

PASCUAL ALBERTO BERRONE

Curriculum Vitae

ACADEMIC EXPERIENCE

IESE Business School – University of Navarra – Spain

August, 2018 – Present

- Full Professor in Strategic Management

December, 2012 – Present

- Holder of the “Schneider-Electric, Sustainability and Business Strategy Chair”
- Taught: Competitive Strategy at MBA, EMBA, General Management Programs, Open and Customs programs (all executive levels). Advanced Strategy and Research Methods in the Ph.D. program
- Academic Director of the International Center for Competitiveness
- Academic Co-Director of the Research Platform “IESE Cities in Motion”

April, 2013 – August, 2018

- Associate Professor in Strategic Management

July, 2007 – April, 2013

- Assistant Professor in Strategic Management

- Teaching in other institutions:

- Clusters and Strategy - Barcelona Cluster Summer School - International Center for Competitiveness - Inter-American Development Bank (Washington, D.C.) – REG-X (Denmark)
- Strategic CSR and Sustainability – ISEM, Universidad de Almería
- Strategy –Universidad de Navarra (Master in Business Law), Universidad Siglo21

August, 2015 – September, 2015

Nanyang Business School - Nanyang Technological University

- Visiting Professor in Management

August, 2013 – November, 2013

Simon Fraser University – Beedie Business School

- Visiting Professor in Management

September, 2010 – November, 2010

Concordia University – David O'Brien Centre for Sustainable Enterprise

- Visiting Professor in Management

October, 2002 – June, 2007

Universidad Carlos III de Madrid – Spain

- Teaching assistant: taught courses in Marketing, Accounting, Management, and Budget Planning, at different levels: undergraduate and masters.

August, 2006 – January, 2007 (Second appointment)

Arizona State University – W.P. Carey School of Business

- Visiting faculty at the Department of Management

August, 2005 – January, 2006 (First appointment)

Arizona State University – W.P. Carey School of Business

- Visiting faculty at the Department of Management

January, 2004 – January, 2006

Instituto Universitario de Postgrados – Spain

- MBA on-line
- taught Strategic Marketing

EDUCATIONAL INFORMATION

2002 - 2007

Universidad Carlos III de Madrid

Spain

- “Ph.D. in Business Administration & Quantitative Methods” (*cum laude* by unanimity)
- Date of completion: May, 2007

2009 - 2010

IESE Business School

Spain

- “General Management Program (PDG)”

2000 - 2001

FUNCER - Business School

Córdoba, Argentina

- “Senior in Management and International Business”

1995 - 1999

Universidad Católica de Córdoba

Córdoba, Argentina

- Degree: bachelor in business administration
- Best student enrollment average (92.95/100)

ACADEMIC RESEARCH

Refereed Publications

- Fontrodona, Joan; Ricart, Joan Enric; Berrone, Pascual, "Ethical Challenges in Strategic Management: The 19th IESE International Symposium on Ethics, Business and Society", *Journal of Business Ethics*, 2018, (Online)
- Martín, G.; Gomez-Mejía, L.; Berrone, P; and Makri, M.) "Conflict between Controlling Family Owners and Minority Shareholders: Much Ado About Nothing". 2017 *Entrepreneurship: Theory and Practice* –Vol 46 (1). 999-1027 (FT45)
- Walls, J. Berrone, P. "The power of one to make a difference: How CEO formal and informal power affect corporate environmental sustainability" *Journal of Business Ethics* – 2017. 145 (2) 293–308.
- Berrone, P., Fosfuri, A., and Gelabert, L. "Does greenwashing pay off? Understanding the relationship between environmental action and environmental legitimacy" 2017 *Journal of Business Ethics*. – 144(2), pp 363–379. (finalists for the "Best Paper Award" at the Iberoamerican Academy of Management Conference)
- Berrone, P., Ricart, J.; and Carrasco, C. "The Open Kimono: Towards a generic framework for open data initiatives in cities". Winter 2017 *California Management Review* –Vol. 59(1) 39–70.
- Berrone, P., Gelabert, L., Massa, F., and Rousseau, H. "Understanding Community Dynamics in the study of grand challenges: How nonprofits, institutional actors and the community fabric interact to influence income inequality". 2016 *Academy of Management Journal*. 59(6). 1940-1964.
- Strike, V., Berrone, P. Sapp, S., and Congiu, L. "A socioemotional wealth approach to CEO career horizons in family firms: The case of international acquisitions" 2015 *Journal of Management Studies*. 52(4) 555-583–(FT45).
- Mayo, M; Gomez-Mejia, L; Firfiray, S; Berrone, P.; Villena, V; 2016 "Leader Beliefs and CSR for Employees: The Case of Telework Provision". *Leadership & Organization Development Journal*. 37(5). pp.609 - 634
- Cruz, C.; Larraza-Kintana, M.; Garcés-Galdeano, L. & Berrone, P. "Are family firms more socially responsible, really?", 2014 *Entrepreneurship: Theory and Practice*. 38 (6) (1295–1316). (FT45).
- Berrone, P., Gertel, H.; Giuliadori, R.; Bernard, L. Meiners, E. "Determinant of micro-enterprises: Preliminary evidence from Argentina" 2014. *Journal of Small Business Management*. 52(3) 477–500
- Berrone, P., Fosfuri, A. Gelabert, L.; Gomez-Mejia, L. "Necessity as the mother of « green » inventions: Institutional pressures and environmental innovations" 2013 *Strategic Management Journal*. 34 (8) 891–909- (FT45) (Best Paper Proceedings AOM 2008 and finalist of the UAM-Accenture Award 2010)
- Cennamo, C., Berrone, P., Cruz, C.; Gomez-Mejia, L. "Socioemotional wealth and proactive stakeholder engagement: Why family controlled firms care more about their stakeholders?" 2012. *Entrepreneurship Theory and Practice*. 36(6): 1153-1173. (FT45).

- Berrone, P., Cruz, C.; & Gomez-Mejia, L. “Socioemotional wealth in family firms: Theoretical dimensions, assessment approaches and agenda for future research” 2012. *Family Business Review*. 25 (3). 258–279
- Walls, J.; Berrone, P., & Phan, P. “Corporate governance and environmental performance. Is there really a link?” 2012. *Strategic Management Journal*, 33: 885–913- (FT45). The story has been selected for inclusion in Science for Environment Policy, the European Commission's environmental news service for policy makers, distributed to over 15,000 subscribers
- Gomez-Mejia, L.; Cruz, C.; Berrone, P., DeCastro, J. “The Bind that Ties: Socioemotional Wealth Preservation in Family Firms”, 2011. *Academy of Management Annals*. 5 (1): 653-707
- Berrone, P. 2011. “10 Business lessons from the Worldcup”. *Management Research*. 9 (1), 73-78
- Walls, J.L., Phan, P., and Berrone, P. “An assessment of the construct validity of environmental strategy measures”, 2011 *Business and Society*, 50 (1): 71-115.
- Berrone, P., Cruz, C.; Gomez-Mejia, L.; & Larraza-Kintana, M. “Socioemotional Wealth and Corporate Responses to Institutional Pressures: Do Family-Controlled Firms Pollute Less?”, 2010 *Administrative Science Quarterly*, 55: 82-113 - (FT45)
- Berrone, P. 2010. “Being a scholar in Iberoamerica: A long and winding road”. *Management Research*, 8 (1), 64-74.
- Berrone, P. & Gomez-Mejia, L. 2009. Environmental performance and executive compensation: An integrated agency-institutional perspective. *Academy of Management Journal*, 52(1): 103–126. - (FT45)
- Cennamo, C.; Berrone, P., Gomez-Mejia, 2009. “Does stakeholder management have a dark side?” *Journal of Business Ethics*, 89 (4): 491-507- (FT45)
- Berrone, P., & Gomez-Mejia, L. 2009. “Pros and cons of rewarding social responsibility at the top”. *Human Resource Management*, 48(6): 957-969. - (FT45)
- Berrone, P., Makri, M., & Gomez-Mejia, L. R. 2008. Executive compensation in high technology firms: a contextual approach. *International Journal of Human Resource Management*. 19(8): 1534–1552 - (FT45)
- Berrone, P., Surroca, J., & Tribo, J. 2007. Corporate ethical identity as a determinant of firm performance: A test of the mediating role of stakeholder satisfaction. *Journal of Business Ethics*, 76(1): 35-53. - (FT45)
- Tribo, J., Berrone, P., & Surroca, J. 2007. Do the type and number of blockholders influence R&D investments? New evidence from Spain. *Corporate Governance: An international review*, 15(5): 828–842.
- Berrone, P. & Gomez-Mejia, L. R. 2007. Más allá de los rendimientos financieros: ¿qué falta en los esquemas retributivos para ejecutivos? *Revista Economía Financiera*(12): 92-107.
- Alvarez-Gil, M. A., Berrone, P., Husillos, F. J., & Lado, N. 2007. Reverse logistics, stakeholders' influence, organizational slack, and managers' posture. *Journal of Business Research*, 60(5): 463-473.

Books

- Berrone, P., Fageda, X., Llumà, C., Ricart, J. E., Rodríguez, M., Salvador, J., & Trillas, F. (2018). “*Asociación Público-Privada en América Latina. Guía para Gobiernos Regionales y Locales*”. Caracas: CAF. Retrieved from <http://scioteca.caf.com/handle/123456789/1179>
- Berrone, Pascual; Ricart, Joan Enric; Duch T-Figueras, Ana Isabel, (2017) " **Cities & Social Cohesion: Designing more inclusive urban areas**", CreateSpace. New York. (112 pages).
- Berrone, Pascual; Ricart, Joan Enric; Duch T-Figueras, Ana Isabel, (2017) "**Cities and the Economy: Fueling growth, jobs and innovation**", CreateSpace. New York. (109 pages).
- Berrone, Pascual; Ricart, Joan Enric; Duch T-Figueras, Ana Isabel, (2016) " **Cities and Mobility & Transportation: Towards the next generation of Urban Mobility**", CreateSpace. New York. (107 pages).
- Berrone, Pascual; Ricart, Joan Enric; Duch T-Figueras, Ana Isabel, (2016) "**Cities and the Environment: The challenge of becoming green and sustainable**", CreateSpace. New York. (104 pages).
- Berrone, P. (2016). “*Geen lies: How Greenwashing can destroy a company (and how to go green without the wash)*” CreateSpace. New York. (270 pages).
- Gomez-Mejia, L., Berrone, P., & Franco-Santos, M. 2010. *Compensation and Organizational Performance: Theory, Research, and Practice*. New York: M.E. Sharpe (384 pages).

Book chapters

- Rosenberg, M., Berrone, P. and Rousseau, H. “Environmental Sensibility and Firm Strategic Actions: How to Become Sustainable While Avoiding Greenwashing”. In *General Management in Latin and Ibero American Organizations: A Humanistic Perspective*. Caldart, A., Ricart, J.E. (Eds). (forthcoming)
- Berrone P, Cruz C, Gomez Mejia LR. 2014. Family-controlled firms and stakeholder management: A socioemotional wealth preservation perspective. In *Handbook on Family Business*. Sharma P, Melin L, Nordqvist M (eds.), SAGE. London, UK. pp. 179-195.
- Berrone, P. García-Piriz, D. 2013. “Will you keep an eye on my investment?” An empirical analysis of the link between institutional investors and boards of directors. In *Governance in Action Globally: Strategy, Process and Reality*. Jens Mueller and Philippa Wells (eds.). pp. 221-239
- Cennamo C, Gomez-Mejia L, Berrone P. 2012. Caring about firm stakeholders: Towards a theory of proactive stakeholder engagement. In *Towards a New Theory of the Firm: Humanizing the firm and the management profession*. Ricart JE, Rosanas JM (eds.), Fundacion BBVA: Bilbao, Spain. pp. 263-303.
- Berrone, P. & Gomez-Mejia, L. 2008. Beyond financial performance: Is there something missing in executive compensation schemes? In L. Gomez-Mejia & S. Werner (Eds.), *Global Compensation: Foundations and perspectives*. 206-218. New York: Routledge.
- Berrone, P. & Otten, J. 2008. A global perspective on executive compensation. In L. Gomez-Mejia & S. Werner (Eds.), *Global Compensation: Foundations and perspectives*. 113-128. New York: Routledge.

Invited Publications

- Berrone, Pascual, "El reto de la sostenibilidad: Cómo lograr una estrategia medioambiental sin máscaras", *Harvard Deusto Business Review*, No. 260, Octubre 2016, pp 33 - 34
- Ricart, Joan Enric; Berrone, Pascual, "La economía colaborativa en las ciudades", *Harvard Deusto Business Review*, No. 265, Marzo 2017, pp 50 - 64
- Berrone, P.; Ricart, J.E. March, 2016. La gobernanza inteligente, clave para las 'smart cities'. *Harvard Deusto Business Review*. 14-21.
- Ricart, J.E; Berrone, P.; Barrionuevo, J.M.; Cano Escoriaza, A. 2013. Implementing smarter cities through better governance. *World Financial Review*. May-June. 23-26
- Barrionuevo, J.M.; Berrone, P.; Ricart, J.E. 2012. Smart Cities, Sustainable Progress. *IESE Insight*, 14, 50-57.
- Berrone, P. 2011. Aligning governance interests for the long haul. *IESE Insight*, 8, 36-43.
- Berrone, P. 2010. Rethinking compensation: Solving the pay puzzle. *IESE Insight*, 7, 12. Guest editor of Special Issue on Compensation.
- Berrone, P. 2009. Green keys to unlock competitive advantage. *IESE Insight*, 1(2), 50-57.

Submitted articles, work in progress, and unpublished manuscripts

- "Unfulfilled promises in the sharing economy? Exploring the value proposition of Airbnb" (with C. Carrasco, N. Volkhausen and J.E. Ricart). - R&R *Journal of Management Studies*.
- Rousseau, H.; Berrone, P. "Creating value for others: The role of nonprofit organizations in improving community environmental performance" - R&R *Academy of Management Discoveries* –
- "A process study of the role of symbolic and substantive actions to manage divergent stakeholders' demand" (with Ramus, T. and Vaccaro, A.) Target: *Org. Studies* – Under 3^o review
- Berrone, P.; Duran, P.; Gomez-Mejia, L.; Heugens, P. & van Essen, M. "The cognitive-cultural embeddedness of family firms: Implications for prevalence, strategy, and performance" R&R *Journal of International Business* - 2016 OMT Best International Paper Award – Academy of Management. Finalist of the 2016 Carolyn Dexter Award. And FFI Best Unpublished paper Award.
- "Beyond Symbolism: Understanding the Impact of Symbolic and Substantive Environmental Actions on Reputation" (with Troung, Y.) Target: *Journal of Business Ethics* - Currently under 1^o review.
- "Environmental innovation and market value: The mediating role of environmental legitimacy" (with Troung, Y.) Target: *Strategic Management Journal* - Currently under 1^o review.
- "Let's talk: Studying Dialogue between Firms and Outside Actors on Social and Environmental Issues". (with Rousseau, H. Walls, J.) Target: *Strategic Management Journal*. Currently under 1^o review. - included in the "Best Paper Proceedings" of Academy of Management (ONE Division).
- "All by Ourselves? The Effect of Local Institutional Infrastructure and Community Fabric on Antipoverty Nonprofits' Effectiveness" (with Massa, F. and Rousseau, H.) Target: *Organization Studies*. Currently under 1^o review.

- “CEOs co-leadership influence on performance in family firms: Understanding intra- and inter- team agency relations” Target: *Journal of Management* (with A. Minichilli) – Manuscript ready to submission.
- Rousseau, H.; Berrone, P. “Learning from Performance Feedback in Environmental Organizations: The Moderating Role of External Social Cues” Target: *Academy of Management Journal*
- “The role of family, state, and institutional ownership in norm-conforming environmental initiatives: Lessons from China” (with Gomez-Mejia, L. and Xu, K.). Target: *Academy of Management Journal*. First draft complete.
- “When does stakeholder management foster a sustainable competitive advantage? A contingent managerial discretion perspective”, (with Cennamo, C.; Gomez-Mejia) Target: *Academy of Management Review*. First draft ready.
- “Does family egoism increase social welfare? The effects of family ownership on corporate social performance” - Target: *Academy of Management Journal* (with Gomez-Mejia, L.R., Makri, M., & Fosse, S.) – First draft 70% ready
- “Towards a Theory of Socioemotional Wealth in Family Firms” (with Cruz, C.; Gomez-Mejia, L., & Zellweger, T.) Target: *Academy of Management Review*. First draft 70% ready.
- “Out of sight, out of mind: Internal incentives, external pressures, and the pollution haven effect” Target: *Academy of Management Journal* (with L. Gomez-Mejia and J. Campbell) – Data collection ready – Crafting first draft
- “What is the true value of environmental innovation?” Target: *Strategic of Management Journal* (with Yann Truong) – Data collection in progress
- “Strategic use of CSR as a signal for good management” Target: *Academy of Management Journal* (with A. Akpınar, Y. Jiang, L.R. Gomez-Mejia & J. Walls) – First draft ready

Industrial Publications

- * Berrone, P. Ricart, JE, “IESE Cities in Motion Index” – 2015, 2016, 2017, 2018
- * Blázquez, María Luisa; Berrone, Pascual, "Barometer of the Business Climate in Spain from the Foreign Investor's Perspective: Results 2016", IESE; Invest in Spain, ST-428-E, 12/2016
- * Berrone, Pascual; Ricart, Joan Enric; Blázquez, María Luisa, "El cambio hacia una España innovadora: el impulso de las multinacionales", IESE, ST-413, 09/2016
- * Berrone, P. Ricart, JE, Carrasco, C., Ricart, R. “IESE Cities in Motion Index” - 2014
- * Berrone, P. "Current global financial crisis: An incentive problem." 2008. IESE Occasional Paper, N°158.
- * Berrone, P., (with J. Anitua, P. Goenaga, and J. M. López). 2009 Study on the structure of boards of directors: A contrasted view between institutional investors and board chairs. Madrid: Russell Reynolds Associates.
- * “Environmental Practices and Relational Marketing in the Spanish Automotive Sector: Success Determinants for the Reverse Logistics Programs” (with Alvarez, M.J; Husillos, F.J.; Lado, N.) EUI Working Paper. Department of Economics ECO N° 2006/11. pp.1-41

Selected Congresses

- * “Learning from Performance Feedback in Environmental Organizations: The Moderating Role of External Social Cues” - *Strategic Management Society*, Denver, October, 2015
- * “The Power of One: How CEO Power Affects Corporate Environmental Sustainability”. *Academy of Management*, Vancouver, August, 2015
- * “Tackling Inequality: How Nonprofits Leverage Institutions and Community Fabric to Reduce Poverty”. *Academy of Management*, Vancouver, August, 2015
- * “Environmental Innovation and Market Value: The Mediating Role of Environmental Legitimacy”. *Academy of Management*, Vancouver, August, 2015
- * “Raising the voice: Studying Dialogue between Firms and Outside Actors on Social and Environmental Issues”. *Strategic Management Society*, Madrid, September, 2014
- * “Let’s talk: Studying Dialogue between Firms and Outside Actors on Social and Environmental Issues”. *Academy of Management*, Philadelphia, August, 2014
- * “The role of family, state, and institutional ownership in norm-conforming environmental initiatives: Lessons from China”, *Strategic Management Society*, Atlanta, Sep-Oct, 2013
- * Award Recipient, *Family Firm Institute*, San Diego, CA. October 2013.
- * “Program Chair of the COGO SIG”, *EURAM*, Istanbul, June 2013
- * “Necessity as the mother of «green» inventions: Institutional pressures and environmental innovations”, *GRONEN*, Marseille, June, 2012
- * “Preconference coordinator of the COGO SIG”, *EURAM*, Amsterdam, June 2012
- * “Out of sight, out of mind: Internal incentives, external pressures, and the pollution haven effect”, *Strategic Management Society*, Miami, November, 2011
- * Meeting of the *Academy of Management*, San Antonio, August 2011
- * “CEOs co-leadership influence on performance in family firms: Understanding intra- and inter- team agency relations”, *IFERA Conference*, Palermo, June 2011
- * “Caring About Firm Stakeholders: Towards a Theory of Proactive Stakeholder Engagement”, **2^o International Conference on Humanizing the Firm and the Management Profession**, Barcelona, June 2011.
- * “Value Creation in Private Family Firms” **2010 Family Business Conference** John Molson School of Business (JMSB), Concordia University, 20 – 22 October 2010
- * “Greenwashing” **Detoxifying Our Economy: Business and Green Chemistry-Workshop**, 14h-17h, Thursday, October 28, 2010. McGill University - Montreal, Canada
- * “Does greenwashing pay off? The impact of symbolic actions on environmental legitimacy”. *GRONEN*, Milan, June, 2010
- * “Will you keep an eye on my investment?” An empirical analysis of the link between institutional investors and boards of directors. *EURAM*, Rome May 2010
- * “The Impact of Symbolic and Substantive Actions on Environmental legitimacy”. Annual Meeting of the *Academy of Management*, Chicago, August 2009
- * “Do Blood Ties really Matter? The Effects of Family Ownership on Corporate Social Performance”. Annual Meeting of the *Academy of Management*, Chicago, August 2009
- * “Social Entrepreneurship in Emerging Economies: A Philanthropic Approach” (PDW). Annual Meeting of the *Academy of Management*, Chicago, August 2009
- * “Saving Face: Why family firms pollute less?”, *EURAM*, Liverpool, May 2009 (Best Paper Award – Corporate governance track)
- * “Strategic use of CSR as a signal for good management”, *EGOS*, Amsterdam, April, 2008

- * “A longitudinal study of the link between corporate governance and environmental strategy” Annual Meeting of the *Academy of Management*, Philadelphia, August 2007
- * “Do firms compensate their CEOs for environmental performance?” *Academy of Management*, Atlanta, GA - 2006
- * “The link between CEO pay and environmental performance” *Academy of Management*, Honolulu, HI - 2005
- * “The explanatory power of trust and commitment and stakeholders’ salience: Their influence on the reverse logistics programs performance” - *4th European Marketing Trends Congress Proceeding* - Paris 2005
- * “A stakeholder approach to reverse logistics” *Second World Conference on POM and Fifteenth Annual POMS Conference*, Cancun, Mexico, 2004.

Invited Presentations

- University of Surrey (UK), October, 2016
- Universidad del Desarrollo (Chile), October, 2016
- Nanyang Business School (Singapore), August, 2015
- Bocconi University (Italy), June, 2014
- Simon Fraser University (Canada), October, 2013
- University of St. Gallen (Switzerland), February, 2013
- Universidad de Almería (Spain), June, 2012.
- Concordia University (Canada), October, 2010
- Universidad Pública de Navarra (Spain), June, 2010
- Universidad de las Islas Baleares (Spain), June, 2009
- Universidad Carlos III (Spain)- May, 2007
- Bilkent University (Turkey) – March, 2007
- IESE Business School (Spain) – February, 2007
- Arizona State University (USA) – December , 2005.

MEDIA AND PRESS

- * TV & Radio: Antena 3; RTVE
- * Newspapers and Business Press: The Economist, Financial Times, FastCo, Business Insider, The Guardian, Stanford Social Innovation Review, Jornal de Negócios, Economist Intelligence Unit, Clarín, El Mundo, El País, Cinco Días, Expansión, El Economista, Actualidad Económica, La Gaceta, "PricewaterhouseCoopers" reports, Revista Emprendedores, The Korea Herald, Le nouvel Observateur, Observador (Portugal), Arab Times, Dario Occidente (Colombia), La Razón (Mexico), The Economic Times, Le Huffington Post (Quebec), among many others.

SERVICE

- * Member of the Editorial Board of Strategic Management Journal (Jan. 2014 - To date)
- * Vice-President of the Iberoamerican Academy of Management (Dec. 2011- Dec 2017)
- * Associate Editor of Organization and Environment (June, 1st. 2013- August 2016)
- * Associate Editor of the Family Business Review (June, 1st. 2011- July 2013)
- * Conference Co-Chair - 34th Annual International Conference of the Strategic Management Society (2014).
- * Scientific evaluator for the Ministry of Science and Innovation, Spain (ANEP)
- * Member of the Scientific Committee of the GRONEN conference
- * Been elected to the Organizations and the Natural Environment (ONE) Internationalization/Integration Team for a 3-year term (2009-2012).
- * Member of Research Committee of the Business Policy and Strategy Division (BPS) of the Academy of Management for 2-year term (2010-2012).
- * Editorial Board Member of
 - * *Harvard Deusto Business Review* – From January 2014 to present
 - * *“Journal of High Technology Management Research”* - From 2007 to present
 - * *“Management Research”* - From 2007 to present
 - * *“Family Business Review”* - From 2008 to August 2016
- * Ad-hoc reviewer
 - * **Journals:** *“Academy of Management Journal”, “Strategic Management Journal”, “Management Science”, “Organization Science”, “Journal of Business Ethics”, “Family Business Review”, “Journal of Business Venturing”, “Journal of Small Business Management”, “Journal of Business Research”, “European Management Review”, “Management Research” “Journal of High Technology Management Research”, “Thunderbird International Review” and “Management Research”.*
 - **Conferences:** *Academy of Management Meetings; EURAM; Iberoamerican Academy of Management; EABIS; GRONEN*
- * Chair Elected - EURAM Conference – Corporate Governance SIG 2011.
- * Co-chair of the Corporate Governance Track 2010- to date
- * Chair at IAM Conference. 2011. Lima, Peru
- * Chair of the Professional Development Workshops for the Iberoamerican Academy of Management that will take place on the 8th -10th August 2008 at the Academy of Management Conference in Anaheim, California.

RESEARCH PROJECTS, GRANTS, AND AWARDS

- * 2018 **“Best paper award”** with a paper titled: “How do the competitors value firm’s environmental actions? (with Hamid Mazloomi, Truong Yann Burgundy). - EURAM – BUSINESS AND SOCIETY DIVISION - MARKET AND SOCIETY. Reykjavik July 2018.
- * 2018 **“Research Excellence Award”** of the IESE Alumni Association (Best academic article published in a top international journal)
- * 2017 Family Firm Institute (FFI) **Best Unpublished Research Paper Award** for the paper "The Family-Legitimizing Environment: A key determinant of family-controlled firms' prevalence, strategy, and profitability"
- * 2017 ONE Book Award, given at the Academy of Management Conference (at Atlanta, USA) for the book “Green Lies”

- * 2017 ARCS **Emerging Sustainability Scholar Award** for the depth and impact of his research agenda.
- * 2016 **“Best International Paper Award”** - Organization and Management Theory (OMT) Division – Academy of Management, Anaheim, 2016. for the paper “The Family-legitimizing Environment and the Prevalence, Strategy, and Performance of Family Firms”
- * Finalist of the 2016 **Carolyn Dexter Award**. Academy of Management, Anaheim, 2016 for the paper “The Family-legitimizing Environment and the Prevalence, Strategy, and Performance of Family Firms”
- * **Best Conference Paper 2017** and **Most Inspirational Paper 2017** finalist at EURAM 2017 for the paper “Unfulfilled promises in the sharing economy? Exploring the value proposition of Airbnb”
- * **“2015 IBM Faculty Award”** for his work in researching and teaching strategies for cities (\$15,000)
- * **“Honorable Mention - Best Article Award”** and Academy of Management Best Paper Proceedings, 2015 for the paper titled “The Power of One: How CEO Power Affects Corporate Environmental Sustainability”, (August 7-11 in Vancouver, Canada).
- * **“Best Paper Award”** - Academy of Management (ONE Division), Philadelphia, 2014 for the paper “Let’s talk: Studying Dialogue between Firms and Outside Actors on Social and Environmental Issues”. (also included in the proceedings of the conference)
- * **“Honorable Mention - Best Article Award.”** 2013 by the Family Business Review (FBR) for the article entitled “Socioemotional Wealth in Family Firms: Theoretical Dimensions, Assessment Approaches, and Agenda for Future Research”,
- * **“Research Excellence Award”** 2011-2012 of the IESE Alumni Association (Best academic article published in a top international journal)
- * **“Emerging Scholar Award”** 2012 granted by the Academy of Management’s Organization and Natural Environment Division ONE – awarded in recognition of excellence in ONE-related research early in one’s academic career – presented at the 2012 AOM meeting, Boston, MA.
- * Honorable Mention in the “4th. annual **Dr. Alfred N. and Lynn Manos Page Prize for Sustainability Issues in Business Curricula**” for his Ph.D. course “Strategic CSR & Sustainability” (2012)
- * **“Best Scientific Contribution Award”** granted by the Public University of Navarre for work carried out in 2009 and 2010 in the area of Human and Social, Legal and Economic Sciences for my article in the Administrative Science Quarterly, “Socioemotional Wealth and Corporate Responses to Institutional Pressures: Do Family-Controlled Firms Pollute Less?”
- * **“Best Paper Award”** finalist at the IFERA Conference for the paper “CEOs co-leadership influence on performance in family firms: Understanding intra- and inter- team agency relations”
- * **“Best Paper Award”** finalist in the UAM-Accenture Award 2010) for the paper “Necessity as the mother of «green» inventions: Institutional pressures and environmental innovations”
- * **“Best Paper Award”** finalist in the Iberoamerican Academy of Management Conference for the paper “The Impact of Symbolic and Substantive Actions on Environmental Legitimacy”. Buenos Aires, 2009
- * **Best Doctoral Dissertation Award** granted by the Academy of Management’s Social Issues in Management Division SIM (Social Issues in Management) 2009 Doctoral Dissertation Award at the Academy of Management for the dissertation “Compensation, Family Firm, and Innovation: An Empirical Analysis from an Environmental Perspective”. Received a plaque, along with monetary recognition, sponsored by the Beard Center for

Leadership in Ethics at Duquesne University, Pittsburgh during the Annual Academy meeting in Chicago in August, 2009.

- * **“Best Paper Award”** in the Corporate Governance Track at the EURAM conference (Liverpool) for the paper "SAVING FACE: WHY FAMILY FIRMS POLLUTE LESS?". The award is sponsored by the Center for Family and Enterprise and Ownership (CeFEO) - Jönköping International Business School, Sweden.
- * **“Best Paper Proceedings”** - European Academy of Management (Corporate Governance Track), Liverpool, UK. 2009.
- * **“Best Paper Proceedings Award”** - Academy of Management (ONE Division), California 2008 for the paper “Can Institutional Forces Create Competitive Advantage? An Empirical Examination of Environmental Innovation”.
- * **“LEONARDO GRANT”** - Principal investigator of the project “Green lies: The consequences of greenwashing”: BBVA Foundation Grant to Researchers, Innovators and Cultural creators. Period: 2014-2015 (40.000 €) – 56 grants from 1644 submissions (3,5%).
- * EU – Horizon2020 – GrowSmarter: transforming cities for a smart, sustainable Europe. 2015-2020. (34.5 million € overall – 520k € for the team for which I am a member)
- * Principal investigator of the project: “Empresa familiar, conflicto de intereses y resultados: Comprendiendo los diferentes riesgos y sus consecuencias desde una perspectiva socioemocional” - financed by the Ministry of Economy and Competitiveness in Spain grant no ECO2012-33018-E-Period: 2012-2015 (18.700 €)
- * Principal investigator of the project: “Red de Investigación Strategic Madrid Group” - financed by the Ministry of Science in Spain grant no ECO2011-15829-E Period: 2012-2013 (2.500 €)
- * EC - The Competitiveness and Innovation Framework Program PROINNOEurope-ENT-CIP-09-C-N02S00 CIP-EIP European Cluster Management Excellence Consortium (Cluster Managers EU) 245658. Period:1.09.2009-1.09.2012 (950.000€).
- * Principal researcher of the project: “Red de Investigación sobre Sostenibilidad” - financed by the Ministry of Science in Spain grant no ECO2010-09370-E-Period: 2010-2011 (2.000 €)
- * Principal investigator of the project: “Red de Investigación European Group Of Corporate Governance” - financed by the Ministry of Science in Spain grant no ECO2009-08446-E-Period: 2010-2011 (5.000 €)
- * Member of the project: “Surgimiento de Nuevos Formatos Organizacionales, Industrias y Practicas de Gestión” - financed by the Ministry of Science in Spain grant no ECO2009-08799. Period: 2010-2013 (56.000 €)
- * Member of the project: “The Organization of Innovation for Competitive Advantage” - financed by the Agencia de Gestió d'Ajuts Universitaris i de Recerca - grant no 2009 SGR 919. Period: 2009-2010 (33.600 €)
- * Member of the project: “Innovación, productividad y sostenibilidad medioambiental: creación de valor mediante la incorporación de los stakeholder y la gestión de la trazabilidad en las cadenas de suministro globales” - financed by the Ministry of Education in Spain grant no SEJ2007-63996. Period: 2007-2010 (94.000 €)
- * Member of the project: “La dirección de operaciones y las teorías de stakeholders y de recursos y capacidades. Implicaciones estratégicas en la gestión del ciclo de vida de los equipos informáticos” financed by the Ministry of Education in Spain grant no. SEJ 2004-07877-C02-02. Period: 2004-2007 (39,100 €)
- * Financial fellowship granted by the Universidad Carlos III supporting mobility for pre-doctoral students. (2700 €) April. 2005 and April 2006

* Award FACULTAD – 1st. Place - for “Diagnosis of the Problematic of the Pymes - Prospective solutions” - November 1999. Professional Council of Economic Sciences of Cordoba - C.P.C.E

DOCTORAL DISSERTATION COMMITTEES

<i>Candidate</i>	<i>Title</i>	<i>Date</i>	<i>Supervisor</i>
Rob Langan	New perspectives on top positions within the firm (proposal)	09/10/2018	Rocio Bonet
Pedro Vazquez	On the Goals of Family Firms: Conceptual Review and Empirical Evidence from the largest Latin American Companies	22/11/2017	Hector Rocha
Wei-Jun HSUEH	Corporate Social Responsibility Strategy of Family Businesses: Identity and Reputation Perspectives	3/12/2016	Carlo Salvato
Joaquín Javaloyes Ruiz	La capacidad innovadora de la empresa y su interacción con la rivalidad interna de la industria como factores determinantes de la rentabilidad en un contexto de crisis económico	30/6/2014	Isabel Díez Vial Marta Fernández Olmos
Borbala Kulcsar	Essays on Corporate Social Responsibility	18/12/2012	Andrea Fosfuri Marco Giarratana
Luiz Ricardo Kabbach de Castro	Corporate Ownership in Latin American Firms: A Comparative Analysis of Dual-Class Shares	18/06/12	Rafel Crespi & Ruth Aguilera
María Cristina De Stefano	Three essays on environmental innovations, voluntary disclosure and cooperation along the Supply Chain	29/09/11	María José Álvarez Gil María José Montes-Sancho
Javier Delgado-Ceballos	“La influencia de los stakeholders en la estrategia medioambiental de las empresas”	05/03/10	Alberto Aragón and Antonio Rueda
Liliana Gelabert	“Three Essays on Innovation and Environment”	26/06/09	Andrea Fosfuri
Kremena Slavcheva	“Mobility of researchers, collaborations, and innovation”	26/06/09	Julio De Castro & Andrea Fosfuri

PHD STUDENTS UNDER HIS SUPERVISION

<i>Candidate</i>	<i>Institution</i>	<i>Date of completion</i>
Adrian Pardo	IESE Business School	30/06/15

Federica Massa	IESE Business School	10/06/15
Horacio Rousseau	IESE Business School	25/05/17
Stephen Smulowitz	IESE Business School	8/06/17

FORMAL DEVELOPMENT AND RENEWAL

January, 2011 – Paris

BOSS Certified instructor. Certification N° PA-11-0001

June, 2009 – Barcelona

ECCH Teaching with cases seminar

ECCH Writing cases seminar

OTHER INDUSTRIAL EXPERIENCE

September, 2004 – Present

Stock Exchange of Madrid, Spain

* Invited columnist of the magazine “Bolsa de Madrid”

October, 2001 – August, 2002

Pool Company, Sarasota, FL - USA

* Position: Office Manager

April 1998 – September, 2001

Stock Exchange of Cordoba - Economic Research Institute

City of Córdoba, Córdoba

* Position: Senior researcher.

* Specialized in the areas of services, IT, and agricultural production.

* Responsible for the Strategic Plan for the city of San Francisco (Province of Córdoba)

* Program of labor reintegration in the municipalities of Malagueño (Province of Córdoba) and Las Heras (Province of Mendoza)

Published works:

* “Evolution and Perspectives of the Dairy Sector” - August 1998 - Published

* Book “Balance of the Argentinean Economy: A Regional Approach” - Editions 1998-1999-2000 - Published

* Presentation “Cordoba” - Used by the Secretary's office of Foreign trade of the Province in its commercial missions - 1998 - 2000

* “Asociatividad: an option of development for the PyMEs - Proposal for an integrated and sustainable enterprise growth”- 1999

January 2000 - February 2001

Municipality of the City of Cordoba - Secretary of Economic Development

City of Cordoba, Argentina

* Position: Economic adviser – Coordinator of Enterprises Development Projects

OTHER ANTECEDENTS

- * Active member of the Iberoamerican Academy of Management
- * Member of the Academy of Management
- * Member of the Strategic Management Society
- * Member of the Network for Business Sustainability
- * Member of the European Group of Corporate Governance
- * Member of the Professional Council of Economic Sciences of Cordoba
- * Head researcher and writing of the Real Estate Training Center CEDIN - 2001
- * Several articles written for diverse business publications and BC and TV Interviews

LANGUAGES

- * Speak and write Spanish and English fluently.

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