinquency, time use and offending, and crime and the life course.

Tuesday February 23

René Torenvlied ((Universiteit Twente): Evaluatie Nationale Crisisbeheersingsorganisatie MH17 N.B. De lezing wordt gegeven in de Nederlandse taal en is een besloten bijeenkomst uitsluitend bedoeld voor vakgenoten

Op 17 juli 2014 werd vlucht MH17 van Amsterdam naar Kuala Lumpur neergeschoten boven een conflictgebied in Oost-Oekraïne. Snel daarna trad de nationale crisisbeheersingsorganisatie in werking, die bedoeld is om interdepartementale crisisbeheersing te faciliteren bij crises die een of meer vitale belangen van de Nederlandse staat raken. Het Nationaal Handboek Crisisbesluitvorming stelt dat het functioneren van de nationale crisisbeheersingsorganisatie moet worden geëvalueerd. Minister Opstelten van Veiligheid en Justitie gaf, na kort overleg met de Tweede Kamer, het Wetenschappelijk Onderzoek- en Documentatiecentrum opdracht om deze evaluatie ter hand te nemen. De opdracht werd vervolgens uitbesteed aan een team van onderzoeker van de Universiteit Twente, onder leiding van René Torenvlied. Het onderzoek werd uitgevoerd tussen april 2015 en december 2015 en omvatte een deelonderzoek naar adequaatheid van de crisisbeheersing, een deelonderzoek naar nabestaanden, en een deelonderzoek naar overheidscommunicatie. Het rapport verscheen op 16 december 2015 en ontving veel aandacht in de media en Tweede Kamer. Ook nu nog is het onderzoek zeer actueel, mede vanwege discussies over de toegang tot bronnenmateriaal. In zijn lezing gaat Torenvlied, in de eerste plaats, in op de wijze waarop het evaluatieonderzoek is ingericht en uitgevoerd gegeven de zeer grote politiek-maatschappelijke gevoeligheid. Daarbij wordt ingegaan op de hoofdconclusies van het onderzoek. In de tweede plaats zal Torenvlied ingaan op enkele belangrijke thema's die op dit moment in Tweede Kamer en media spelen rond het onderzoek, waaronder de gehanteerde informatieprotocollen en toegang tot bronnenmateriaal.

René Torenvlied is als hoogleraar Publiek Management verbonden aan de Universiteit Twente. Eerder was hij als hoogleraar Bestuurskunde verbonden aan de Universiteit Leiden en bekleedde hij de James Coleman leerstoel aan de Rijksuniversiteit Groningen. Torenvlied doet onderzoek naar samenwerkingsvraagstukken in het publieke domein, waaronder veiligheidsvraagstukken, onderwijs, overheidscommunicatie, en sociaal beleid.