

## ANNE JACQUEMINET

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### ACADEMIC POSITIONS

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- 2015-present     **Bocconi University** - Milan, Italy  
Assistant Professor in the Department of Management and Technology
- 2019-2020     Visiting Scholar at the **University of South Carolina**, USA, and the **Università della Svizzera Italiana** Lugano.

### EDUCATION

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- 2010-2015     **HEC Paris – Jouy en Josas, France**  
PhD in Strategy and Business Policy
- Dissertation under the supervision of Rodolphe Durand defended in April 2015  
“*Heterogeneous Implementation of CSR in an MNE: the role of subsidiaries' institutional contexts and behaviors*”
- Academy of International Business Best Dissertation Award Winner in 2016
  - HEC Foundation Dissertation Award Winner in 2016
- Spring 2014: Visiting PhD Student at Bocconi University
- 2002-2006     **HEC Paris – Jouy en Josas, France**  
M.S. in Management  
CEMS M.S. in International Management  
One semester at the Copenhagen Business School, Denmark, in 2005

### RESEARCH

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**Research interests:** Non-market strategies and sustainability, environmental regulations, international management, practice diffusion, organizational (non) conformity, sustainability disclosure.

#### Publications in refereed journals

- [1] Durand, R. & Jacqueminet, A. Peer conformity, attention, and heterogeneous implementation of practices in MNEs. 2015. *Journal of International Business Studies*, 46(8), 917-937.  
\* Finalist - Best PhD Paper Award, 2013 SMS Annual Conference
- [2] Jacqueminet, A. Practice implementation within a multidivisional firm: Intra-organizational pressures and value consistency. 2020. *Organization Science*, 31(1), 182-199.
- [3] Jacqueminet, A. & Durand, R. Ups and downs: The role of judgment cues in practice implementation dynamics. 2020. *Academy of Management Journal*, 63(5), 1485-1507.
- [4] Bettinazzi, Jacqueminet, Neumann & Snoeren, P. 2023. Media coverage of firm behavior in the presence of multiple signals: a configurational approach. *Academy of Management Journal*, forthcoming  
\* Finalist: Best Paper, SIM Division, 2018 AOM Annual Conference

## **Working papers and papers under review**

[5] The walls have ears: the impact of selective disclosure on employee evaluations. With Christiane Bode and Navya Pandit.

\* Under review at the *Strategic Management Journal*

\* Nominated: Best Paper, 2020 SMS Annual Conference

[6] Environmental Disclosure and Analysts' Recommendations. With Emanuele Bettinazzi.

\*Submission to *Organization Science*

[7] Buying Green or Buying Brown: A Configurational Approach to Market Reactions to Firms' Acquisitions in Polluting Industries. With Joao Albino Pimentel.

\* In preparation for submission to *Organization Science*

\* Nominated: Best Paper, 2019 SMS Annual Conference

\* Winner: 2021 AIB Alan Rugman Young Scholar Award

[8] Does ESG performance reduce voluntary employee turnover? A study of Belgian firms. With Christiane Bode

\* In preparation for submission to the *Strategic Management Journal*

[9] Transparency is not a Donkey Work: Board Political Orientation and Firm Carbon Disclosure. With Valerio Pelucco and Eun-Hee Kim

\* In preparation for submission to the *Organization Science*

## **Work in progress**

[10] Who sweeps pollution under the carpet? Exploring firms' concealment of polluting activities in their value chains. With Joao Albino Pimentel and Grazia Santangelo

\* Data analysis stage

[11] Diversity in recruitment: experiments on blind hiring. With Cédric Gutierrez Moreno, Vanessa Burbano and Angela Ryu

\* Data analysis stage

[12] Why do firms keep investing in stigmatized technologies? The case of pesticides. With Elisa Giuliani.

\* Data collection stage

\* Winner of an Italian governmental grant (PRIN 2022)

[13] Long term implications of wrongdoing: the case of human right violations in project finance. With Joao Albino Pimentel and Federica Nieri.

\* Data collection stage

## **Book chapters and other publications**

[14] Bringing light to dark spots: The case of cross-border bioprospecting. 2022. In *Cross-border Innovation in a Changing World. Players, Places and Policies* Oxford University Press. With Elisa Giuliani and Federica Nieri.

[15] CSR Implementation in MNEs: The Role of Distance and Prioritization of Demands. 2017. In *Distance in International Business: Concept, Cost and Value* (pp. 363-378). Emerald Publishing Limited.

[16] CSR Implementation in MNEs: New Propositions on the Role of Stakeholders. 2018. In *Sustainability, Stakeholder Governance and Corporate Social Responsibility*. Advances in Strategic Management: Emerald Group Publishing Limited. With Lilach Trabelsi.

[17] Heterogeneous Implementation of CSR in an MNE: the role of subsidiaries' institutional contexts and behaviors. 2016. *AIB Insights*, 16(3):9.

## **CONFERENCES PRESENTATIONS AND INVITED SEMINARS**

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### **Peer conformity, attention, and heterogeneous implementation of practices in MNEs.**

- AOM Annual Meeting, Philadelphia, USA, August 2014
- SMS Annual Conference, Atlanta, USA, September 2013
- AOM Annual Meeting, Orlando, USA, August 2013
- Harvard Inaugural Paul R. Lawrence Conference: Connecting Rigor and Relevance in Institutional Analysis, Boston, USA, June 2013

### **Practice implementation within a multidivisional firm: Intra-organizational pressures and value consistency**

- SMS Annual Conference, Madrid, Spain, September 2014
- AOM Annual Meeting, Philadelphia, USA, August 2014
- EGOS Annual Conference, Rotterdam, the Netherlands, July 2014

### **Ups and Downs: The Role of Legitimacy Judgment Cues in Practice Implementation**

- ARCS Annual Conference, Rotterdam, the Netherlands, June 2017
- AIB Annual Meeting, New Orleans, USA, July 2016
- EGOS Annual Conference, Athens, Greece, July 2015
- SMS Annual Conference, Madrid, Spain, September 2014

### **Out of sight, out of mind? Autonomy, distance and prioritization of CSR demands**

- SMS Annual Conference, Houston, USA, October 2017
- AIB Annual Meeting, Dubai, UAE, July 2017
- EIBA Annual Conference, Vienna, Austria, December 2016
- EGOS Annual Conference, Naples, Italy, July 2016

### **Media coverage of firm behavior in the presence of multiple signals: a configurational approach**

- AOM Annual Meeting, Boston, USA. August 2019

### **Buying Green or Buying Brown: A Configurational Approach to Market Reactions to Firms' Acquisitions in Polluting Industries**

- IB Research Camp, Oxford Said Business School, May 2023
- AOM Annual Meeting, August 2021
- AIB Annual Meeting, June 2021
- S&O Day, HEC Paris, Paris, France, May 2021
- WU Vienna, Austria, December 2020
- Università della Svizzera Italiana Lugano, Switzerland. December 2019
- Tilburg University, the Netherlands. September 2019
- SMS Annual Conference, Minneapolis, USA. October 2019

### **The impact of organizational greenwashing on employee engagement**

- ARCS Annual Conference, June 2022
- AOM Annual Meeting, August 2021
- SMS Annual Conference, October 2020

### **Does Transparency Pay? Environmental Disclosure and Analysts' Recommendations**

- ARCS Annual Conference, June 2022
- AOM Annual Meeting, August 2021
- SMS Annual Conference, October 2020

## **Transparency is not a Donkey Work: Board Political Orientation and Firm Carbon Disclosure**

- AOM Annual Meeting, August 2023
- Imperial College Business School, July 2023
- Strategy Science Conference, June 2023
- ARCS Annual Conference, June 2023
- Amsterdam Business School, Amsterdam, the Netherlands, May 2023
- ERASMUS University Rotterdam School of Management (RSM), Rotterdam, the Netherlands, May 2023
- SMS Annual Conference, London, UK, September 2022

## **TEACHING EXPERIENCE**

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### **Bocconi University - Milan, Italy**

Current teaching:

- CSR Strategies, PhD course, Since Fall 2020 (Teaching Award in 2023)
- International Management, Summer School: Since Summer 2019
- Business Strategy, 3rd year Bachelor: Since Spring 2016

Previous teaching:

- CSR and Ethics in Business, 3rd year Bachelor: Fall 2016 - 2018
- Competitive Strategies in the Creative Industries, 3rd year Bachelor: Fall 2017
- Management, 1st year Bachelor: Fall 2015

Other activities:

- Strategic game “BOLT”: design and management of the development of the game
- MOOC Corporate Sustainability. Understanding and Seizing the Strategic Opportunity  
(<https://www.coursera.org/learn/corp-sustainability>)

### **HEC Paris – Jouy en Josas, France**

- Social Entrepreneurship, Master elective: Fall 2011 to 2014
- GDF SUEZ LYDEC Case study, MBA students: Writing of the case and of its teaching note. Case tested in-class, in the presence of GDF SUEZ strategy and CSR officials

## **AWARDS, GRANTS AND NOMINATIONS**

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2024	Bocconi Teaching Innovation Award – Nomination for the BOLT simulation game
2023	Winner of a governmental research grant (PRIN) with Valentina de Marchi, Elisia Giuliani and Francesco Rullani
2023	Bocconi PhD School Teaching Award - Winner
2023	FT Responsible Business Education Award – Winner for the Sustainable Leadership program of Imperial College
2021	AIB Alan Rugman Young Scholar Award – Winner
2020	SMS Best Paper Award - Nominated
2019	SMS Best Paper Award - Nominated
2018	AOM SIM Division Best Paper Award - Finalist
2017	AIB Alan Rugman Young Scholar Award – Finalist
2016	AIB Peter Buckley and Mark Casson Dissertation Award – Winner
2016	HEC Paris Foundation Dissertation Award – Winner
2013	SMS Best PhD Paper Award – Finalist

## **PROFESSIONAL SERVICE AND MEMBERSHIP**

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**Ad Hoc Reviewer** for the Academy of Management Review, the Academy of Management Journal, the Journal of International Business Studies, the Strategic Management Journal, Organization Science and Organization Studies

**Member of the Editorial Review Board** of the Journal of International Business Studies.

**Member of the Editorial Review Board** of Organization & Environment

### **ARCS - Alliance for Research on Corporate Sustainability**

**Board Member**

**Conference organizer**, 2020 and 2021 ARCS Annual Conferences, Virtual

**Conference Chair** 2022 ARCS Conference, Milan

### **AOM – Academy of Management**

**Research Committee Member**, Strategy (STR) division (2019-2021)

**Track Organizer** Stakeholder and Nonmarket Strategy Track, STR Division, 2020 Annual Meeting

**Panel Organizer** “Current Research in Corporate Governance and Sustainability”, 2021 Annual Meeting

**Panel Organizer** "Organizing for the Grand Societal Challenges". 2020 Annual Meeting

**Panel Organizer** “Global Environmental Regulations: The Way Forward?” 2019 Annual Meeting

**Panelist** “Managing Grand Challenges: Theoretical, Empirical, and Methodological Perspectives”. 2021 Annual Meeting

### **SMS – Strategic Management Society**

**Program Chair** of the Empirical Methods Community Interest Group (2023)

**Workshop Organizer** “PhD Students and Junior Faculty Research Methods Symposium” (2023)

**Associate Program Chair** of the Empirical Methods Community Interest Group (2022)

**Representative at Large** of the Stakeholder Strategy Interest Group of the SMS (2017-2018).

**Workshop Organizer** “Stakeholder Strategy Interest Group and Research Methods Community Workshop for Advanced Doctoral Students and Junior Faculty”. With Olga Hawn and Timothy Werner. 2017 SMS Conference, Houston, USA.

**Panel Organizer** “Beyond ‘does it pay to be green?’ Firm’s environmental strategies. Competitive Strategy Interest Group Sunday Panel, 2020 SMS Annual Conference

### **AIB – Academy of International Business**

**Track Chair** “Sustainability in International Business”, 2023 AIB Annual Meeting, Warsaw, Poland.

**Panel Organizer** “Global Environmental Regulations: The Way Forward?”. 2019 AIB Conference, Copenhagen, Denmark.

**Panelist** “CSR of emerging country MNEs: Toward a new research agenda”. 2017 AIB Annual Conference, Dubai, UAE.

### **Other organizations**

**Track Chair**, 2021 EIBA Conference, Madrid, Spain.

**Panel Organizer** “Transition toward a Sustainable Economy: Opportunities and Challenges for MNEs”. 2017 EIBA Annual Meeting, Milan, Italy.

**Panelist** “Strategizing on Grand Challenges” PDW, 2021 DRUID Conference, Copenhagen, Denmark

### **PhD Dissertation Committees**

2020-2023	Dissertation Committee, Navya Pandit, Bocconi University, Milan, Italy
Since 2022	Dissertation Committee, Shubham Singh, ESSEC, Cergy Pontoise, France
2022	Thesis proposal external reviewer, Ana Kurtanidze, Università della Svizzera Italiana, Lugano, Switzerland
2021	External reviewer, Alison Holm, Copenhagen Business School, Copenhagen, Denmark

**Member** of the Academy of International Business (AIB), the Academy of Management (AOM), the European Group for Organizational Studies (EGOS), The European International Business Association (EIBA), the GOLDEN for Sustainability network, the iCRIOS Research Center, the Society and Organizations Research Center (SnO), the Strategic Management Society (SMS), the Alliance for Research on Corporate Sustainability (ARCS).

### **UNIVERSITY SERVICE**

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#### **Bocconi University - Milan, Italy**

Course Director, Business Strategy (since 2019)

Member of the University's Sustainability Committee (since 2017)

Seminar Series Organizer for the Department of Management and Technology (2017-2019)

### **OUTREACH ACTIVITIES**

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**Financial Times**, October 2019: *Social purpose: how business schools around the world measure up - Best practice examples of sustainability, ethics and social purpose.*

*"Pioneer the Possible – Paving the way to a competitive and sustainable Europe"* event organized by Bocconi University and The Swedish Embassy, on the occasion of the Swedish Presidency of the Council of the European Union. Panelist with 5 practitioners (approximately 100 practitioners attending). March 2023.

*"Mind the gaps: A dialogue on sustainability, energy transition and new competencies"* event organized by Bocconi University and ENEL. Panelist with 3 practitioners. September 2021.

Moderating role in several Bocconi student events on sustainability, e.g. the Sustainability Roundtable of the Luxury Bocconi Student Society in 2022, the Greenwashing event organized by Rethinking Economics Bocconi Students in 2023.

### **WORKING EXPERIENCE**

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2006-2010	<b>EY – Paris, France</b> Permanent contract as a Consultant in the Climate Change and Sustainability Services Department: Economic studies, consulting for firms wishing to implement a CSR strategy, social and environmental auditing and writing of CSR Reports, training and courses for colleagues, clients and students
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