

## 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

- Coraiola, D., Foster, W., Mena, S., Foroughi, H. & Rintamäki, J. 2023. Ecologies of memories: Memory work within and between organizations and communities. *Academy of Management Annals*, 17(1): 373-404.
- Pek, S.\*, Mena, S.\* & Lyons, B. 2023. The role of deliberative mini-publics in improving the deliberative capacity of multi-stakeholder initiatives. *Business Ethics Quarterly*, 33(1): 102-145. \*Equal contribution
- Gond, J.-P., Mena, S. & Mosonyi, S. 2023. The performativity of literature reviewing: Constituting the corporate social responsibility literature through re-presentation and intervention. *Organizational Research Methods*, forthcoming.
- Cavotta, V. & Mena, S. 2022. Pro-social organizing and the distance between core and community work. *Organization Studies*, forthcoming.
- Foroughi, H., Coraiola, D., Rintamäki, J., Mena, S. & Foster, W. 2020. Organizational memory studies. *Organization Studies*, 41(12): 1725-1748.
- 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**

- Rintamäki, J., Mena, S., Foster, W. & Zundel, M. The interview and researching collective memory. In Decker, S., Foster, W. & Giovannoni, E. *Handbook of Historical Methods for Management*: forthcoming. Edward Elgar.
- Mena, S. & Cavotta, V. 2022. Towards a relational understanding of the impact of organisational pro-social activities. In Kudlak, R., Barkemeyer, R., Preuss, L. & Heikkinen, A. *Exploring The Societal And Environmental Impacts Of Corporate Social Responsibility*: 161-178. London: Routledge.
- Mena, S., Cavotta, V. & Tirapani, A. 2021. From explanation to outcome: The use of institutional theory in corporate responsibility research. In Orlitzky, M., Maak, T., Pless, N. & Sandhu, S. *Routledge Companion to Corporate Social Responsibility*: 168-180. London: Routledge.
- 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

- 2020            **Developmental Reviewer Award**, Academy of Management Review
- 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

- 2022            **Horizon Europe (HORIZON-CL2-2021-DEMOCRACY-01-02: Economic models and modern democracies)**, European Commission, EUR 380'000 (with Johanna Mair)
- 2018            **Global Challenges Research Fund**, UK Research and Innovation, GBP 10000
- 2014            **Funding to Develop the Management Studies Community**, Society for the Advancement of Management Studies, 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<sup>e</sup> anniversaire, University of Lausanne, CHF 1000

## SELECTED PRESENTATIONS

- Foroughi, H., Foster, W. & Mena, S. (convenor). Organizational Memory Studies: Towards an Inclusive Agenda. 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 2023 **Research Design** (PhD core)

Since 2020 **C-4 Management & Leadership** (MA core)

**E1366 Business & Sustainable Development** (MA elective)

2020 – 2022 **CIII-2 Designing, Leading and Growing Organizations** (EMPA 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

#### *Hertie School*

2026 (exp.) **Fenja Nolting**, PhD in Governance. *Dissertation: Viewing Impact Investing under a System Change Perspective.*

- 2024 (exp.) **Vineet John Samuel**, PhD in Governance. *Dissertation: The Formalization of Work and Labour in the Gig Economy: A multi-dimensional study of platform induced formalization in the Indian ride-hailing sector*
- 2022 **Tobias Bündler**, PhD in Governance. Placed at GIZ. *Dissertation: How does the pharmaceutical industry contribute to solving global health challenges?*

### **City, U. of London**

- 2021 **Johanna Järvelä**, PhD in Management. Placed at IESEG. *Dissertation: The politics of responsibility: states, rights and dialogue in mining governance*
- 2021 **Alessandro Niccolò Tirapani**, PhD in Management. Placed at Montpellier Business School as Post-Doctoral Fellow, now at ESADE. *Dissertation: Neither a dream nor a nightmare: Exploring precariousness from an organisation studies perspective*
- 2020 **Mislav Radic**, PhD in Management. Placed at LSE as Research Fellow, now at Bocconi U. *Dissertation: The influence of privatization on organizational identity and culture*

### **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**

- **Academy of Management Learning & Education**, editorial board member (since 2017)
- **Academy of Management Review**, editorial board member (since 2017)
- **Business & Society**, associate editor (since 2020), editorial board member (2018-19)
- **Business Ethics Quarterly**, editorial board member (since 2015)
- **Journal of Management Studies**, special issue guest editor: “Occupations and memory in organization studies” (exp. 2024)
- **Organization Studies**, editorial board member (since 2020)
- **Regulation & Governance**, special issue guest editor: “Exploring the formal and informal roles of regulatory intermediaries in transnational multi-stakeholder regulation” (2019)
- **Revue de l’Organisation Responsable**, editorial board member (since 2021)

### **Administrative and committee positions**

- Since 2020 **Admissions Committee member for Master in Public Policy and Master of International Affairs**, Hertie School

- 2021-2022 **Recruitment Committee member for a faculty position in Sustainability**, Hertie School
- 2020-2021 **Anti-Discrimination Taskforce**, Hertie School
- 2020 **Committee member for Best Paper Award**, Academy of Management Review
- 2018 **Committee member for Best Paper Award**, Academy of Management Learning & Education
- 2015 – 2020 **Research Ethics Committee member**, Department of Computer Science, City, U. of London
- 2015 – 2019 **Coordinator and tutor**, Executive PhD program, The 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, Faculty of Business & Economics (HEC), U. of Lausanne
- 2006 – 2010 **Committee member of the PhD students' association**, Treasurer (2008-2009), Secretary (2009-2010), Faculty of Business & Economics (HEC), U. of Lausanne