

SÉBASTIEN MENA

Faculty of Management, Economics and Social Sciences
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ACADEMIC POSITIONS

- Since 2025 **Professor of Strategic Management**
Faculty of Management, Economics and Social Sciences, University of Fribourg, Switzerland
- 2020 – 2024 **Professor of Organization and Governance**
Hertie School of Governance, Germany
- 2020 **Visiting Scholar**
U. of New South Wales Business School, Australia
- 2016 – 2020 **Senior Lecturer (Associate Professor) in Management**
2013 – 2016 **Lecturer (Assistant Professor) in Management**
Bayes Business School, City, U. of London, UK
- 2011 – 2013 **Post-doctoral fellow**
Alberta School of Business, U. of Alberta, Canada
- 2006 – 2011 **Teaching and research assistant**
Faculty of Business & Economics (HEC), U. of Lausanne, Switzerland

EDUCATION

- 2011 **PhD in Management**
Faculty of Business & Economics (HEC), U. of Lausanne, Switzerland
- 2006 **Licence (MSc) in Management**
Faculty of Business & Economics (HEC), U. of Lausanne, Switzerland

PUBLICATIONS

Peer-reviewed journals

- Mena, S. & Parker, S. 2024. The temporal structuring of corporate sustainability. *Journal of Business Ethics*, 195(1): 1-23.
- Cavotta, V. & Mena, S. 2023. Pro-social organizing and the distance between core and community work. *Organization Studies*, 44(4): 637–657.
- 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.

- 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*, 26(2): 195–228.
- 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**
- 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. 2023. The interview and researching collective memory. In Decker, S., Foster, W. & Giovannoni, E. *Handbook of Historical Methods for Management*: 412-424. Edward Elgar.
- Mena, S. & Cavotta, V. 2022. Towards a relational understanding of the impact of organisational pro-social activities. In Kudłak, 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

- Mena, S. 2024. On the unintended relational impact of corporate sustainability. *Best Paper Proceedings of the 7th Biennial Conference of the Africa Academy of Management*.
- 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*.

Work in non-refereed journals

- Mair, J. & Mena, S. 2024. What can business do to protect democracy? *Rebalance Observatory*. Available online: <https://rebalanceproject.org/what-can-business-do-to-protect-democracy/>
- Mair, J., Mena, S. & Özcelik, M. 2023. Political innovation: Prevention is better than cure. *Alliance*, December: 54-56.
- Mair, J., Kindt, J. & Mena, S. 2023. The emerging field of political innovation. *Stanford Social Innovation Review*, 21(2): 24-29.
- Pek, S. & Mena, S. 2022. How businesses can collaboratively 'walk the talk' on social and economic challenges. *The Conversation*, November 13. Available online: <https://theconversation.com/how-businesses-can-collaboratively-walk-the-talk-on-social-and-economic-challenges-191050>
- Stamm, J., Liberoff, R., Mena, S., Santolo, F., Shirar, J., Skuler, L. & Singh, A. 2022. SDGs, innovation and impact — How to connect the dots. *Medium*, January 25. Available online : https://medium.com/@julia.stamm_TFP/sdgs-innovation-and-impact-connecting-the-dots-37782c603ce7
- Mena, S. 2015. Cosa suggerisco a Volkswagen. *L'Impresa*. November.
- Mena, S. 2015. E grave errore dimenticare gli errori commessi. *360COM*, October 9.

- Mena, S. 2015. Volkswagen: Leçons de mémoire. *Les Echos*, September 30. Available online: http://archives.lesechos.fr/archives/cercle/2015/09/30/cercle_140368.htm
- Mena, S. 2008. International Business and Human Rights. *Bulletin HEC*, 76: 10-11.

GRANTS & FUNDING

- 2023 **Faculty Activity Fund**, Hertie School, EUR 15'000
- 2022 **Horizon Europe (HORIZON-CL2-2021-DEMOCRACY-01-02: Economic models and modern democracies)**, European Commission, EUR 380'000
- 2022 **Faculty Activity Fund**, Hertie School, EUR 2000
- 2021 **Faculty Activity Fund**, Hertie School, EUR 14'000
- 2018 **Global Challenges Research Fund**, UK Research & Innovation, GBP 10'000
- 2015 **Pump Priming Grant**, Bayes 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**, Bayes Business School, City, U. of London, GBP 5000
- 2012 **Fellowship for Prospective Researcher**, Swiss National Science Foundation, CAD 27'500
- 2011 **Fellowship for Prospective Researcher**, Swiss National Science Foundation, CAD 52'500
- 2010 **Conference Grant**, Fondation du 450^e anniversaire, University of Lausanne, CHF 1000

AWARDS

- 2024 **Outstanding Reviewer Award**, Africa Journal of Management
- 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**, Bayes 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

TEACHING

Lecturing

University of Fribourg

From 2025 **MAN08E/F Strategic Management / Management stratégique** (BSc Year 3 core)

Hertie School of Governance

- 2023 – 2025 **Research Design** (PhD core)
- 2020 – 2025 **C-4 Management & Leadership** (MA core)
E1366 Business & Sustainable Development (MA elective)
- 2023 – 2024 **Interpretive Qualitative Analysis: Coding Workshop** (PhD elective)
- 2021 – 2022 **Organization Theory** (PhD elective)
- 2020 – 2022 **CIII-2 Designing, Leading and Growing Organizations** (EMPA core)

Bayes Business School

- 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 of Governance

- 2025 (exp.) **Fenja Nolting**, PhD in Governance. *Dissertation: Viewing Impact Investing under a System Change Perspective.*
- 2025 (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?*

Bayes Business School

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 Tilburg U. *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

Current editorial positions

- **Academy of Management Review**, editorial board member (since 2017)
- **Africa Journal of Management**, editorial board member (since 2024)
- **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” (2021-25)
- **Organization Studies**, editorial board member (since 2020)
- **Revue de l’Organisation Responsable**, editorial board member (since 2021)

Past editorial positions

- **Academy of Management Learning & Education**, editorial board member (2017-2023)
- **Regulation & Governance**, special issue guest editor: “Exploring the formal and informal roles of regulatory intermediaries in transnational multi-stakeholder regulation” (2016-19)

Administrative and committee positions

2023 – 2025 **Research Ethics Committee member**, Hertie School

2020 – 2022 **Admissions Committee member for Master in Public Policy and Master of International Affairs**, Hertie School

- 2021 – 2022 **Recruitment Committee member (Sustainability position)**, 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, Bayes 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