

Pablo Sanz

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IESE Business School – University of Navarra
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[Personal Website](#) / [Google Scholar](#)

ACADEMIC POSITIONS

- **University of Navarra, IESE Business School** 2024 – present
 - Assistant Professor of Business Ethics

EDUCATION

- **University of Michigan, Stephen M. Ross School of Business** 2018 – 2024
 - PhD Candidate, Strategy
 - *Dissertation Committee: Jordan Siegel (chair), Jerry Davis, Mark Mizruchi, Derek Harmon*
- **University of Navarra, IESE Business School** 2016 – 2018
 - Master in Business Administration (MBA)
- **University of Barcelona, UB School of Economics** 2014 – 2016
 - Master of Science (MSc) in Economics
- **Polytechnic University of Catalonia, ETSEIB** 2009 – 2014
 - Bachelor and Master of Science (BS and MS) in Industrial Engineering

RESEARCH INTERESTS

Social Movements, Nonmarket Strategy, Corporate Political Activity, Corporate Social Responsibility, Institutional Theory, Organizational Rhetoric, Business Ethics

JOURNAL PUBLICATIONS

- Sanz, P., Fontrodona, J. (2019). "Moderation as a Moral Competence: Integrating Perspectives for a Better Understanding of Temperance in the Workplace". *Journal of Business Ethics*, 155(4): 981–994.

WORKING PAPERS & RESEARCH PROJECTS

- Sanz, P. Article on social movements and ideology. [*Under review at Administrative Science Quarterly*]
 - Nominated for the 2023 EGOS Best Paper Student Award
- Sanz, P. "Social Media Boycotts and Stock Market Reactions: The Role of Ideological Connotations and Platform Interactions". [*Preparing for submission*]
- Sanz, P. "From Traditional to Digital Activism against Corporations: Evolution in Nature, Mechanisms, and Strategic Implications for Firms". [*Empirical analysis stage*]
- Kim, J., Sanz, P., & Siegel, J. "Overcoming the Liability of Foreignness through Corporate PAC Campaign Contributions". [*Empirical analysis stage*]

- Sanz, P. "Organizations at a Crossroads: How Stakeholder Pressures over Novel Social Issues Move Organizations to Take Moral Stands". [*Empirical analysis stage*]

CASES & TEACHING MATERIALS

- Santomá, J., Sanz, P. "The six-step framework: Diagnosis". Technical Note. IESE Business School, University of Navarra.
- Fontrodona, J., Sanz, P. "Supracafé S.A.". IESE Business School, University of Navarra.
- Fontrodona, J., Sanz, P. "Supracafé S.A. (Teaching Note)". IESE Business School, University of Navarra.

OTHER PUBLICATIONS

- Fontrodona, J., Sanz, P. (2015). "The Keys to a Positive Business Culture". IESE Insight, 27, Fourth Quarter 2015, p15-22.
- Fontrodona, J., Sanz, P. (2015). "La apuesta del Impact Investing". IESE Center for Business in Society, Barcelona.

AWARDS & SCHOLARSHIPS

- Finalist for the Best Dissertation Award, Society for Business Ethics 2025
- Rackham Conference Travel Grant, University of Michigan 2023
- PhD Office Travel Award, Ross School of Business, University of Michigan 2022 – 2023
- Early Candidacy Grant, Ross School of Business, University of Michigan 2020
- Ross Regent Fellowship, Ross School of Business, University of Michigan 2018
- IESE Trust Scholarship for MBA 2018, University of Navarra, IESE Business School 2016
- TA Scholarship, University of Barcelona, UB School of Economics 2014 – 2015
- CEU Ángel Herrera Award, San Pablo CEU Foundation 2009

PRESENTATIONS

- Sanz, P. "Social Media Boycotts and Stock Market Reactions: The Role of Ideological Connotations and Platform Interactions"
 - Academy of Management (AOM) Annual Meeting – Copenhagen (Denmark) July 2025
 - Strategy and the Business Environment (SBE) Conference – Philadelphia, PA. (USA) May 2025
- Sanz, P. Article on social movements and ideology. [*Under review*]
 - IESE Business School, Business Ethics Department – Barcelona (Spain) January 2024
 - ESADE, Strategy and General Management Department – Barcelona (Spain) November 2023
 - Universidad Carlos III de Madrid, Management Area – Madrid (Spain) November 2023
 - IE Business School, Strategy Department – Madrid (Spain) October 2023
 - European Group for Organizational Studies (EGOS) Colloquium – Cagliari (Italy) July 2023
 - IESE International Symposium on Ethics, Business and Society – Barcelona (Spain) June 2023
 - Non-Market Strategy Research Community (NMSRC) Doctoral Conference – Virtual May 2023
 - Strategy and the Business Environment (SBE) Conference – Washington D.C. (USA) May 2023

- East Coast Doctoral Conference (ECDC) – New York, NY (USA)

April 2023

ACADEMIC SERVICE

- Reviewer for Organization Science *2025 – present*
- Reviewer for Strategy Science *2025 – present*
- Reviewer for the Journal of Business Ethics *2024 – present*
- Mentor for IESE MBA Program *2025 – present*
- Ad Hoc Reviewer for Academy of Management Annual Meeting (OMT and SIM) *Spring 2023*
- Mentor for Undergraduate Research Opportunity Program (UROP) *Winter 2021*
- Michigan Ross PhD Forum Social Co-chair *2020 – 2021*

TEACHING

- **University of Navarra, IESE Business School**
 - Instructor, Analysis of Business Problems (MBA) *Sep 2024 – present*
- **University of Navarra, School of Architecture**
 - Instructor, Professional Ethics (Master in Theory and Architectural Design) *Mar 2025*
- **University of Michigan, Stephen M. Ross School of Business**
 - Instructor, Business Strategy (BBA undergrad) *Winter 2021*
 - Teaching evaluation: 4.8 / 5.0

EMPLOYMENT

- **TRANSICION Private Equity Search Fund** *Jun 2017 – Aug 2017*
 - Summer Associate
- **University of Navarra, IESE Business School** *Oct 2014 – Sep 2016*
 - Research Assistant, Department of Business Ethics
- **University of Barcelona, UB School of Economics** *Nov 2014 – Jul 2015*
 - Teaching Assistant, Department of Econometrics and Statistics

OTHER

- ID ORCID: 0000-0001-6856-0942
- ID Web of Science Researcher: NJS-9381-2025
- Languages: English (fluent), Spanish (native), Catalan (native)