

March, 2021

**Ward van Zoonen Ph.D.**  
**Curriculum Vitae**

Associate Professor  
Organizational Dynamics in the Digital Society  
Erasmus University

Post Doctoral Researcher  
Department of Language and Communication Studies  
University of Jyväskylä

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Gender: Male  
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**Summary**

After obtaining my Ph.D. focusing on employees' use of social technologies, my work has emphasized the study of emergent and advanced technologies in the context of organizing. I have paid specific attention to issues related to communication and behavioral visibility, as well as to how employees organize their connectivity to work across time and space. Currently, my research focuses on questions related to job conditions in the gig economy, specifically, related to platform work.

**Current Position and Previous Work Experience**

- **Associate Professor** Organizational Dynamics in the Digital Society at Erasmus University (September 2021 – Present). *Teaching focuses on the impact of advanced technologies on the present and future of work. My research focuses on understanding the job conditions and work experiences of workers in new labor relationships such as platform workers.*
- **Post-Doctoral Researcher** at the department of language and communication studies at the University of Jyväskylä (January 2019 – Present). *My research contributes to the Academy of Finland projects of professor Anu Sivunen and focuses on the causes and consequences of the adoption of enterprise social media and other collaborative tools in global companies.*
- **Assistant Professor** at the Amsterdam School of Communication Research (ASCoR) at the University of Amsterdam (June 2017 – August 2021). *Teaching focuses broadly on organizational behaviour and communication at*

*the undergraduate and graduate level. Research interests focus on the impact of evolving digital media and communication in organizational life, particularly in global and remote work contexts.*

- **PhD Candidate** at the University of Amsterdam (September 2014 – June 24, 2017). *The dissertation is about social media use in the workplace. The research focuses on the content, causes, and consequences related to the use of public social media in the workplace.*
- **Visiting Researcher** at the Department of Communication, University of California, Santa Barbara September (November 2016). *Working on research focused on the consequences of information and communication technologies in the workplace. Collaborated with Professor Ronald Rice on several projects.*
- **Lecturer** Corporate Communication at the University of Amsterdam (August 2013 – August 2014). *Teaching theory and methodological courses in the field of corporate communication at both the graduate and undergraduate level.*
- **Research Assistant** (September 2012 – August 2013). *Working on a cross-European project (ECOPSI) focused on the current and future state of the communication profession. My tasks involved research on communication skills and competences of communication professionals. And valorization of research findings to academia, practice, and the media.*

## **Teaching Experience**

### ***Highlighted courses***

- **Artificial Intelligence in the workplace (graduate level)** 2019 – present (University of Jyväskylä)
  - *The main aim of this seminar is to acquire theoretical and empirical knowledge about the adoption and consequences of artificial intelligence in organisations. The theoretical knowledge is acquired from scientific literature, tutorials and lectures on the subject. Students will be asked to interpret, apply and reflect on the theories and studies in writing assignments, discussions, and/or presentations.*
- **Strategic communication in organizations (graduate level)** 2015 – present (latest student evaluation of January 2020; 9 on a 10-point scale)

- *The main aim of this seminar is to acquire theoretical and empirical knowledge about strategic communication within organizations. Among other topics, we discuss the role information and communication technologies in various work contexts including global and remote work.*
- **Organizational behavior and communication (graduate level) 2019 – present.**
  - *To a large extent, the performance of organizations depends on the behaviors of its employees. In this course students learn about organizational behavior by gaining in-depth understanding of a variety of organizational behaviors and the ways in which organizational environments constrain or motivate these behaviors.*

#### *Other courses*

- **Research practice Seminar (graduate level) 2015 – present**
- **Graduation seminar (undergraduate level) 2013 – present**
- **Content analysis (Research Master program, graduate level) 2013 – 2014**
- **Qualitative research methods (undergraduate level) 2013 – 2014**
- **Communication ethics (undergraduate level) 2013 – 2014**
- **Mass media and Society (undergraduate level) 2013 – 2014**
- **Survey Design (undergraduate level) 2013 – 2014**
- **Content Analysis (undergraduate level) 2013 – 2014**

#### *Individual Supervision*

- **Ph.D. Thesis co-supervisor 2019 – present**  
Kaisa Pekkala, School of Business and Economics, University of Jyväskylä, Finland – *The constituents of organizational communication capability in the digital era – exploring employees' communication role in knowledge-intensive organizations.*
- **Ph.D. Thesis co-supervisor 2019 – present**  
Camilla Suortti, Department of Language and Communication studies, University of Jyväskylä, Finland. – *Communication technology use and work-life boundary management: Navigating a boundaryless world.*
- **Supervision of graduate and under-graduate students**

I have supervised over 60 students on their BSc and MSc theses at the University of Amsterdam.

- **Internships coordination**

I have guided 15 BSc and MSc students on their internships at University of Amsterdam.

### **Research Funding**

- **Travel grants** from the Ph.D. fund of the University of Amsterdam (€ 4.800)
- **Early Completion Bonus** I received an early completion bonus for my dissertation project (€ 3.000).
- **Research visit grant** I obtained a grant to support my research visit to the University of California at Santa Barbara (€ 5.000).
- **Research grant** Stimuleringsfonds voor de media. Co-researcher on *The News Value of Corporate PR* (€ 32.349)
- **Research grant** Stichting Wetenschappelijk Onderzoek Commerciële Communicatie (SWOCC). Co-researcher on a project examining *AI-based technologies in customer service departments* (€ 23.000)
- **Research grant** Various research projects on funded by the Amsterdam School of Communication Research, University of Amsterdam (€ 6.162).

### **Work on Funded Projects**

- **Researcher on Paris Project** (PI: Professor Anu Sivunen). PARIS project is an Academy of Finland funded project on Paradoxes and tensions in employees' information sharing on social media (€ 415.685).
- **Researcher on Globound Project** (PI: Professor Anu Sivunen). The Globound project is funded by the Finnish Work Environment Fund and investigates organizational knowledge sharing in a timeless, spaceless, and boundaryless work environment. In effect studying knowledge across *global boundaries* (€ 200.000).
- **Researcher on FutuREmote** (PI: Professor Kirsimarja Blomqvist). FutuREmore is a consortium project funded by Business Finland. We study knowledge workers' adaptation to remote work in various workplace configurations and digital workplace contexts (€ 74.790).

### Education and Degrees

- **Ph.D.: Doctor of Philosophy in Communication Science** (2014 – 2017), Amsterdam School of Communication Research at the University of Amsterdam. Dissertation: *Understanding Social Media Use for Work: Causes, Content, and Consequences*. Public defense date 23 June, 2017.
- **MSc.: Research Master in Communication Science** (2011 – 2013), University of Amsterdam. Specialization in Corporate Communication. GPA: 8.0
- **BSc.: Bachelor in Communication Science** (2009 – 2011), University of Amsterdam
- **BBA.: Bachelor in Business Administration** (2005 – 2009), Amsterdam University of Applied Sciences (HvA), specialising in marketing and economics

### Additional Courses and Skills

- **Teaching Qualification (BKO)** – In the Fall of 2020 I completed the teaching qualification course. *The course covers topics such as: activating teaching, lesson design, presentation skills, test construction, supervision skills and evaluation. More information on the course is available at: <https://learnacademy.vu.nl/nl/opleidingen-cursussen/cursus-bko-course-for-uva-lecturers/index.aspx>.*
- **Advanced course in Multilevel Modeling** – Summer school Universiteit Utrecht (2019). *Summer course provided by Mirjam Moerbeek. The course is aimed at understanding the theoretical, methodological, and statistical issues related to multi-level modelling. (equivalent to 1 ECTS)*
- **Introduction to Multilevel Modeling** – Summer school Universiteit Utrecht (2019). *Summer course provided by Mirjam Moerbeek. The course is aimed at understanding the theoretical, methodological, and statistical issues related to multi-level modelling. (equivalent to 1 ECTS)*
- **Causal Modeling Using Stata** – Summer course Vrije Universiteit Amsterdam (2012). *Summer course provided by Pete Diprete (Columbia*

*University), introducing causal inference for point and time varying treatments. Topics included: regression and causality, matching and instrumental variable estimators of causal effects, fixed effects, differences-in-differences and panel data. Course was successfully completed (equivalent to 3 ECTS).*

- Advanced knowledge of computer programs  
*Advanced knowledge of statistical programs (e.g. SPSS, AMOS, EQS, Mplus, STATA)*  
*Working knowledge of content analysis tools (e.g. AtlasTi, dtsearch)*  
*Advanced knowledge of data gathering tools (e.g. LexisNexis, Wikiscraper, Topsy, Coosto)*  
*Basic knowledge of programming language Python*
- Languages: Dutch (native) and English

### **Awards**

7. Top paper in organizational communication at the 71st International Communication Association Conference (Virtual Conference), May 2021.
6. Top paper in organizational communication at the 106th National Communication Association Conference in Indianapolis, Indiana, USA (virtual conference), November 2020.
5. Top downloaded article 2017-2018 of *New Technology, Work and Employment* (Wiley Publishing).
4. Top paper in organizational communication at the 68<sup>th</sup> International Communication Association Conference in Prague, Czech Republic, May, 2018.
3. Best student paper in organizational communication at the 103<sup>rd</sup> National Communication Association Conference in Dallas, Texas, USA, November 2017.
2. Top paper in organizational communication at the 103<sup>rd</sup> National Communication Association Conference in Dallas, Texas, USA, November 2017.
1. Top paper in organizational communication at the 66<sup>th</sup> International Communication Association conference in Fukuoka, Japan, June 2016.

### **Academic Publications**

25. **van Zoonen, W.**, Sivunen, A., & Treem, J.W. (2021). Technology Assisted Supplemental Work: A Multilevel Analysis of Perpetual Work Practices. *Journal of Organizational Behavior*. 1-18. <https://doi.org/10.1002/job.2538>
24. **van Zoonen, W.**, Sivunen, A., Blomqvist, K., Olsson, T., Ropponen, A., Henttonen, K., & Vartiainen, M. (2021). Factors influencing adjustment to remote work: Employees' initial responses to the covid-19 pandemic. *International Journal of Environmental Research and Public Health*, 18(13), 6966.
23. **van Zoonen, W.** & ter Hoeven, C. L. (2021). Disruptions and Mental Health during the COVID-19 Pandemic: Comparing Stressors for Employees conducting essential and nonessential work. *Journal of Business and Psychology*
22. Pekkala, K., & **van Zoonen, W.** (2021). Work-related social media use: The mediating role of social media communication self-efficacy. *European Management Journal*. <https://doi.org/10.1016/j.emj.2021.03.004>
21. **van Zoonen, W.**, Sivunen, A., & Rice, R. E. (2020). Boundary communication: how smartphone use after hours is associated with work-life conflict and organizational identification. *Journal of Applied Communication Research*, 48(3), 372-392.
20. ter Hoeven, C. L., & **van Zoonen, W.** (2020). Helping others and feeling engaged in the context of workplace flexibility: The importance of communication control. *International Journal of Business Communication*, 1-22. Doi: 10.1177/2329488419898799.
19. Büchler, N., ter Hoeven, C. L., & **van Zoonen, W.** (2020). Understanding constant connectivity to work: How and for whom is constant connectivity related to employee well-being?. *Information and Organization*, 30(3), 1-20. Doi: 10.1016/j.infoandorg.2020.100302.
18. **van Zoonen, W.**, & Sivunen, A. (2020). Knowledge brokering in an era of communication visibility. *International Journal of Business Communication*, 1-18. Doi: 10.1177/2329488420937348.
17. Schafraad, P., & **van Zoonen, W.** (2020). How news values in corporate press release influence journalistic capital investment. *Communications: The European Journal of Communication Research*, 45(s1), 718-743.
16. Araujo, T., van Zoonen, W., & ter Hoeven, C. L. (2019). *Automated one-2-one communication: the uses and adoption of conversational agents (Chatbots) in and*

by organizations (SWOCC; Vol. 73). Amsterdam: Stichting Wetenschappelijk Onderzoek Commerciële Communicatie.

15. **van Zoonen, W.**, & Treem, J.W. (2019). The role of organizational identification and the desire to succeed in employees' use of personal twitter accounts for work. *Computers in Human Behavior*, 100, 26-34. Doi: 10.1016/j.chb.2019.06.008
14. Rice, R. E., Heinz, M., & **van Zoonen, W.** (2019). A public goods model of outcomes from online knowledge sharing mediated by mental model processing. *Journal of Knowledge Management*, 23(1), 1-22. Doi: 10.1108/JKM-06-2018-0360
13. **van Zoonen, W.**, & Banghart, S. G. (2018). Talking engagement into being: A three-wave panel study linking boundary management preferences, work communication on social media, and employee engagement. *Journal of Computer-Mediated Communication*, 23(5), 278-293. Doi: 10.1093/jcmc/zmy014
12. **van Zoonen, W.**, Bartels, J., van Prooijen, A. M., & Schouten, A. P. (2018). Explaining online ambassadorship behaviors on Facebook and LinkedIn. *Computers in Human Behavior*, 87, 354-362.
11. **van Zoonen, W.**, & Rice, R. E. (2017). Paradoxical implications of personal social media use for work. *New Technology, Work, and Employment*, 32(3), 228-246.
10. **van Zoonen, W.**, Verhoeven, J. W. M., & Vliegthart, R. (2017). Understanding the consequences of social media use for work. *European Management Journal*, 35(5), 595-605.
9. **van Zoonen, W.**, Verhoeven, J. W. M., & Vliegthart, R. (2016). Social media's dark side: Inducing boundary conflicts. *Journal of Managerial Psychology*, 31(8), 1-15.
8. **van Zoonen, W.**, & van der Meer, G. L. A. (2016). Social media research: The application of supervised machine learning in organizational communication research. *Computers in Human Behavior*, 63, 132-141. Doi: 10.1016/j.chb.2016.05.028
7. Schaafraad, P., **van Zoonen, W.**, & Verhoeven, P. (2016). The news value of Dutch corporate press releases as a predictor of corporate agenda building power. *Public Relation Review*, 42(3), 451-458. Doi: 10.1016/j.pubrev.2015.11.014



6. **van Zoonen, W.**, Verhoeven, J. W. M., & Vliegenthart, R. (2016). How employees use Twitter to talk about work: A typology of work-related tweets. *Computers in Human Behavior*, 56, 329-339. Doi: 10.1016/j.chb.2015.09.021
5. ter Hoeven, C. L., **van Zoonen, W.**, & Fonner, K. L. (2016). The practical paradox of technology: The influence of communication technology on employee well-being, *Communication Monographs*, 83(2), 239-263. Doi: 10.1080/03637751.2015.1133920
4. ter Hoeven, C. L., & **van Zoonen W.** (2015). Flexible work designs: Helping or hindering employee well-being? Testing the autonomy paradox. *New Technology, Work and Employment*, 30(3), 237-255. Doi: 10.1111/ntwe.12052
3. **van Zoonen, W.**, & van der Meer, G. L. A. (2015). Crisis communication in a socially mediated era. *Journal of Public Relations Research*, 27(5), 371-388. Doi: 10.1080/1062726X.2015.1062382
2. **van Zoonen, W.**, van der Meer, G. L. A., & Verhoeven, J. W. (2014). Employees work-related social-media use: His master's voice. *Public Relations Review*, 40(5), 850-852. Doi: 10.1016/j.pubrev.2014.07.001
1. **van Zoonen, W.**, Verhoeven, J. W. M., & Elving, W. J. L. (2014). Understanding employees' work-related social media use: An extension of theory of planned behavior. *International Journal of Management, Economics and Social Sciences*, 3(4), 164-183.

### **Invited Talks and Workshops**

15. **van Zoonen, W.** Social media's dark side. Implications for organizations. Guest lecture, to Graduate class on Organizations and Technology, University of Jyväskylä, February 2021.
14. **van Zoonen, W.** Research consulting sessions related to internal communication strategies and the role of information and communication technologies (Elisa, Helsinki Finland, February 2021).
13. **van Zoonen, W.** Several presentations and half-day workshops on embedded research project. Topics include: (1) from implementation to adoption of social technologies; (2) optimizing knowledge sharing through organizational ICTs; (3) managing dysfunctional states of connectivity (Cargotec Ltd. Helsinki Finland, August 2019 – March 2020).

12. **van Zoonen, W.** Research consulting sessions related to brand ambassador programs and online stakeholder management (Connected Circles, Amsterdam Netherlands, Fall 2019).
11. **van Zoonen, W.** Several presentations and half-day workshops on embedded research project, topics include: (1) managing the drawbacks of enterprise collaboration platforms; (2) fostering social and interpersonal relationships in global teams; (3) reporting results and insights from longitudinal survey studies and interviews. (Neste Ltd. Helsinki Finland, January 2019 – December 2020).
10. **van Zoonen, W.** 2-day Workshop Structural Modeling and Quantitative Research Methods in Communication studies. Graduate and doctoral students University of Jyväskylä, January 2020.
9. **van Zoonen, W.** Research consulting sessions related to internal communication strategies and the role of information and communication technologies (Futurice, Helsinki Finland, August 2020).
8. **van Zoonen, W.** Several presentations and consulting sessions related to internal communication strategies and the role of information and communication technologies (KLM, Amsterdam Netherlands, June 2020 – Present).
7. **van Zoonen, W.** Research consulting sessions related to internal communication strategies and the role of information and communication technologies (Elisa, Helsinki Finland, February 2021).
6. **van Zoonen, W.** Mentor, graduate student research colloquium. Department of Communication, University of Jyväskylä, Finland, March 2020.
5. **van Zoonen, W.** Mentor, graduate student research colloquium. Department of Communication, University of Jyväskylä, Finland, October 2019.
4. **van Zoonen, W.** Understanding the paradoxes of Organizational ICTs. Guest lecture, to 2 Graduate classes on Organizations and Technology, University of Jyväskylä, March 2019.
3. **van Zoonen, W.** Organizer/Chair/discussant, Preconference Panel: Information and communication technology use in organizations. Organizational communication division. EtMaal 2017 Conference: Innovative methods in communication research. The Netherlands Flanders Communication Association. Tilburg, The Netherlands, January 26-27.
2. **van Zoonen, W.** The potential of social media technologies in the workplace, invited talk at DnB NOR (Norwegian bank headquartered in Oslo), May 2015.

1. **van Zoonen, W.** Discussant, participant in roundtable discussion on social media in organizations (Emerce – The Social Conference), Pakhuis de Zwijger, Amsterdam, The Netherlands, October 2015.

**(reviewed) Conference Contributions** (*Selection*)

42. **van Zoonen, W.**, Treem, J. W., & Sivunen, A. (2020). Driven by fear: An analysis of fear factors predicting ESM platform use. Paper presented at the 106<sup>th</sup> Annual National Communication Association (NCA) convention, Indianapolis, Indiana, USA. **Received top paper award in the organizational communication division.** (virtual conference)
41. Treem, J. W., **van Zoonen, W.**, & Sivunen, A. (2020). Examining communication visibility and social technology platform use in organizations. Paper presented at 80<sup>th</sup> Academy of Management Conference, Vancouver, BC, Canada. (virtual conference)
40. Sivunen, A., Gibbs, J. L., & **van Zoonen, W.** (2020). Technology, norms, and engagement: Understanding the drivers of constant connectivity in global work. Paper presented at the 71<sup>st</sup> Annual Conference of the International Communication Association (ICA), Gold Coast, Australia. (virtual conference)
39. **van Zoonen, W.** & Sivunen, A (2020). Driven by fear: An analysis of fear factors predicting enterprise social media use. Paper to be presented at the European Communication Research and Education Association (ECREA) Conference. Braga, Portugal
38. Araujo, T., **van Zoonen, W.**, & ter Hoeven, C. L. (2020). Human-Machine Communication in the Everyday (Consumer) Life: Factors Influencing Customer Service Chatbot Usage. Paper presented at the 71<sup>st</sup> Annual Conference of the International Communication Association (ICA), Gold Coast, Australia. (virtual conference)
37. Gibbs, J. L. **van Zoonen, W.**, & Sivunen, A. (2019). Understanding connectivity. Paper presented at the ‘Promoting Well-being in Virtual Work symposium’ at the 79<sup>th</sup> Academy of Management Conference, Boston, MA, USA.
36. **van Zoonen, W.** (2019). Knowledge brokering in an era of communication visibility. Paper presented at the WORK Conference, Helsinki, Finland.
35. **van Zoonen, W.** (2019, June). Keynote: Leveraging social media in the workplace. Invited talk at Connected Circles. Amsterdam Netherlands. June 5<sup>th</sup>

34. **van Zoonen, W.** (2019). Technology assisted supplemental work: A multilevel analysis of perpetual work practices. Paper presented at the 69<sup>th</sup> Annual Conference of the International Communication Association (ICA), Washington D.C., USA.
33. Araujo, T., **van Zoonen, W.**, & ter Hoeven, C.L. (2019). AI as a customer service team member? Exploring the deployment of conversational agents in business-to-consumer contexts. Paper presented at the 69<sup>th</sup> Annual Conference of the International Communication Association (ICA), Washington D.C., USA.
32. **van Zoonen, W.**, Sivunen, A., & Rice R. E. (2019). Communication technology use after hours: Finding comfort in boundary-spanning communication. Paper presented at the 69<sup>th</sup> Annual Conference of the International Communication Association (ICA), Washington D.C., USA.
31. Buchler, N., ter Hoeven, C. L., & **van Zoonen, W.** (2019). Understanding Constant Connectivity to Work: How and for Whom is Constant Connectivity Related to Employee Well-Being. Paper presented at the 69<sup>th</sup> Annual Conference of the International Communication Association (ICA), Washington D.C., USA.
30. **van Zoonen, W.**, Bartels, J., van Prooijen, A. M., & Schouten, A. P. (2018). Predicting employees' online ambassadorship behaviors on Facebook and LinkedIn. Paper presented at the 68<sup>th</sup> Annual Conference of the International Communication Association (ICA), Prague, Czech Republic. **Received top paper award in the organizational communication division.**
29. **van Zoonen, W.** (2018). The meaning of work and job insecurity in an era of technological ubiquity. Paper presented at the 68<sup>th</sup> Annual Conference of the International Communication Association (ICA), Prague, Czech Republic.
28. Schafraad, P. & **van Zoonen, W.** (2018). How news values in corporate press release influence journalistic capital investment. Paper presented at the 68<sup>th</sup> Annual Conference of the International Communication Association (ICA), Prague, Czech Republic.
27. Büchler, N., ter Hoeven, C. L., & **van Zoonen, W.** (2018). The always-connected age of modern technology: Constant connectivity to work and its relationship to employee well-being. *Paper presented at the EAWOP SGM Working Anywhere Anytime, Leuven, Belgium.*
26. **van Zoonen, W.**, Bartels, J., van Prooijen, A. M., & Schouten, A. P. (2018). Predicting employees' online ambassadorship behaviors on Facebook and

LinkedIn. Etmaal voor de Communicatiewetenschap, February 8-9, 2017, Ghent, Belgium.

25. Bartels, J., Schouten, A. P., van Prooijen, A. M., & **van Zoonen, W.** (2018). Should I speak or should I listen? The role of organizational Facebook communication in employees' electronic word of mouth. Paper presented at Etmaal voor de Communicatiewetenschap, February 8-9, 2017, Ghent, Belgium.
24. ter Hoeven, C. L., & **van Zoonen, W.** (2017). The workplace flexibility-engagement relationship through helping behavior: The role of ICT. Academy of Management Proceedings, Academy of Management Briarcliff Manor, NY 10510.+
23. ter Hoeven, C. L., & **van Zoonen, W.** (2017). The relationship between workplace flexibility and engagement through helping: The buffering effect of technology use. Paper presented at the 67<sup>th</sup> Annual Conference of the International Communication Association (ICA), San Diego, USA.
22. **van Zoonen, W.**, & Rice, R. E. (2017). Paradoxical implications of personal social media use for work. Paper presented in the B.E.S.T. paper session organizational communication at the 67<sup>th</sup> Annual Conference of the International Communication Association (ICA), San Diego, USA.
21. **van Zoonen, W.**, & Banghart, S. (2017). Talking engagement into being: A three wave panel study of boundary management preferences, work-related social media use, and employee engagement. Paper presented at the 67<sup>th</sup> Annual Conference of the International Communication Association (ICA), San Diego, USA.
20. **van Zoonen, W.**, & Banghart, S. (2017). What comes first social media use for work or engagement? A three-wave panel study. Paper presented at the 103<sup>rd</sup> National Communication Association (NCA) conference, Nov 16-19, Dallas, United States. **Received both top paper award and top student paper award in the organizational communication division.**
19. **van Zoonen, W.** (2017). What comes first social media use for work or engagement? A three-wave panel study. Paper presented at Etmaal voor de Communicatiewetenschap, February 3-4, 2016, Tilburg, Netherlands.
18. **van Zoonen, W.** (2017). The shackles of freedom: Paradoxical consequences of personal social media use for work. Paper presented at Etmaal voor de Communicatiewetenschap, February 3-4, 2016, Tilburg, Netherlands.

17. **van Zoonen, W.** (2016). Social media's dark side: Inducing boundary conflicts. Paper presented at 66th conference of the International Communication Association, June 6-12, Fukuoka, Japan. **Received top student paper award in the organizational communication division.**
16. **van Zoonen, W.** (2016). Twitter at work: The role of career commitment and organizational engagement in work related communication technology use. Paper presented at 66th conference of the International Communication Association, June 6-12, Fukuoka, Japan.
15. **van Zoonen, W.** (2016). Social media's dark side. Corporate communication: an international conference, June 2-4, New York, United States.
14. **van Zoonen, W.** (2016). Two sides of the same coin: Identifying social media related demands and resources. Poster presentation at 66th conference of the International Communication Association, June 6-12, Fukuoka, Japan
13. **van Zoonen, W.** (2016). Two sides of the same coin: Identifying social media related demands and resources. Paper presented at Etmaal voor de Communicatiewetenschap, February 3-4, 2016, Amsterdam, Netherlands.
12. **van Zoonen, W.** (2016). The role of motivation and organizational identification in work related social media use. Paper presented at Etmaal voor de Communicatiewetenschap, February 3-4, 2016, Amsterdam, Netherlands.
11. **van Zoonen, W.** (2015, October). Round table discussion on the effects of social media for work. Invited panel member at the social conference, Amsterdam
10. **van Zoonen, W.** (2015, May). The potential of social media technologies in the workplace, Invited talk at DnB NOR (Norwegian bank headquartered in Oslo).
9. Schafraad, P., & **van Zoonen, W.** (2015). Do news factors in corporate press releases influence the way journalists treat these press releases? Paper presented at the Future of Journalism, September, 10-11, Cardiff, Wales.
8. **van Zoonen, W.**, Verhoeven, J. W. M., & Vliegenthart, R. (2015). Work-related social media content: The socially mediated workplace. Paper presented at 65th conference of the International Communication Association, May 20-25, San Juan, Puerto Rico.
7. ter Hoeven, C., **van Zoonen, W.**, & Fonner, K. I. (2015). The practical paradox of technology: The influence of communication technology on employee well-being. Paper presented at 65th conference of the International Communication Association, May 20-25, San Juan, Puerto Rico.

6. **van Zoonen, W.**, & van der Meer, G. L. A. (2015). Crisis communication in a socially mediated era. Paper presented at Etmaal voor de Communicatiewetenschap, February 3-4, 2015, Antwerp, Belgium.
5. **van Zoonen, W.**, Verhoeven, J. W. M., & Elving, W. J. L. (2014). Explaining employees' work-related social-media use. Paper presented at Etmaal voor de Communicatiewetenschap, February 3-4, 2014, Wageningen, Netherlands.
4. ter Hoeven, C., & **van Zoonen, W.** (2014). Flexible work designs and employee well-being. Paper presented at 64th conference of the International Communication Association, May 22-26, 2014, Seattle, United States.
3. Elving, W. J. L., Valentini, C. L., & **van Zoonen, W.** (2014). SOS: Send our stuff? Social media engagement of big European corporations. Paper presented at Euprera Conference, September, 11-13, Brussels, Belgium.
2. Elving, W. J. L., Valentini, C. L., & **van Zoonen, W.** (2014). Old wine in new bottles? About social media use of corporations. Paper presented at 27th Bled.com conference, June 19-22, Bled, Slovenia.
1. **van Zoonen, W.**, Valentini, C., & Elving, W. J. L. (2013). CSR communication, dialogue strategies and social media: An empirical investigation of top corporations use of social media. Paper presented at the 2nd CSR Communication conference, September 18-20, Aarhus, Denmark.

#### **Other Publications** (*selection*)

15. **van Zoonen, W.** (2021). Remote work and public service employees in Finland: Lessons learned during the pandemic. Report to Finnish Parliament, Helsinki Finland.
14. **van Zoonen, W.** (2020). Data briefing for The Economist Documentary Series. Producer Anna Bucks, journalistic support Katie Bishop.
13. **van Zoonen, W.** (2020). *Remote work in Finland during the COVID-19 pandemic (Etätyö Suomessa koronaviruspandemian aikana)*. Helsinki Finland. (publicly available at: <https://futuremote.fi/wp-content/uploads/2020/12/Etatyö-Suomessa-koronaviruspandemian-aikaan-2020.pdf>)
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#### ***Websites for research valorization***

4. <http://organisationaldynamics.nl/en> project website related to the research activities of organizational dynamic in the digital society.



3. <https://futuremote.fi/> Project website for the FutuREmote research group. Website is used to share insights from research to non-academic audiences and connect with business partners and collaborators.
2. <https://cocodigiresearch.com/> Project page for the research group Communication and Collaboration on Digital Platforms. Website is used to communicate and connect with a variety of stakeholders and publics about research primarily within the PARIS and Globound projects.
1. <http://www.wardvanzoonen.nl/> personal website with updates on my scholarly interests and work.

## **Academic Service**

### **Journal Referee**

*Reviewing manuscripts in the field of organizational communication, with a focus on information and technology use in the workplace and structural research designs.*

- *Communication Research*
- *Computers in Human Behaviour*
- *Corporate Communications: An international journal*
- *Information & Management*
- *International Journal of Human Resource Management*
- *Journal of Business Ethics*
- *Journal of Communication*
- *Journal of Computer-Mediated Communication*
- *Journal of Public Relations Research*
- *Management Communication Quarterly*

### **Conference referee**

- Dutch & Flanders Communication Conference
- International Communication Association: Organizational Communication Division

### **Committees and other services**

- Member Ethics Review Board at the Amsterdam School of Communication Research, University of Amsterdam
- Internship Coordinator for professional research master track, Organizational Communication

- Member of search and selection committee for secretary and representative roles at International Communication Association

### **Memberships**

- NeFCA Netherlands and Flanders Communication Association
- International Communication Association
- Academy of Management