MARINO VAN ZELST

E: marino.vanzelst@wur.nl | Quantitative Veterinary Epidemiology | Department of Animal Sciences | Wageningen University & Research

Academic Employment

Postdoc at Quantitative Veterinary Epidemiology, Department of Animal Sciences, Wageningen University & Research (September 2021 – Present)

PhD Candidate: Department of Organization Studies, Tilburg University (September 2016 – Present)

Education

MSc	Research Master of Social and Behavioral Sciences, Tilburg University, NL (with distinction)	2016
	Premaster in Economics and Business Administration, Tilburg University, NL	2016
BSc	Bachelor in Organization Studies, Tilburg University, NL	2012

Research Interests

Infectious Disease Epidemiology
Behavioral Strategy
Adaptive Aspirations
Research Communication and Evaluation
Quantitative Research Methods

Biography

I am an infectious disease epidemiologist at Wageningen University, where I specialize in zoonotic transmission models and the estimation of intervention effectiveness during outbreaks.

My dissertation concerned the topic of how decision makers evaluate and act upon performance signals. I am actively involved in the professional community: I participate in knowledge exchange sessions with stakeholders and am a member of the expert panel 'COVID-19 dashboard and performance indicators' for the Dutch Department of Health. Moreover, I have been a member of the COVID19 Red Team NL which provides (unsolicited) advice to the cabinet and parliament on corona policy from a multidisciplinary behavioral perspective.

Research approach

My approach is mostly quantitative, although I include mixed methods in my research at times. For data collection, I have used multiple methods, such as experiments, surveys, experience sampling, social sensors (using RFID tags), webscraping, and archival data.

To analyze the data, I have used multiple techniques from a variety of approaches, including econometric and multilevel/hierarchical modeling, transmission models (SEIR), meta-analytic methods, as well as qualitative comparative analysis (QCA) and I have some experience in time series models.

Summary of my research

My current work focuses on the transmission of SARS-CoV-2 in long-term care facilities. Here, I estimate the force of infection on residents through visitors, healthcare workers, and other visitors. I also evaluate several interventions, such as a resident ban, face mask policy, and testing policy.

For my dissertation, I focus on the effect of performance indicators on organizational target-setting and policy changes. It focuses on how organizations learn from feedback of prior performance – e.g., how performance relative to peers instigates organizations' adaptive behavior. Furthermore, I include environmental dynamics in this research in which I study the external force on organizations and their adaptiveness. Next to that, I have worked on projects that include a more relational perspective on decision and policy making. I have worked on developing a modular academic publication system and developed social network-based metrics for evaluation and policy changes in this system.

I also focus on the integration of infectious disease modeling and statistical inference for policy making. This allows me to combine insights on the drivers of managerial decision making (*how decisions are made*) as well as substantive insights that can be derived from transmission models (*which decisions ought to be made*). The conjunction of this type of work will lead to policy interventions in the context of public health.

Peer Reviewed Journal Publications

Hartgerink, C. H. J., & **van Zelst, M.** (2018). "As-you-go" instead of "after-the-fact": A network approach to scholarly communication and evaluation. *Publications*, *6*(2), 21.

Bal, M. P., Dóci, E., Lub, X., van Rossenberg, Y., Nijs, S., Achnak, S., …, **van Zelst, M.** (2019). Manifesto for the future of work and organizational psychology. *European Journal of Work and Organizational Psychology*, *28*(3), 289-299.

van Dijk, H., & **van Zelst, M.** (2020). Comfortably Numb? Researchers' Satisfaction with the Publication System and a Proposal for Radical Change. *Publications, 8*(1), 14.

Jansen, R. J. G., & **van Zelst, M.** (2021). The multiple facilitator: Scientists, sages and rascals. *Simulation & Gaming, 52*(3), 273-289.

Mulder, B., Mooij, G., **van Zelst, M.**, & Friedrich, A. W. (2021). We moeten nu nog blijven testen, testen, testen. *Nederlands Tijdschrift voor Geneeskunde*, 165.

Manuscripts Under Review

van Zelst, M., Mannak, R., Oerlemans, L. (based on master's thesis). With whom do firms form ties? A meta-analysis on the influence of embeddedness and proximity on inter-organizational tie formation. Preprint
- Reject and resubmit at *Strategic Management Journal.*

Working Papers

Gopalakrishna, G, & **van Zelst, M.** Outbreak epidemiology. In L. M. Bouter et al. (Eds.), *Textbook of Epidemiology*.

Van Zelst, M., & Baidjoe, A. *Community-driven data science during an infectious disease outbreak.*

*Verver, H., **van Zelst, M.**, Lucas, G., & Meeus, M. (dissertation chapter) Understanding heterogeneity in the performance feedback - organizational responsiveness relationship: A meta-analysis. Preprint
* The first two authors contributed equally to the paper and are listed alphabetically

Jansen, R., **van Zelst, M.**, & Chappin, M. A configurational approach to strategic decision effectiveness.
* In preparation for submission to *Strategic Management Journal*

Van Zelst, M. (dissertation chapter). Managerial heterogeneity and performance expectations in aspirations updating.

Van Zelst, M. (dissertation chapter). Back to the future: Attention allocation among internal and external performance expectations

Professional publications

C19 Red Team NL (2020). *Veilige heropening van scholen.* Retrieved from: https://www.c19redteam.nl/wp-content/uploads/2020/09/Red-Team-Aanbevelingsrapport-Veilige-heropening-van-scholen-ZC.pdf

C19 Red Team NL (2020). *Lokale maatregelen: een tweede Hammer & Dance.* Retrieved from: https://www.c19redteam.nl/wp-content/uploads/2020/09/2020-09-27_-_Red_Team_-_Tweede_Hammer__Dance_V1.0.pdf

C19 Red Team NL (2020). *Vieren we dit jaar samen oud en nieuw?* Retrieved from: https://www.c19redteam.nl/wp-content/uploads/2020/10/2020-10-10-Red-Team-Een-nieuwe-crisisaanpak.pdf

C19 Red Team NL (2020). *Voorkom de derde golf*. Retrieved from: https://www.c19redteam.nl/wp-content/uploads/2020/10/2020-10-22_-_Voorkom_de_derde_golf.pdf

Teaching

Organization Studies: Undergraduate level
* Research in Organizations 2016-2020 (overall evaluation 4.7/5)
  * *Awarded Teaching Award for best undergraduate course in Organization Studies (2018/2019)*
* Introduction to Organization Studies 2017/2020 (overall evaluation 4.0/5)
* Supervision of 8 Bachelor Theses 2018-2020 (overall evaluation 4.5/5)
* Strategic Decision Making 2018-2020 (overall evaluation 4.1/5)
* Academic Skills 2019 (overall evaluation 4.1/5)
* Empirical Research in Organization Studies 2020 (overall evaluation 4.4/5)
* Strategy and Organization 2020 (overall evaluation 4.3/5)

Organization Studies: Graduate level
* Evidence-based Intervention 2019-2020 (overall evaluation 4.2/5)
* Interorganizational relationships 2020 (evaluation pending)
* Supervision of 8 Master Theses 2020 (overall evaluation 4.6/5)

Research Master Social and Behavioral Sciences: Graduate level
- Research Ethics 2018-2020 (overall evaluation 4.8/5)

Professional Service
Ad-hoc reviewer for Team Performance Management
Ad-hoc reviewer for Publications
Conference reviewer for AOM Annual Meeting (2016-present)
Member of the Academy of Management

Conference Presentations
Van Dijk, H., & **van Zelst, M.** (2019). Work and Organizational Psychology Researchers' Satisfaction with the Publication System.
- Presented at Academy of Management Annual Meeting, Boston, MA, 2019.

Verver, H., **van Zelst, M.**, Lucas, G. J. M., & Meeus, M. T. H. Performance feedback and innovative search: An empirical review
- Presented at Academy of Management Annual Meeting, Boston, MA, 2019.

Verver, H., **van Zelst, M.**, Lucas, G. J. M., & Meeus, M. T. H. Understanding heterogeneity in the performance feedback - organizational responsiveness relationship: A meta-analysis.
- Presented at Academy of Management Annual Meeting, Chicago, IL, 2018.

Van Zelst, M., van Dijk, H., & Hartgerink, C. H. J. 'As-you-go' instead of 'after-the-fact' in work and organizational psychology. Presentation
- Presented at European Association for Work and Organizational Psychology, Breda, NL, 2018

Jansen, R. J. G., **van Zelst, M.**, Chappin, M. M. H. & van Laerhoven, A. H. B. Strategic decision effectiveness: Toward a configurational perspective.
- Presented at Academy of Management Annual Meeting, Atlanta, GA, 2017.

van Zelst, M., Mannak, R., Oerlemans, L. With whom do firms form ties? A meta-analysis on the influence of embeddedness and proximity on inter-organizational tie formation. Presentation
- Presented at European Group of Organization Studies, Copenhagen, Denmark, 2017

van Zelst, M., & Dodoiu, G., Curseu, P. L., Meeus, M. T. H. Choosing a new interorganizational partner: Would you like performance, connectivity or homophily?
- Presented at International Network for Social Network Analyses, Brighton, UK, 2015

Van Zelst, M., & Dominguez Alvarez, L. Idea generation dynamics in an emergent social network.
- Presented at International Network for Social Network Analyses, Tampa Bay, FL, 2014

Non-peer reviewed publications

Van Zelst, M., & Hartgerink, C. H. J. (2013, October 12). Geslotenheid leidt tot slodderwetenschap [*Closed science leads to sloppy science*]. *NRC Handelsblad*, p. Opinie & Debat, p. 9. Retrievable from: http://www.nrc.nl/handelsblad/van/2013/oktober/12/geslotenheid-leidt-tot-slodderwetenschap-1303480

Van Zelst, M., & Hartgerink, C. H. J. (2016, February 20). Guerilla open access: Assessing the use of #icanhazpdf. Retrievable from: [Blogpost](#), [GitHub](#)

Invited presentations

Van Zelst, M. (2020). The value of social and behavioral sciences during a pandemic. [Presentation](#).
- Presented at the Tilburg School of Social and Behavioral Sciences, Tilburg University, Tilburg, NL, November 23, 2020.

Van Zelst, M. (2020). Fighting the coronavirus as social scientists: Yes, we can.
- Presented at the Amsterdam Leadership Lab, Vrije Universiteit, Amsterdam, NL, November 16, 2020.
- Recorded and uploaded to [Youtube](#)

Van Zelst, M., & van Dijk, H. Revolutionizing academic publishing. Recorded and uploaded to [YouTube](#)
- Presented at the Big-Do-It-Yourself Publishing Event, Tilburg University, Tilburg, NL, October 22, 2019

Van Zelst, M. Credibility and reproducibility in economics & management.
- Presented at Tilburg School of Economics and Management, Tilburg, NL, June 11, 2019

Jansen, R., **van Zelst, M.**, & Chappin, M. A configurational approach to strategic decision effectiveness.
- Presented at department of Technology Management and Economics, Chalmers University of Technology, Göteborg, Sweden, February 4, 2019.

Van Zelst, M. The future of research communication and evaluation: An interactive thought experiment. [Presentation](#)
- Presented at Annual Retreat of the Graduate School of Neuroscience, Zeist, NL, November 22, 2018

Van Zelst, M., & Annema, H**.** Open science as a daily process. [Presentation](#)
- Presented at the Tilburg University PhD Day, Tilbug, NL, March 9, 2018

Van Zelst, M., & Hartgerink, C. H. J. Re-envisioning a future in scholarly communication: A network approach. [Presentation](#)
- Presented at Institute of Psychology, Technical University of Chemnitz, Chemnitz, Germany, November 1, 2017.

Van Zelst, M. Data management: Transparency and reproducibility. [Presentation](#)
- Presented at Department of Human Resource Studies, Tilburg University, Tilburg NL, December 14, 2017.

Van Zelst, M., Mannak, R. S., & Oerlemans, L. A. G. Convenience-driven factors in tie formation: A meta-analysis of the influence of embeddedness and proximity in the formation of interorganizational relationships. [Presentation](#)
- Presented at Academic Centre of Evolutionairy Demography, University of Antwerp, Antwerp, Belgium, January 26, 2016.