

SÉBASTIEN MENA

Hertie School

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ACADEMIC POSITIONS

- Since 2020 **Professor of Organization and Governance**, Hertie School
2020 **Visiting Scholar**, UNSW Business School
2016 – 2020 **Senior Lecturer (Associate Professor) in Management**, City, U. of London
2013 – 2016 **Lecturer (Assistant Professor) in Management**, City, U. of London
2011 – 2013 **Post-doctoral fellow**, U. of Alberta
2006 – 2011 **Teaching and research assistant**, U. of Lausanne

EDUCATION

- 2011 **PhD in Management**, U. of Lausanne
2006 **Licence (MSc) in Management**, U. of Lausanne

PUBLICATIONS

Peer-reviewed journals

- Gond, J.-P., Mena, S. & Mosonyi, S. 2020. The performativity of literature reviewing: Constituting the corporate social responsibility literature through re-presentation and intervention. *Organizational Research Methods*, forthcoming.
- Brès, L., Mena, S. & Djelic, M.-L. 2019. Exploring the formal and informal roles of regulatory intermediaries in transnational multi-stakeholder regulation. *Regulation & Governance*, 13(2): 127-140.
- Waeger, D. & Mena, S. 2019. Activists as moral entrepreneurs: How shareholder activists brought active ownership to Switzerland. *Research in the Sociology of Organizations*, 63: 167-186.
- Mena, S. 2017. Book review: Private governance: Creating order in economic and social life, by Edward P. Stringham. *Business Ethics Quarterly*, 27(4): 641-644.
- Mena, S., Rintamäki, J., Fleming, P. & Spicer, A. 2016. On the forgetting of corporate irresponsibility. *Academy of Management Review*, 41(4): 720-738. ***Finalist for AMR Best Paper Award.**
- Mena, S. & Suddaby, R. 2016. Theorization as institutional work: The dynamics of roles and practices. *Human Relations*, 69(8): 1669-1708. ***Nominated for 2016 Best Paper Award.**
- Mena, S. 2016. Book review: Capitalism, corporations and the social contract: A critique of stakeholder theory. *Organization Studies*, 37(5): 735-738.

- Mena, S. & Waeger, D. 2014. Activism for corporate responsibility: Conceptualizing private regulation opportunity structures. *Journal of Management Studies*, 51(7): 1091-1117.
- Mena, S. & Palazzo, G. 2012. Input and output legitimacy of multi-stakeholder initiatives. *Business Ethics Quarterly*, 22(3): 529-559.
- Mena, S., de Leede, M., Baumann, D., Black, N., Lindeman, S. & McShane, L. 2010. Advancing the business & human rights agenda: Dialogue, empowerment and constructive engagement. *Journal of Business Ethics*, 93(1): 161-188.
- Palazzo, G. & Mena, S. 2009. Can tobacco companies be good corporate citizens? *Revue Médicale Suisse*, 210: 1454-1456.

Book chapters

- McCarthy, L. & Mena, S. 2020. Institutional work and (ir)responsible management. In Laasch, O., Jamali, D., Freeman, R.E. & Suddaby, R. *Research Handbook of Responsible Management*, 654-669. Edward Elgar.
- Mena, S. & Rintamäki, J. 2020. Managing the past responsibly: A collective memory perspective on responsibility, sustainability and ethics. In Laasch, O., Jamali, D., Freeman, R.E. & Suddaby, R. *Research Handbook of Responsible Management*, 470-483. Edward Elgar.
- Palazzo, G. & Mena, S. 2011. Business and human rights – The new responsibilities of corporations in a globalizing world. In Wentland, M. & Palazzo, G. (Eds). *Responsible Management Practices for the XXIst Century*, 25-34. Lausanne: Pearson.

Conference proceedings

- Gond, J.-P., Mena, S. & Mosonyi, S. 2017. Meta-reviewing the business and society field through sociological paradigms: Towards pluralistic re-presentations of corporate social responsibility. *Proceedings of the International Association for Business and Society*.
- Waeger, D. & Mena, S. 2013. The diffusion of contested practices across environments: Social movements' boundary-bridging role. *Best Paper Proceedings of the 2013 Academy of Management Annual Meeting*.
- Mena, S. & Palazzo, G. 2010. Input and output legitimacies in multi-stakeholder initiatives (MSI). *Best Paper Proceedings of the 2010 Academy of Management Annual Meeting*.

AWARDS

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| 2020 | Best Reviewer Award , Academy of Management Learning & Education |
| 2019 | Best Reviewer Award , Academy of Management Learning & Education |
| 2018 | Outstanding Reviewer Award , Academy of Management Review |
| 2018 | Outstanding Reviewer Award , Academy of Management Learning & Education |
| 2017 | Finalist for Best Paper Award , Academy of Management Review |
| 2017 | Best Sustainability Paper Award , SIM division, Academy of Management |

- 2017 **Best Reviewer Award**, Business Ethics Quarterly
- 2017 **Nominated for Best Paper Award**, Human Relations
- 2014 **School Prize for Excellent Research Publications**, Cass Business School, City, U. of London
- 2013 **Best International Paper Award**, OMT division, Academy of Management
- 2013 **Carolyn Dexter Award Nominee**, OMT division, Academy of Management
- 2012 **Porphyrogenis Prize** (outstanding dissertation award), Faculty of Business & Economics, University of Lausanne
- 2012 **Best International Dissertation Award**, International Theme Committee, Academy of Management
- 2010 **Founders' Award** for dissertation in progress, Society for Business Ethics

GRANTS

- 2018 **Global Challenges Research Fund**, UK Research and Innovation, GBP 10000
- 2015 **Pump Priming Grant**, Cass Business School, City, U. of London, GBP 3500
- 2014 **Funding to Develop the Management Studies Community**, Society for the Advancement of Management Studies, GBP 5000
- 2013 **Pump Priming Grant**, Cass Business School, City, U. of London, GBP 5000
- 2012 **Fellowship for Prospective Researcher**, Swiss National Science Foundation, CAD 27500
- 2011 **Fellowship for Prospective Researcher**, Swiss National Science Foundation, CAD 52500
- 2010 **Conference Grant**, Fondation du 450^e anniversaire, University of Lausanne, CHF 1000

SELECTED PRESENTATIONS

- Foroughi, H., Foster, W. & Mena, S. (convenor). Organizational Memory Studies: Towards an Inclusive Agenda. European Group for Organizational Studies (EGOS) Colloquium. Amsterdam, NL, July 8-10, 2021.
- Mena, S. & Parker, S. The temporal structuring of organizational identity work. Paper presented at the EGOS Colloquium, Sub-Theme 1: Organization & Time: Understanding the Past (and Future) in the Present. Hamburg, DE, July 2-4, 2020.
- Mena, S. Memory, Fantasy, Identity. Paper presented at the Academy of Management (AoM) Annual Meeting. Chicago, USA, August 10-14, 2018.
- Schiller-Merkens, S., Balsiger, P. & Mena, S. (Convenor). Morality and moral struggles in and beyond organizations. Sub-theme at the European Group for Organizational Studies (EGOS) Colloquium. Tallinn, EE, July 5–8, 2018.
- Mena, S. Unintended Consequences of Corporate Sustainability: Sustaining Social Inequality in Côte d'Ivoire. Paper presented at the AoM Annual Meeting. Atlanta, USA, August 4-8, 2017. ***Best Sustainability Paper Award.**

- Mena, S. Unintended consequences of social-symbolic work: Sustainability and the sustaining of social inequality in rural Côte d'Ivoire. Paper presented at the EGOS Colloquium, Sub-Theme 48: Social-Symbolic Work: Aspirations, Efforts and Struggles. Copenhagen, DK, July 6-8, 2017.
- Djelic, M.-L., Brès, L. & Mena, S. (Convenor). The Privatization of Regulation. Sub-theme at the EGOS Colloquium. Naples, IT, July 7–9, 2016.
- Mena, S., Rintamäki, J., Fleming, P. & Spicer, A. On the Forgetting of Corporate Irresponsibility. Paper presented at the EGOS Colloquium, Sub-Theme 40: Living the Critical Life: Unreason, Nonreflection and Irresponsibility. Athens, GR, July 2-4, 2015.
- Waeger, D. & Mena, S. The Role of Theorization by Ancestral Organizations in Cross-Border Translation of an Actor. Paper presented at the AoM Annual Meeting. Philadelphia, USA, August 1-5, 2014.
- Waeger, D. & Mena, S. The Diffusion of Contested Practices across Environments: Social Movements' Boundary-Bridging Role. Paper presented at the AoM Annual Meeting. Orlando, USA, August 9-13, 2013. ***Best international paper (OMT division); *Nominated for Carolyn Dexter award; *Best Paper Proceedings.**
- Waeger, D. & Mena, S. Translating an Organizational Role Identity: The Adaptation of the US Shareholder Role Identity to Switzerland. Paper presented at the EGOS Colloquium, Sub-Theme 53: Behaviour, Management and Work. Montréal, CA, July 3-6, 2013.
- Mena, S. & Waeger, D. Soft Law Opportunity Structures for CSR-based Activism. Paper presented at the AoM Annual Meeting. Boston, USA, August 3-7, 2012.
- Mena, S. Theorization and the Evolution of Corporate Social Responsibility. Paper presented at the AoM Annual Meeting. San Antonio, USA, August 12-16, 2011.
- Mena, S. & Palazzo, G. Input and Output Legitimacies in Multi-Stakeholder Initiatives. Paper presented at the AoM Annual Meeting. Montréal, CA, August 6-10, 2010. ***Best Paper Proceedings.**
- Mena, S. From Compliance to Empowerment: The Discursive Evolution of an Institutional Arrangement of CSR. Paper presented at the Society for Business Ethics Annual Meeting. Montréal, CA, August 7-9, 2010. ***SBE Founders' Award.**
- Mena, S. A Legitimacy-Efficiency Interactionist Model of Multi-Stakeholder Initiatives. Paper presented at the EGOS Colloquium, Sub-theme 20: The business firm as a political actor: A new theory of the firm for a globalized world. Barcelona, ES, July 2-4, 2009.

TEACHING

Lecturing

Hertie School

Since 2020 **GRAD-E1366 Business & Sustainable Development** (MA elective)

Since 2020 **EMPA-CIII-2 Designing, Leading and Managing Organizations** (executive core)

City, U. of London

- 2018 – 2020 **SMM895 Global Issues in Corporate Social Responsibility** (MSc core)
- 2018 – 2019 **SMM297 Venturing for Social Impact** (MSc international elective)
- 2016 – 2019 **SMM895 Business Sustainability** (MSc core)
- 2015 – 2019 **SMM493 Business and Society** (MSc core)
- 2015 – 2019 **SMM827 Advances in Corporate Social Responsibility** (PhD elective)
- 2013 – 2019 **SMM987 Organization Theory** (PhD elective)
- 2013 – 2016 **MBM409 Corporate Governance** (MBA core)
- 2013 – 2015 **BS1205 Functions of Organizations** (BSc Year 1 core)
- 2013 – 2014 **MBM013 Corporate Social Responsibility** (EMBA core)

PhD supervision

City, U. of London

- 2020 **Mislav Radic**, PhD in Management. Placed at LSE as Research Fellow. *Dissertation: The influence of privatization on organizational identity and culture*
- 2020 (exp.) **Alessandro Nicolo Tirapani**, PhD in Management. Placed at Montpellier Business School as Post-Doctoral Fellow. *Dissertation: Economic rationality and political change in and around organizations*
- 2020 (exp.) **Annette Yunus-Pendrey**, PhD in Management. *Dissertation: Business school socialization and its impact on business and society*
- 2021 (exp.) **Johanna Järvelä**, PhD in Management. *Dissertation: Politics of responsibility - State, power and corporate social responsibility*
- 2021 (exp.) **Ana Dahik**, Executive PhD in Management. *Dissertation: Exploring the role of local setting dimensions in cross-sector collaborations for sustainable development*
- 2022 (exp.) **Hélène Gemayel**, Executive PhD in Management. *Dissertation: First tier suppliers and sustainability challenges in their supply chain network*

PhD Examination

- 2020 **Viresh Amin**, PhD, Birkbeck Graduate Research School. *Dissertation: Building Strategies: Integrating Social, Environmental, and Ethical Issues into Core Business Processes*

SERVICE

Editorial positions

- Since 2020 **Business & Society**, Associate Editor
- Since 2020 **Organization Studies**, editorial board member

- Since 2017 **Academy of Management Learning & Education**, editorial board member
Academy of Management Review, editorial board member
- Since 2015 **Business Ethics Quarterly**, editorial board member
- 2018 – 2019 **Business & Society**, editorial board member
- 2016 – 2019 **Regulation & Governance**, special issue guest editor

Regular ad-hoc reviewing

Academy of Management Learning & Education, Academy of Management Review, Business & Society, Business Ethics Quarterly, Journal of Business Ethics, Journal of Management Studies, Organization Science, Organization Studies, Regulation & Governance

Administrative positions

- 2020 **Committee member for Best Paper Award**, Academy of Management Review
- 2015 – 2020 **Research Ethics Committee member**, Department of Computer Science, City, U. of London
- 2018 **Committee member for Best Paper Award**, Academy of Management Learning & Education
- 2015 – 2019 **Coordinator and tutor**, Executive PhD program, Cass Business School, City, U. of London
- 2015 – 2016 **Committee member for Best Paper in History of Corporate Responsibility award**, SIM division, Academy of Management
- 2014 **Reviewer for Carolyn Dexter Award**, International Theme Committee, Academy of Management
- 2013 – 2016 **Reviewer for Emerald Best International Dissertation award**, International Theme Committee, Academy of Management
- 2013 **Co-chair for Emerald Best International Dissertation award**, International Theme Committee, Academy of Management
- 2007 – 2009 **PhD students' representative**, Department of Management committee, HEC Lausanne
- 2006 – 2010 **Committee member of the PhD students' association**, Treasurer (2008-2009), Secretary (2009-2010), HEC Lausanne