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Foreword

Because of its pan-European structure, ESCP Business School occupies a unique position in the world of management schools. The doctoral programme also has its own European specificity. ESCP has not one but two doctoral programmes: one in Berlin and the other in Paris. This programme currently has a total of 130 enrolled doctoral students (65 in Berlin; 65 in Paris), and 27 new recruits this year (11 in Berlin; 16 in Paris). There are even now 164 alumni (64 in Berlin; 100 in Paris), many of whom are active in the academic world but also, particularly in Germany, in business. As always, we would like to thank the Foundation for its generous and crucial financial support covering 40% of the scholarships granted in the Paris PhD programme. Many PhD candidates in Berlin doctoral programme are financially supported through the employment in externally-funded research projects financed by the national ministries and European funding agencies and implemented by the respective Chairs at Berlin Campus.

Contributing to doctoral training for a higher education institution such as ESCP is a major stake. Today's doctoral students are tomorrow's researchers and higher education professors. The success of our doctoral students and their professional future is a salient feature of ESCP's position vis-à-vis other institutions and a visible mark of its dynamism in the academic world. We can therefore be pleased to see that our PhDs are gradually taking an increasingly visible place in our academic ecosystem. Among others, we can note the arrival of Penelope Van Den Bussche (PhD 2019) at Université Paris Dauphine, Nora Meziani (PhD 2016) at the University of Liverpool or Anna Souakri (PhD 2019) at Politecnico di Milano; Florian Dost (Dr. rer. pol in 2012) professor at the University of Cottbus, Tyge Kummer (Dr. rer. pol in 2010) associate professor at Queensland University of Technology in Australia or Lena Knappert (Dr. rer. pol in 2014) assistant professor at the University of Amsterdam.
In terms of academic activities, our PhD students continue to show their dynamism and productivity. Our PhD staff is involved in three new A publications and three B/C journals. You can see in the following pages their full contribution to publications and their implication in conferences. This year, a new initiative was launched at ESCP: the impact papers series. These publications are oriented towards our stakeholders and propose applied articles to business readers. Here too, our doctoral staff made a substantial contribution and once more proved that doing research means being in the world (not in an ivory tower).

Finally, we could not end this foreword without greeting our colleague Claire Dambrin who has managed the doctoral programme in Paris for the last three years and is now enjoying a well-deserved sabbatical leave. Her constant involvement, recognized by all, colleagues and doctoral students, has allowed the doctoral program to continue to progress. Thanks a lot and congratulations, Claire, for that!

Rolf Brühl
Berlin doctoral programme

Régis Coeurderoy
Paris doctoral programme

Paris campus New students in September 2020

Management Control



Eléonore BROUARD (Prof. Claire DAMBRIN)



Thiébaud DE RIBEROLLES (Prof. Philippe ZARLOWSKI)



Mariann GYORKE (Prof. Olivier SAULPIC)

Management



Tristan DUPAS (Prof. Jean-Philippe BOUILLOUD)



Sophie GENESTE (Prof. Frédéric FRERY)



Matilde GUILHON (Prof. Régis COEURDEROY)

Human Resources



Catherine LESPERANCE (Prof. Géraldine GALINDO)



Valentin MESA (Prof. Géraldine GALINDO)

Audit & Accounting



Bianca MINUTH (Prof. Paul PRONOBIS)

Finance



Imène OUERGHI (Prof. Christophe MOUSSU)

Information & Operation Management



Marcus BERGMANN (Prof. Valentina CARBONE & Prof. Philippe ZARLOWSKI)



Haoran YUE (Prof. Wei ZHOU)

Entrepreneurship



Sara BIGLIERI (Prof. Sylvain BUREAU)



Diana GARCIA QUEVEDO (Prof. Caroline VERZAT)

Marketing



Maciej KIELAR (Prof. Raphaëlle PANDRAUD)



Josiane ZHANG (Prof. Ben VOYER)

Berlin campus New students in September 2020

Chair of Human Resource Management & Intercultural Leadership



Alexandra BALLNAT (Prof. Dr. Marion FESTING)

Chair for International Entrepreneurship



Cynthia KLAUTH (Prof. Dr. Matthias Mrozewski)



Sönke MESTWERDT (Prof. Dr Matthias Mrozewski)



Ronja KIRSCHNING (Prof. Matthias Mrozewski)

Chair of Finance



Frederic LAMMERS (Prof. Dr. Ulrich PAPE)



Claudio SCHÜTZ (Prof. Dr. Ulrich PAPE)

Chair of Environment and Economics



Simon RABA (Prof. Dr. Sylvie GEISENDORF)

Chair of International Management and Strategic Management



Tobias ROMEY (Prof. Dr. Stefan SCHMID)

Chair of International Financial Markets



Kai SCHINDELHAUER (Prof. Dr. Houdou Basse Mama)

Chair of International Accounting



Mateusz TOKARSKI (Prof. Dr. Martin SCHMIDT)

Chair Of Business Ethics and Management Control



Moritz SCHNEIDER (Prof. Dr. Rolf BRÜHL)

Vivas in 2019-2020

Pénélope VAN DEN BUSSCHE (September, 16 2019, Paris Campus)



Thesis Title : Une analyse biopolitique de la « communauté » sur les plateformes pair-à-pair
Supervisor:

- Prof. Claire DAMBRIN, ESCP Business School

Defence Committee:

- Prof. Caroline LAMBERT, HEC Montréal
- Prof. Jérôme MERIC, IAE de Poitiers
- Prof. Jérémy MORALES Reader, King's College London
- Prof. Ebba SJÖGREN, Associate Professor, Stockholm University

BEST THESIS AWARD FRENCH ACCOUNTING ASSOCIATION

Carole CHARBONNEL (October, 1rst 2019, Paris Campus)



Thesis Title: Vers une nouvelle logique marketing des entreprises ? Explorer les antécédents & conséquences du marketing de co-création de valeur

Supervisor:

- Prof. Delphine MANCEAU, ESCP Business School, NEOMA Business School

Defence Committee:

- Prof. Emmanuelle LE NAGARD-ASSAYAG, ESSEC Business School
- Prof. Pierre VOLLE, Université Paris Dauphine
- Prof.Pierre-Louis DUBOIS, Université de Montpellier
- Prof. Jean-François LEMOINE, Université Paris 1 Panthéon-Sorbonne

Alban OUAHAB (October, 11 2019, Paris Campus)



Thesis Title: Contester et consentir : La mise au travail des membres d'une organisation alternative. Le cas d'un supermarché coopératif et participatif

Supervisor:

- Prof. Aurélien ACQUIER, ESCP Business School

Defence Committee:

- Prof. Thibault DAUDIGEOS, Grenoble École de Management
- Prof.Florence PALPACUER, Université de Montpellier
- Prof. David COURPASSON, EM Lyon Business School
- Prof.Valérie FOURNIER, University of Leicester



Andrew ZYLSTRA (October, 14 2019, Paris Campus)

Thesis Title: Transposing the 'real effects of financial markets' perspective onto the marketing-finance interface

Supervisor:

- Prof.Sandrine MACE, ESCP Business School

Defence Committee:

- Prof. Pascal ALPHONSE, Université de Lille
- Prof. Paul-Valentin NGOBO, Université Paris Dauphine
- Prof. Philippe AURIER, Université Montpellier
- Prof. Sophie CHANGEUR, Université de Picardie Jules Verne
- Prof. Christophe MOUSSU, ESCP Business School



Moyra MARVAL (October, 25 2019, Paris Campus)

Thesis Title: Corporate Accelerators: Novel Organizations for Entrepreneurial Support – Toward a Process Theory

Supervisors :

- Prof. Jacqueline FENDT, ESCP Business School
- Prof. René MAUER, ESCP Europe

Defence Committee:

- ·Prof. Stéfanie DAMERON, Université Paris Dauphine
- ·Prof. Cristina ROSSI LAMASTRA, Politecnico di Milano School of Management
- ·M. Didier CHABAUD, IAE Paris
- ·M. Erno TORNIKOSKY, University of Exeter Business School

Christian MÜNNICH (4th of November, 2019, Berlin Campus)

Thesis Title: "Toward the Value Growth Model of Social Commerce: Taxonomy, Determinants, and the Effect of Humor on Prosumer Engagement in Electronic Word-of-Mouth"

Supervisor:

- Prof. Dr. Robert Wilken, ESCP Berlin

Defence Committee:

- Prof. Dr. Ulrich Pape, ESCP Berlin, President of the Committee
- Prof. Dr. Robert Wilken, ESCP Berlin
- Prof. Dr. Erik Maier, HHL Leipzig Graduate School of Management

Laurence PELLETIER (7th of November, 2019, Paris Campus)



Thesis Title: La Fabrique du Burn-Out. Une « terridéalité », alliance de terreur et d'idéalisation dans l'organisation

Supervisor :

- Prof. Gilles ARNAUD, ESCP Business School

Defence Committee:

- Prof. Emmanuel ABORD DE CHATILLON, IAE de Grenoble
- Prof. Bénédicte VIDAILLET, Université Paris Est Créteil
- Prof. Jean-Francois CHANLAT, Université Paris Dauphine
- Prof. Florence GIUST-DESPRAIRIES, Université Paris Diderot
- Prof. Philippe ZAWIEJA, Université de Sherbrooke (Canada)

Caroline RIEU-PLICHON (December, 13 2019, Paris Campus)



Thesis Title : The uses of ambiguity by managers in a change context. An ethnographic study.

Supervisor:

- Prof. Hervé LAROCHE, ESCP Business School

FINALIST FOR THE PRIZE OF THE BEST THESIS BAROMETER FNEGE

Defence Committee:

- Prof. Christina GARSTEN, Stockholm University
- Prof. Amaury GRIMAND, IAE de Nantes
- Prof. Yvonne GIORDANO, Université de Nice Sophia-Antipolis
- Prof. François PICHAULT, HEC Université de Liège



Anna SOUAKRI (December, 16 2019, Paris Campus)

Thesis Title: The distinctiveness of entrepreneurs' experience role in investment screening decisions: What does really matter? A venture capitalist –entrepreneur' dyad inquiry.

Supervisor:
Prof. Régis COEURDEROY, ESCP Business School

Defence Committee:

- Prof. William GARTNER, Babson College
- Prof. Marc GRUBER, EPFL (Ecole PolytechniqueFédérale de Lausanne)
- Prof. Andrew ZACHARAKI, Babson College
- Prof.Yi JIANG, ESCP Business School
- Prof.Alberta di GIULI, ESCP Business School

Till BLESIK (3rd of February, 2020, Berlin Campus)

Thesis Title: "Crowd Knowledge and Blockchain"

Supervisor:
- Prof. Dr. Markus Bick, ESCP Berlin

Defence Committee:
- Prof. Dr. Martin Schmidt, ESCP Berlin, President of the Committee
- Prof. Dr. Markus Bick, ESCP Berlin
- Prof. Dr. Ali Sunyaev, Karlsruhe Institute of Technology

Martin BÖCKLE (7th of May, 2020, Berlin Campus)

Thesis Title: "User-Centered Adaptive Gamification"

Supervisor:
- Prof. Dr. Markus Bick, ESCP Berlin

Defence Committee:
- Prof. Dr. Houdou Basse Mama, ESCP Berlin, President of the Committee
- Prof. Dr. Markus Bick, ESCP Berlin
- Priv.-Doz. Dipl.-Ing. Dr. techn. Martin Ebner, Graz University of Technology

Stephanie SCHWORM (28th of May, 2020, Berlin Campus)

Thesis Title: "Career Success: A Cross-context Examination"

Supervisor:
- Prof. Dr. Marion Festing, ESCP Berlin

- **Defence Committee:**
- Prof. Dr. Christoph Seckler, ESCP Berlin, President of the Committee
- Prof. Dr. Markus Bick, ESCP Berlin
- Prof. Dr. Maike Andresen, The University of Bamberg

Warda BEN DAALI (June, 2 2020, Paris Campus)



Thesis Title : Des métriques, des femmes et des hommes. Le cas des médecins hospitaliers à l'épreuve des mesures de l'activité

Supervisors:
- Prof. Olivier SAULPIC, ESCP Business School
- Prof. Philippe ZARLOWSKI, ESCP Business School

Defence Committee
- Prof. Caroline LAMBERT, HEC Montréal
- Prof. Annick VALETTE, IAE de Grenoble
- Prof. Aude DEVILLE, IAE de Nice
- Prof. Afshin MEHRPOUYA, HEC Paris
- Prof. Catherine PAUGAM-BURTZ, Praticien Hospitalier, Assistance Publique des Hôpitaux de Paris

Nathalie CLAVIJO (June, 26 2020, Paris Campus)

Thesis Title: Genre et Comptabilité dans le Groupe Saint-Gobain : Trois essais sur la comptabilité entre instrument de domination et de résistance aux normes de genre.



Supervisor:

- Prof. Claire DAMBRIN, Professeure, ESCP Business School

Defence Committee:

- Prof.Caroline LAMBERT, HEC Montréal
- Prof.Frédérique PIGEYRE, CNAM, titulaire de la chaire genre, mixité, égalité femmes-hommes
- Prof. Yves GENDRON, Université de Laval (Québec)
- Prof.Iona LUPU, ESSEC Business School
- Mme Hélène SUBREMON, Directrice Expérience Collaborateur, Saint-Gobain Distribution France

Marina LEBAN (July, 08 2020, Paris Campus)

Thesis Title: Luxury Consumption Practices in the Digital Age: Prosumers and Lurkers on Visual Social Media.



Supervisor:

Prof. Benjamin G. VOYER, ESCP Business School

Defence Committee

- Prof. Delphine DION, ESSEC Business School
- Prof. Margherita PAGANI, EMLyon Business School
- Prof. Yuri SEO, University of Auckland
- Prof. Luca M. VISCONTI, Università della Svizzera Italiana

Van Ha LUONG (July, 07 2020, Paris Campus)

Thesis Title: International Tourist's post-visit behaviors: A study of short-term revisit intention in the emerging tourism destination of Vietnam



Supervisor :

- Prof.Nathalie PRIME, ESCP Business School

Defence Committee:

- Prof. Lan Huong BUI, French-Vietnamese Center for Management Education (CFVG)
- Prof. Gilles ROEHRICH, Université Grenoble-Alpes
- Prof. Jean-Pierre HELFER, Université Panthéon Sorbonne (IAE Paris)
- Prof. Robert WILKEN, ESCP Business School, Berlin Campus

Raghav MANOCHA (July, 29 2020, Paris Campus)



Thesis Title : Effect of consumption-context and product attributes on social value perception of luxury clothes for Indian female consumers.

Supervisor :
Prof. Raphaëlle PANDRAUD, ESCP Business School

Defence Committee:

- Prof. Gilles LAURENT, ESSEC, Professeur Emérite, HEC
- Prof. Liselot HUDDERS, Ghent University
- Prof. Sandrine MACE, ESCP Business School
- Prof. Anne MICHAUT, HEC

Hiep NGUYEN (July, 10 2020, Paris Campus)
Thesis Title: Essays on Financial Analysts



Supervisor :

- Prof. Michael TROEGE, ESCP Business School

Defence Committee:

- Prof. Edith GINGLINGER, Université Paris Dauphine
- Prof. Anne-Gaël VAUBOURG, Université de Poitiers
- Prof. Alberta DI GIULI, ESCP Business School
- Prof. Joël METAIS, Université Paris Dauphine – PSL

Nils FÜRSTENBERG (30th of June, 2020, Berlin Campus)
Thesis Title: "Consequences of Leadership for Employee Performance and Well-Being: Exploring Cognitive and Relational Approaches"

Supervisor:

- Prof. Dr. Kerstin ALFES, ESCP Berlin

Defence Committee:

- Prof. Dr. Rolf BRÜHL, ESCP Berlin, President of the Committee
- Prof. Dr. Kerstin ALFES, ESCP Berlin
- Prof. Dr. Eric KEARNEY, The University of Potsdam

Andreas AIGNER (7th September, 2020, Berlin Campus)
Thesis Title: "Factors Influencing Consumers' Price Evaluations: Price Changes, Product Characteristics, and Consumer Habits"

Supervisor:

- Prof. Dr. Robert Wilken, ESCP Berlin

Defence Committee:

- Prof. Dr. Markus BICK, ESCP Berlin, President of the Committee
- Prof. Dr. Robert WILKEN, ESCP Berlin
- Prof. Dr. Maik EISENBEIß, The University of Bremen

Christian DAUMOSER (18th September, 2020, Berlin Campus)
Thesis Title: "Equity Valuation for Financial Technology Transactions"

Supervisor:

- Prof. Dr. Ulrich PAPE, ESCP Berlin

Defence Committee:

- Prof. Dr. Robert WILKEN, ESCP Berlin, President of the Committee
- Prof. Dr. Ulrich PAPE, ESCP Berlin
- Prof. Dr. Bernhard HIRSCH, Bundeswehr University Munich

Rémy ESTRAN (18th September, 2020, Paris Campus)



Thesis Title: Essais sur la modélisation du risque de crédit

Supervisor :

- Prof.Cécile KHAROUBI, ESCP Business School

Defence Committee:

- Prof. Catherine LUBOCHNISKY, Université Paris 2 Panthéon Assas,
- Prof. Adrian POP, IAE de Nantes
- Prof. Julien FOUQUAU, ESCP Business School

Charlotte TRAEGER (22nd September, 2020, Berlin Campus)
Thesis Title: "The professionalization of volunteer management: How organizational practices affect volunteers."

Supervisor:

- Prof. Dr. Kerstin Alfes, ESCP Berlin

Defence Committee:

- Prof. Dr. Christian Durach, ESCP Berlin, President of the Committee
- Prof. Dr. Kerstin Alfes, ESCP Berlin
- Prof. Dr. Amanda Shantz, The University of Dublin

Dejan GLAVAS (23th September, 2020, Paris Campus)
Thesis Title: Why do firms issue green bonds?



Supervisor :

- Prof. Franck BANCEL, ESCP Business School

Defence Committee:

- Prof. Pascal DUMONTIER, Université Paris-Dauphine, Université Paris 2 Panthéon Assas,
- Prof. Franck LECOCQ, AgroParisTech
- Christophe MOUSSU, ESCP Business School
- M. Patrice GEOFFRON, Professeur, Université Paris-Dauphine

Francis GODDARD (23rd September, 2020, Berlin Campus)

Thesis Title: "Insights into Auditor-Director Interactions: Three Studies on Auditor Choice, Auditors' Billing Tactics and Client-Initiated Auditor Changes"

Supervisor:

- Prof. Dr. Martin Schmidt, ESCP Berlin

Defence Committee:

- Prof. Dr. Kerstin Alfes, ESCP Berlin, President of the Committee
- Prof. Dr. Martin Schmidt, ESCP Berlin
- Prof. Dr. Klaus Ruhnke, The Free University of Berlin

News from our Alumni (Paris)

Post Docs



Marina LEBAN (PhD 2020)

Copenhagen Business School



Anna SOUAKRI (PhD 2019)

Polytechnico di Milano



Louis VUARIN (Defence scheduled on November 26th 2020)

Ecole Polytechnique

New Jobs



Liliane CABRINI CARMAGNAC (Defence scheduled on November 6th 2020), Assistant Professor ESC La Rochelle



Carole CHARBONNEL (PhD 2019),
Maître de Conférences - Université Lyon 3, laboratoire Magellan



Emmanuelle GARBE (PhD 2015)
After 3 years at ISTEC, has joined the IAE de Paris.



Moyra MARVAL (PhD 2019)
Assistant Professor, Neoma Business School



Caroline RIEU PLICHON (PhD 2019) :
Assistant Professor, IESEG



Marion SANGLE FERRIERE (PhD 2019) : Maître de Conférences, Université de Cergy Pontoise



Pénélope VAN DEN BUSSCHE (PhD 2019)

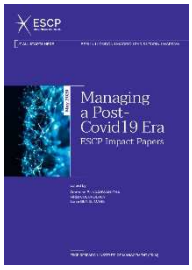
After one year in Toulouse Business School is now Maître de Conférences, Université Paris Dauphine



Nora MEZIANI (PhD 2016)

After 3 years at HEC Montréal, she has now joined the University of Liverpool.

Publications in 2019-2020



Impact papers

- **AMSALLEM Yaëlle** (2020), COVID-19 mobility tracking and contact tracing applications: acceleration of a political technological utopia? in Bunkanwanicha P., Coeurderoy R. et Slimane, S. Editor (Ed.), Managing a Post-Covid19 Era, ESCP Impact Papers.

  Abstract: This impact paper explores how, in the current crisis, governments around the world are using or designing mobility tracking and contact tracing applications. We examine the technological utopianism that led to the worldwide adoption of these new surveillance technologies –analysed as a panopticon without tower– in order to understand the consequences to expect after the COVID crisis. There is an urgent need to consider the political dimension of what is presented as a mere technological solution to solve the crisis.

- **AYACHE WISZNIOWSKA Urszula** & COEURDEROY Régis (2020), Covid 19 and the scale-up of the platform revolution. in Bunkanwanicha P., Coeurderoy R. et Slimane, S. Editor (Ed.), ESCP Impact Paper: Managing a Post-Covid19 Era

  Abstract: Most companies operating with traditional business models experience hardship and suffer a serious financial hit amongst the coronavirus outbreak. However, the pandemic crisis opens a big opportunity for online platforms to show off the unique benefits of their new business model, in particular the opportunities to scale. This impact paper addresses the question of challenges and opportunities that scaling ventures shall apprehend in order to survive (and thrive) in the aftermath of the coronavirus crisis and the inevitable recession times that lie ahead.

- **AYACHE WISZNIOWSKA Urszula** & COEURDEROY Régis (2020), Covid 19 et la révolution des plateformes en hypercroissance. in Bunkanwanicha P., Coeurderoy R. et Slimane, S. Editor (Ed.), ESCP Impact Paper: Managing a Post-Covid19 Era.

  Abstract: La plupart des entreprises fonctionnant avec des business models traditionnels connaissent des difficultés et subissent un sérieux coup financier lors de l'épidémie de coronavirus. Toutefois, la crise pandémique offre aux plateformes en ligne une grande opportunité de montrer les avantages uniques de leur nouveau modèle d'entreprise, en particulier les possibilités d'expansion extrêmement rapide (scale-up). Cet article aborde la question des défis et des opportunités que les entreprises en hypercroissance doivent appréhender pour survivre (et prospérer) au lendemain de la crise du coronavirus et des inévitables périodes de récession qui s'annoncent.

- COEURDEROY Régis & **KRIEM Sofia** (2020), Covid-19: The collective visibility of couriers or the beginnings of a new social contract., in Bunkanwanicha P., Coeurderoy R. et Slimane, S. Editor (Ed.), Managing a Post-Covid19 Era, ESCP Impact Papers.

  Abstract: This impact paper discusses possible effects of the Coronavirus health crisis on the future of delivery platform couriers. Usually invisible individually to the eyes of society, these workers are gaining in collective visibility in the context of the current health crisis.

The continuity of their activity, at a time when only essential services for the life of the Nation are being maintained, highlights their key role as the last link in these platforms' value chain. In today's exceptional conditions, this spotlight provides an opportunity to draw the lines of a new social contract for these independent workers.

- COEURDEROY Régis & **KRIEM Sofia** (2020), Covid-19: La visibilité collective des livreurs ou les prémices d'un nouveau contrat social. In Bunkanwanicha P., Coeurderoy R. et Slimane, S. Editor (Ed.), Managing a Post-Covid19 Era, ESCP Impact Papers.

  Abstract: Cette contribution discute des effets possibles de la crise sanitaire du Coronavirus sur l'avenir des coursiers des plateformes de livraison. Habituellement invisibles individuellement au regard de la société, ces travailleurs acquièrent une visibilité collective dans le cadre de la crise sanitaire actuelle. La continuité de leur activité, à l'heure où seuls les services essentiels à la vie de la Nation sont maintenus, met à jour leur rôle critique comme dernier maillon dans la chaîne de valeur de ces plateformes. Cette mise en lumière, dans les conditions hors normes que nous connaissons aujourd'hui, donne l'opportunité de dessiner les prémices d'un nouveau contrat social pour ces travailleurs indépendants.

- FESTING, M. & **KRAUS, S. A**.(2020): The impact of the Covid-19 pandemic on global employees. In Bunkanwanicha, P., Coeurderoy, R., and Ben Slimane, S. (Eds.): Managing a Post-Covid-19 Era, ESCP Impact Paper 2020-19-EN, 91-96. Retrieved from http://url_of_ebook_database.

  Abstract: This impact paper examines the impact of the COVID-19 pandemic on global employees. Based on survey data collected before and in the first intense phase of the pandemic, we find a decline and change in global work roles, interestingly a largely positive effect on job and career satisfaction, however, varying by gender and family situation. Thereby, we identify factors that are important for organisations to consider when managing this crucial group of employees, especially for human resource management and leaders. We also discuss to what extent the crisis can serve as a starting point for future-oriented developments and thus, as a learning opportunity.

- COEURDEROY Régis & **YANG Xuejing** (2020), A perspective on impact of covid-19 on European business: A perspective on impact of covid-19 on European business: The risks of de-globalization and the promises of regionalizations. In Bunkanwanicha P., Coeurderoy R. et Slimane, S. Editor (Ed.), Managing a Post-Covid19 Era, ESCP Impact Papers.

  Abstract: Due to the Covid-19 epidemic, the world's business landscape is potentially facing tremendous changes. The objective of this impact paper is to draw the attention to the largest European companies which could be particularly affected, by comparison with their counterparts in the economic triad. Based on the analysis of the top 25 multinationals in the Global Fortune 500 list, we see that European corporations are less present but more host region oriented than their competitors and less oriented towards the industries of the new economy. We conclude from this analysis that: (1) in the short run, Europe could be the main victim of a strong post covid-19 de-globalization wave; and (2) in the longer run, for future competitiveness, Europe would need to help champion new industries emerge with a solid regional basis.

- **LITRE VALENTIN Laura**, LARQUET Vincent, BADOT Olivier (2020), Vers une incontournable refondation de l'événement in Bunkanwanicha P., Coeurderoy R. et Slimane, S. Editor (Ed.), Managing a Post-Covid19 Era, ESCP Impact Papers.

Abstract: Malgré l'essor et la rapidité de diffusion des technologies digitales et virtuelles à travers le monde, leur adoption est encore lente dans l'industrie événementielle. Depuis le début de la pandémie COVID19, l'annulation en cascade des événements, dès mars 2020 et pour un temps indéterminé, constitue un coup dur sans précédent qui pourrait précipiter la disparition de nombreux événements et acteurs de la filière. Mais cette crise apparaît aussi comme l'opportunité d'opérer une transition vers la refondation de l'événement. Quel que soit son format (physique, digital, phygital ou virtuel), l'événement post-COVID19 devrait dépasser le simple statut de vitrine d'un ordre social pour devenir la plateforme de transformations individuelles, collectives et sociétales.

- **MIGHELI, Gabriel** (2020), Covid-19 et secteurs exposés : les risques de la contestation au travail, in Bunkanwanicha P., Coeurderoy R. et Slimane, S. Editor (Ed.), Managing a Post-Covid19 Era, ESCP Impact Papers.

Abstract: Cet article analyse les conséquences du Covid-19 sur l'organisation du travail à partir d'une enquête en cours sur la grève de l'hiver dernier à la RATP, constituée de récits de vie de chauffeurs de bus. Nous appuyant sur un programme de recherche au croisement de la Labor Process Theory et des apports du post-structuralisme d'inspiration foucaldienne, nous avons en effet relevé qu'au cours de cette grève, les questions de subjectivité recoupaient, sans s'y réduire, une délimitation en termes de classes sociales. Cette intersection prend forme autour de ce que nous avons nommé trois « plis » du sujet : les plis du pouvoir, de l'organisation sociale du temps, et du rapport à l'imaginaire. Nous nous demanderons si ces tendances peuvent non seulement éclairer les enjeux et risques actuels liés à l'organisation du travail post-Covid, mais aussi dans quelle mesure il s'agit là de prémices de plus grande ampleur indiquant ou non une « crise de gouvernement », telle que la définit Michel Foucault, et dépassant l'organisation du travail. Enfin, nous soulignerons la pertinence de ces interrogations et leurs conséquences tant pour la recherche que pour la prise de décision et la pratique du management.

- **MONTHALUC, Aude** (2020) Toutes affaires cessées ou la vertu d'un management de la controverse dans les organisations, in Bunkanwanicha P., Coeurderoy R. et Slimane, S. Editor (Ed.), Managing a Post-Covid19 Era, ESCP Impact Papers.

Abstract: L'ampleur de la crise sanitaire remet à vif des sujets si existentiels que cela va forcément générer voire exacerber des dissensus -exprimés ou non- au sein des collectifs de travail. La mise en place d'espaces d'analyse de controverse (Latour, 2017) dans les organisations offrent une méthode réflexive doublée d'une grille d'analyse particulièrement propices à dépasser les décalages d'opinions : pour imaginer des modes d'actions collectives qui défendent la viabilité du monde - dont notre humanité dépend.

- **SANTANA Jannsen** & BADOT Olivier (2020), Self-care during the pandemic and beyond: implications for consumption and well-being, in in Bunkanwanicha P., Coeurderoy R. et Slimane, S. Editor (Ed.), Managing a Post-Covid19 Era, ESCP Impact Papers.

Abstract: This impact paper aims to discuss today's fast-paced society, in which people tend to lose touch with their bodies, and how the coronavirus lockdown has boosted a phenomenon of people reconnecting with themselves through the practices of yoga, meditation, or cooking. It intends also to demonstrate how the pandemic is impacting positively and negatively on consumption and on well-being in general. Beyond that, this paper stimulates a counterpoint reflection on the reality in poorer economies, in which people are excluded from consumption even from the basic resources needed to fight the pandemic.

- FESTING, M., **SCHUMACHER, T**. & LEE, Y.-Y. (2020): National responses to the COVID-19 pandemic – Observations and cultural interpretations. ESCP Impact Paper No. 2020-81-EN

  Abstract: This impact paper takes a closer look at how governments around the world reacted differently to the outbreak of the COVID-19 pandemic. Looking at the cultural peculiarities of countries such as Taiwan, Germany and Sweden, the paper takes an analytical stance as to how cultural interpretations might help to better understand the government's behaviour and policies in the different national environments. Thus, this paper helps to understand not only why we observed diversity in terms of how governments react, but also potential reasons for why we saw different reactions to the government's actions.

- TROEGE M. and **NGUYEN Manh.Hiep** (2020). Now is not the time to be afraid of debt in Bunkanwanicha P., Coeurderoy R. et Slimane, S. Editor (Ed.), Managing a Post-Covid19 Era, ESCP Impact Papers.

  Abstract: Governments are trying to alleviate the widespread liquidity problems caused by the COVID-19 crisis by facilitating access to loans and guaranteeing debt. However, entrepreneurs frequently do not apply for a loan, even if the company would be in need of financing (Nguyen et al., 2020). In the context of an economic downturn, this self-rationing behavior is expected to become more pronounced, and can generate large economic problems. Research suggests self-rationing can be related to burdensome application procedures and the anticipation of being refused a loan, but is often also motivated by inherent debt aversion that is likely grounded in cultural factors. To reduce the risk of widespread underuse, effective credit support programs should therefore not only be designed with streamlined application procedures and simple-to-understand features, but should also be accompanied by a communication effort targeted at reducing debt aversion and other forms of borrower discouragement.

Book chapters



- **LEBAN Marina**, VOYER Benjamin G. (2020). Social Media Influencers versus Traditional Influencers: Roles and consequences for traditional marketing campaigns, in Yesiloglu Sevil, Costello Joyce, Influencer Marketing: Building Brand Communities and Engagement, Routledge.

- HOHN, M. M.; DURACH, C. F. (2020): Ethical Purchasing – Knowledge- and Person-related Inhibitors to Consumption of Fair Fashion. In: Schupp, F.; Wöhner, H. (Eds.) The Nature of Purchasing, p. 267-282.



  Abstract: Why do only a few consumers buy fair-trade clothing despite many opposing to the unsustainable working conditions in the apparel industry, i.e., during the production and the retail of clothing? This paper assesses several hindering factors concerning their ability to explain the attitude–behaviour gap in fair-trade fashion purchasing. The attitude–behaviour gap describes the inconsistencies between individuals' beliefs and values towards fashion

consumption and their actual purchasing behaviour. Using regression analyses, the impact of different knowledge- and person-based inhibitors on this "say-do" relationship is studied. Results indicate that consumers have only limited knowledge about the existing supply of fair-trade clothing. In addition, traditional purchase criteria like price or quality as well as the personal need for self-expression through fashion choice take precedence over supporting the fair-trade movement.

[Peer-reviewed journal articles

- **AIGNER A.,** WILKEN, R. & GEISENDORF, S. (2019), "The Effectiveness of Promotional Cues for Organic Products in the German Retail Market." Sustainability, Special Issue: Food Choice and Consumer Preferences 11(24), 698, published online 07.12.2019. https://doi.org/10.3390/su11246986

  Abstract: The market for organic products is constantly growing, but successfully promoting them remains a controversial issue. Marketing research shows that organic products such as fruits and vegetables cannot be advertised effectively via monetary promotions (e.g., discounts); however, how promotional effectiveness is affected by other promotional actions (e.g., offering premiums instead of discounts) or the product type promoted (e.g., promoting hedonic products such as organic ice cream instead of utilitarian products) has not been empirically investigated to date. Through a study conducted with 487 German participants, we demonstrate that monetary promotion is less effective for organic than for conventional products. In contrast, non-monetary promotion (via offering increased content) enhances promotional effectiveness more for organic than for conventional products. Increased heuristic processing can explain these findings, as consumers focus more on the heuristic cues offered by non-monetary promotion when confronted with organic, and in particular hedonic organic, products.

- De CREMER, D., MCGUIRE, J., **HESSELBARTH, Y.**, MAI, M.: Can Algorithms Help Us Decide Who to Trust? Harvard Business Review Online. https://hbr.org/2019/06/can-algorithms-help-us-decide-who-to-trust[OM1]

- **LEBAN Marina**, THOMSEN Thyra Uth, VON WALLPACH Sylvia, VOYER Benjamin G. (2020). Constructing personas: How high-net-worth social media influencers reconcile ethicality and living a luxury lifestyle. *Journal of Business Ethics*, 1-15. **(A+)**

  Abstract: Drawing from a multi-sourced data corpus (in-depth interviews and Instagram posts) gathered from high-net-worth (HNW) social media influencers, this article explores how these individuals reconcile ethicality and living a luxury lifestyle through the enactment of three types of personas on Instagram: (1) Ambassador of 'True' Luxury, (2) Altruist, and (3) 'Good' Role Model. By applying the concepts of taste regimes and social moral licensing, we find that HNW social media influencers conspicuously enact and display ethicality, thereby retaining legitimacy in the field of luxury consumption. As these individuals are highly influential, they could leave a potentially significant mark on public discourse and, consequently, on their audiences' construction of ethically responsible luxury consumption. In this vein, this article offers significant managerial insights into professional influencers and discusses ethical managerial practices to ensure ethical collaborations between influencers and managers.

- **MURAWSKI, M., THORDSEN, T., MARTENSEN,** M., RADEMACHER, C., & BICK, M. (2019, September). Structural Requirements for Digital Transformation–Insights from German Enterprises. In Conference on e-Business, e-Services and e-Society (pp. 718-729). Springer, Cham.

  Abstract: German enterprises are often characterised by low levels of digital maturity. One reason for this is a lack of required structural changes on the path towards digital transformation. We consider a prescriptive framework, the digital transformation framework (DTF), which contains four structural requirements for digital transformation. Based on 16 interviews with German digitalisation experts, we aim at an evaluation of the DTF. The outcome is an enriched version of it containing seven structural requirements including the newly identified factors culture of change, agility of organizational structure, and integration of cloud computing and platforms. The extended DTF sheds light on additional facets of the digital transformation and thus supports managers in navigating their undertaking in this dynamic environment. Corresponding implications for research and practice are discussed.

- NGUYEN T.H., **NGUYEN Manh.Hiep**., TROEGE M. and NGUYEN T.H.A. (2020). Debt aversion, education, and credit self-rationing in SMEs, *Small Business Economics*, 1-19. (**B+)**

  Abstract: This paper analyzes the importance of credit self-rationing for borrowers with lower levels of education using a survey of Vietnamese SMEs from 2004 to 2014. We show that entrepreneurs not only refrain from using formal credit because of burdensome application procedures but also because they are inherently debt-averse. Both factors are more prevalent in entrepreneurs with lower educational levels. Consistently, borrowers with lower education have a lower propensity of using formal credit, are more likely to perceive financial constraints, and are more likely to report difficulties during the loan application process. However, we find no evidence of higher supply-side rationing by banks for entrepreneurs with lower educational levels. Our results imply that efforts targeted at alleviating actual financial constraints will have limited results if debt aversion and apprehension towards formal finance are not properly addressed. The best way to do this is to favor better education.

- NGUYEN T.H., NGUYEN T.T, DANG L.P.X and **NGUYEN Manh.Hiep**. (2019). Informal financing choice in SMEs: do the types of formal credit constraints matter?, *Journal of Small Business & Entrepreneurship*, 1-20. (**C)**

  Abstract: We examine how SMEs choose alternative external finance when their access to formal finance is constrained in an emerging market context. We find that when constraints to formal credit for an SME increase (decrease) over time, the firm's behavior changes accordingly by selectively shifting toward (away from) certain types of informal credit. Specifically, when a firm avoids formal credit because of perceived difficulties in application process, it seeks alternatives from the owner's family and friends and private money lenders. When the interest rate is perceived to be too high, the firm prefers trade credit and the owner's family and friends. Trade credit appears to be the most likely substitute of formal finance for firms with bad credit history. Lastly, firms that are denied short-term loans may find emergency funding from private money lenders. Our findings suggest that certain types of informal credit may be more appealing than formal credit in certain cases

- YANG, Y., **CHI, Huihui**., ZHOU, W., FAN, T., & PIRAMUTHU, S. (2020). Deterioration control decision support for perishable inventory management. *Decision Support Systems*, 113308. (**A)**

Abstract: Deterioration rate is an important characteristic of perishable products. While deterioration in perishables is unavoidable, there are proven ways to lower their deterioration rates. Deterioration rate is commonly treated as an exogenous parameter in extant inventory management literature. We define deterioration rate as one of the controllable variables and propose a novel freshness-preservation effort (FPE) indicator. We consider perishable inventory management with FPE for deterioration control decision support. Our results show that there exists an optimal order quantity that minimizes total cost for a controlled deterioration scenario. The optimal FPE indicator value and the optimal order quantity are investigated through numerical analysis. We perform sensitivity analysis and conclude with related managerial implications.

- **OUERK, Salima**., BOUCHER C., LUBOCHINSKY, C. (2020). Unconventional monetary policy in Euro Area:Shadow rates and light effects. *Journal of Macroeconomics*, Vol 65 (**B)**

Abstract: We assess transmission mechanisms and the macroeconomic impact of unconventional monetary policy (UMP) in the Euro Area. We estimate a FAVAR model and use a shadow rate to measure the stance of the monetary policy. The ECB's UMP measures adopted at the zero lower bound (ZLB) have sustained the real economy. For instance, in 2016, without UMP, investment would have been lower by 9%, consumption lower by 2% and the unemployment rate higher by 0.9%. However, the impact of unconventional monetary shocks is weaker and less persistent than those emanating from conventional monetary policy. Furthermore, the difference in the transmission of monetary policies between countries of the Euro Area was more pronounced during the period 2009-2016. This suggests that the ZLB has decreased the efficiency of monetary policy and accentuated the heterogeneity of the Euro Area.

- **THORDSEN, T., MURAWSKI, M**., & BICK, M. (2020, April). How to Measure Digitalization? A Critical Evaluation of Digital Maturity Models. In Conference on e-Business, e-Services and e-Society (pp. 358-369). Springer, Cham.

Abstract: To preserve competitive advantage in a more and more digitalized environment, today's organizations seek to assess their level of digital maturity. Given this particular practical relevance, a plethora of digital maturity models, designed to asses a company's digital status quo, has emerged over the past few years. Largely developed and published by practitioners, the academic value of these models remains obviously unclear. To shed light on their value in a broader sense, in this paper we critically evaluate 17 existing digital maturity models – identified through a systematic literature search (2011–2019) – with regard to their validity of measurement. We base our evaluation on established academic criteria, such as generalizability or theory-based interpretation, that we apply in a qualitative content analysis to these models. Our analysis shows that most of the identified models do not conform to the established evaluation criteria. Based on these insights, we derive a detailed research agenda and suggest respective research questions and strategies.

Papers in a peer-reviewed conference

- **AMSALLEM Yaëlle**, (2020), Social Entrepreneurs Communities: Reflections On The Spread Of Spiritual Imaginaries. The Case Of Transhumanism? Babson College Entrepreneurship Research Conference (BCERC), Knoxville, TN, USA, Jun 03-06, 2020.

- **AMSALLEM Yaëlle**, (2020), From ideal to business: building an expanding imagined community to solve society's grand challenges. The case of Hello Tomorrow. *36th EGOS colloquium*, Hamburg. Online conference.

- **AUBERT HASSOUNI, Christelle**., MACE, S., PARGUEL, B. (2020), Influence of national culture on complaint for personal data breaches, Atlas AFMI 2020, 20 Mai 2020, Poitiers (on-line), France.

- **AYACHE WISZNIOWSKA Urszula** (2020), Wording the scale-up promise - platform top managers narratives and their influence on venture growth. *ECSB-Doctoral Workshop 2020 on entrepreneurship and small business management.*

- **BERLINSKI Elise**, MOURITSEN Jan, Accounting, infrastructures and algorithmic work: experimenting with agencements, CPA, Toronto, July 2020 (accepted, but event cancelled due to Covid-19)

- **BERLINSKI Elise**, (2020), Artificial intelligence meets accounting logics: construction and diffusion of imaginaries. 1er Workshop de comptabilité critique et interprétative, Toulouse, France. Accepted, but not presented (Covid19).

- **BERTOLA Lara** (2020), AOM, August, Vancouver. Fine-tuning of Jd-r model: personal resources, psychological safety and gender on networking behaviour**.** Accepted, but not presented (Covid19).

- **BERTOLA Lara** (2020), AOM, August, Vancouver. Is perceiving believing? The minds of women and men in networking behavior**.** Accepted, but not presented (Covid19).

- **BERTOLA Lara** (2020), EURAM, July, Dublin**.** The role of gender in networking behaviours. Accepted, but not presented (Covid19).

- **BERTOLA Lara** (2020), 13th Annual Conference of the EuroMed Academy of Business (EMAB). JD-r model and gender networking behaviour.

- AHMADI, V., BENJELLOUN, S., El Kik, M., Sharma, T., **CHI, Huihui**., & ZHOU, Wei. (2020, February). Drug Governance: IoT-based Blockchain Implementation in the Pharmaceutical Supply Chain. In *2020 Sixth International Conference on Mobile And Secure Services* (MobiSecServ) (pp. 1-8). IEEE.

- **ESMANDER, Rose**, LAFOURCADE, P., LOMBARD-PLATET, M., & RIBALTA, C. N. (2020, August). A silver bullet? a comparison of accountants and developers' mental

models in the raise of blockchain. In Proceedings of the 15th International Conference on Availability, Reliability and Security (pp. 1-10).

- **FRONTY Juliette** (2020), Les managers intermédiaires et les syndicats : au-delà des vieux clivages, la potentialité d'un autre « travailler ensemble », *AIMS*, 2020, juin.

- **FRONTY Juliette** (2020), Managers and unions on the shop-floor: settling a symbolic space to express their right to differ? *SCOS*, Copenhague (Postponed in July 2021)

- **FRONTY Juliette** (2020) The middle- manager and employement relations : when managers creating a space for dialogue with unions enriche their role of translation. *IHRM*, PhD Workshop, Paris Juin 2020, (Cancelled)

- **FRONTY Juliette** (2019) Le manager et le dialogue social, La dynamique des relations professionnelles, du point de vue des managers intermédiaires, *AGRH*, colloque doctoral 2019

- **FRONTY Juliette**, LAIRI Rochdy (2020) Au cœur d'un dispositif pédagogique réflexif en école de management, la question de l'écriture, *AIMS*, juin. ***Finalist for the best theoritical paper***

- **GONG Chang** (2020), How do Financial Expert CEOs adjust Capital Structure?, *24th FMA European Conference,* June, Limassol, Cyprus → accepted, but not presented (Covid19)

- **GONG Chang** (2020), The Role of Financial Expert CEOs in Mergers and Acquisitions, *29th Merton Miller Doctoral Seminar, European Financial Management Association*, June, Dublin, Ireland → accepted, but not presented (Covid19)

- **GOUREVITCH Sophie**, DESLANDES Ghislain (2020), Is media management humanizing? Reclaiming cultural and social legitimacy in the age of digital humanities, *European Media Management Association (EMMA): Contextualizing Media Management Research*, Jönköping, Sweden → accepted, but not presented (Covid19)

- **GOUREVITCH Sophie** (2020), The constitution of a digital heritage: a Sisyphean mission for museums?, *36th EGOS colloquium, Organizing for a sustainable future: responsibility, renewal and resistance*, 2nd-4th July, Hamburg, Germany → accepted, but not presented (Covid19)

- **HANKACHE Alissa,** (2020), Organizational Responses to Competing Institutional Logics: The Moderating Role of Type of Wasta, 80th Annuel Meeting of the Academy of Management, 7-11 August 2020, Organized virtually.

- **KRIEM Sofia** (2020), Travailleurs de plateforme : les premiers signes d'une identité collective, *IRG : Plateformes, communautés et écosystèmes à l'ère du numérique*, 15 décembre, Créteil, France.

- **LE Tra-My T.**, ACQUIER Aurélien & CARBONE Valentina (2020), *It's trade-off! Workers' micro-institutional work and CSR decoupling in Vietnam garment factories*, 36th EGOS Colloquium, 3rd of July, Hamburg (Online), Germany.

- **LE Tra-My T**., ACQUIER Aurélien, CARBONE Valentina (2020), *It's trade-off! Workers' micro-institutional work and CSR decoupling in Vietnam garment factories*, RIRL 2020, October 2020 at Université Le Havre**,** Normandie, France. Accepted, but not presented.

- **LITRE VALENTIN Laura**, BADOT Olivier (2020), Désacralisation et destruction de la valeur expérientielle dans les événements collectifs marchands : le cas des foires et salons. *23th Colloque E. Thil 2020 : Le commerce de demain face aux enjeux sociétaux et environnementaux*, 14-16 Octobre, Paris, France, online.

- **LITRE VALENTIN, Laura**, BADOT, Olivier (2020), Business Events as Mirrors, Models and Laboratories of Social Imaginaries: The Paradox of Suffering in Ritualized Contexts. *G. Patsiaouras, J. Fitchett and AJ Earley (Eds.), Consumer Culture Theory Conference 2020: Interrogating Social Imaginaries*, 26-28 June, Leicester, United Kingdom. (event cancelled due to COVID 19 but article published in the conference proceedings)

- **MANDRAY Sara** (2020), Relational Economy: A Promised Land Beyond the Wilderness of a "Faceless Economy", *27th Annual International Vincentian Business Ethics Conference (IVBEC 2020)*, 22th-24th October, Niagara, United States (online)

- **MANDRAY Sara** (2020), Le paradoxe économique : crépuscule d'une idole sans visage ?, *8ème Congrès "Philosophie(s) du Management" de la Société de Philosophie des Sciences de Gestion (SPSG)*, 19-21 novembre, Cergy-Pontoise, France (online)

- **MANDRAY Sara** (2020), Do Managerial Practices Need Philosophy? An Historical and Theological Overview, *Special Issue Track "Do Managerial practices need philosophy?" 8ème Congrès "Philosophie(s) du Management" de la Société de Philosophie des Sciences de Gestion (SPSG)*, 19th-21th November, Cergy-Pontoise, France (online)

- **MASSEY Maxime** (2020), Comment exploiter l'exploration ? L'ambidextrie et ses conflits au cœur de l'intrapreneuriat : le cas du dispositif intrapreneurial de La Poste, XXIVe Conférence Internationale de Management Stratégique de l'AIMS, 2-5 Juin 2020, Toulouse (visioconférence), France.

- **MASSEY Maxime**, BUREAU Sylvain (2020), Comment les entrepreneurs pirates développent-ils leur légitimité ? Le cas de Heetch (un « Uber français »), XXIVe Conférence Internationale de Management Stratégique de l'AIMS, 2-5 Juin 2020, Toulouse (visioconférence), France.

- **MASSEY Maxime** (2020), Cultiver l'imaginaire de l'organisation ambidextre avec Stéphane Lupasco : du rejet à l'accueil logique de la contradiction, 9e rencontre des perspectives Critiques en management (Université Paris Dauphine, DRM MOST), 26-27 Mai 2020 (reporté au 15 Octobre 2020), Paris, France.

- **MASSEY Maxime** (2020), Penser et gérer la complexité de l'organisation ambidextre avec Stéphane Lupasco : du rejet à l'accueil logique de la contradiction, Huitième congrès « Philosophie(s) du management » de la Société de Philosophie des

Sciences de Gestion (SPSG), 11-13 Juin 2020 (reporté aux 19-21 Novembre 2020), Cergy-Pontoise (visioconférence), France.

- **MICHEL Olivia** (2020), Quels effets du discours des entrepreneurs sur l'imaginaire soignant ? Le cas d'une start-up d'aide à domicile, AIMS, 3-5 juin, online.

- **MINIER Hadrien** (2020), Le Président d'EPCI, première figure fédératrice du territoire? L'effet disruptif de la Loi NOTRe et le développement d'une leadership territorial, en milieu rural, Communication présentée au 10ème colloque de l'Association Internationale de Recherche en Management Public (AIRMAP), 26-27 octobre, Montpellier (visioconférence), France.

- **MONTLAHUC, Aude** & BOUILLOUD J-P(2020),Desperately seeking agility: Executives' identity facing professional disaster, in outplacement, *36th EGOS colloquium, Organizing for a sustainable future: responsibility, renewal and resistance*, 2nd-4th July, online→ accepted, but not presented (Covid19)

- PIMENTEL Rodrigo, BRANDÃO Halana Adelino, VALDEVINO Antonio Messias, **SANTANA Jannsen**, MATOS, Beatriz Gondim (2020). Água do Padre Cícero: é pra beber ou pra guardar?" (Trans.: "Father Cicero's Bottled Water: Is it for drinking or saving?"). Seminars in Administration - SemeAD 2020. São Paulo – Brazil. (Virtual Conference). November 25-27.

- **POLI Emilie** (2020), Self-managing organizations and collective creativity: risks and benefits of "liberating" an IT services company, 36th EGOS Colloquium, 3rd of July, Hamburg (Online), Germany.

- **POLI Emilie** (2020), Formes alternatives de management et créativité collective : vices et vertus d'un processus de libération au sein d'une ESN française, XXIXème Conférence Internationale de Management Stratégique, 5th of June, Toulouse (Online), France.

- **RATSIMANDRESY Anne**, MIEMCZYK Joe (2019), The importance and challenges of cross-industry supply chain collaboration for the circular economy. 7th EurOMA Sustainable Operations and Supply Chain Forum, 10-11 February 2020, Nottingham, United Kingdom.

- **RATSIMANDRESY Anne**, MIEMCZYK Joe (2019), The importance and challenges of cross-industry supply chain collaboration for the circular economy. 29th IPSERA Conference,, 5-8 April 2020, Knoxville, United States of America. Accepted, but not presented (Covid19) ; postponed to 2021, online.

- **SANTANA Jannsen**, BADOT Olivier (2020). Embodiment, place, and possessions in extraordinary experiences. Association for Consumer Research Conference - ACR 2020. Paris – France. (Virtual Conference). October 1-4, 2020.

- **SANTANA Jannsen**, BADOT Olivier (2020), European Marketing Conference - EMAC 2020. Budapest – Hungary. Accepted, but not presented (Covid19).

- **SANTANA Jannsen**, BADOT Olivier (2020), How do consumers live extraordinary experiences? An approach on embodiment, place, and materiality in a cross-cultural

context. CERALE-EGADE Business School 2020. México City – Mexico. Accepted, but not presented (Covid19).

- **SANTANA Jannsen**, da SILVA JUNIOR, Severino Domingos, BASTOS, Adriana Fátima Valente, VASCONCELOS, Madiã Marcela Fernandes (2020). The Role of Hope and Attitude in Luxury Counterfeit Purchase Intention. Latin American Retail and Consumption Conference - CLAV 2020. São Paulo – Brazil. (Virtual Conference). October 29-30.

- SCHMITT Julien, **LAPOSTOLLE Mathilde** (2020), A Sense of Who we Are: How TV Viewing Contributes to Negotiating Couple Identity, *Association for Consumer Research Conference (ACR),* October 1-4, online.

- **SIMHA Olivier** (2020), Dynamiques identitaires d'acteurs projetés dans des organisations adoptant les méthodes agiles, *AIMS 2020*, du 3 au 5 juin 2020, AIMS online.

- **SIMON Thomas** & DESLANDES Ghislain (2020), Re-humanizing "phantom company". Implications for young graduates in the context of cybertariat, *36th EGOS colloquium, Organizing for a sustainable future: responsibility, renewal and resistance*, 2nd-4th July, online.

- **SIMON Thomas** (2020), Pour un nouveau Banquet. Quand Platon et Jankélévitch rencontrent Taylor, *8ème Congrès "Philosophie(s) du Management" de la Société de Philosophie des Sciences de Gestion (SPSG)*, 19-21 novembre, Cergy-Pontoise, France (online).

- **STRAUCH Marianne** (2020), Unions negotiating for gender equality: the performativity of metrics on the 'relations of ruling'. 43rd annual congress of the European Accounting Association, Bucharest, Romania (accepted, but event cancelled due to Covid-19).

- **STRAUCH Marianne** (2020), Unions negotiating for gender equality: the performativity of metrics on the 'relations of ruling'. 13th workshop of the MASOP, Paris, France. (accepted, event cancelled due to Covid-19)

- **STRAUCH Marianne** (2020), Regulating gender: boundary genesis around competing conceptions of gender equality. 1er Workshop de comptabilité critique et interprétative, Toulouse, France. (Event cancelled due to Covid-19).

- COEURDEROY Régis, ***YANG Xuejing***, *DUPLAT Valérie (2020), Does technological innovation flatten the world? An analysis of the globalization of the world's largest R&D MNEs. EIBA2020*

- **BALDERMANN, S.** (2020): Dynamism and mobility of CEOs: Do they have an impact at the individual and firm level?, Academy of International Business Western Europe Chapter Workshop: The Future of Global Mobility, Göttingen / Germany, March 5-6, 2020.

- **BRAUN, S**., MAUER, R. (2020): Putting effectuation into practice - A design science perspective, G-Forum Konferenz 2020, Virtual Edition, September 28 - October 2, 2020.

- FESTING, M. & **KRAUS, S. A**. (2020): Don't forget the employee's role in creating inclusion – Conceptualization of a new construct addressing inclusion competence. Contribution accepted for presentation at the Symposium "Broadening our sight: New perspectives on inclusion at work and the role of inclusive leadership at the 80th Annual Meeting of the Academy of Management, Vancouver/Canada, August 2020.

- FESTING, M., **KRAUS S. A**., SHAFFER, M. A. & BLAKE, B. D. (2020): Explaining the link between international experience and global career success – A sequential mediation model. Paper accepted for presentation at the 16th International Human Resource Conference, Paris/France, June 2020 [Cancelled due to pandemic crisis].

- FESTING, M., SAHAKIANTS, I., STEGER, T., **BALLNAT, A., MUSTER, M.** (2020): Non-financial reporting as a driver of sustainable HRM in Germany – A conceptual framework, Wissenschaftliche Kommission Personal, Düsseldorf / Germany, September 17-18, 2020.

- **FROESE T.** (2019): Relationships for post-growth: Searching for patterns in post-growth pioneers' stakeholder relations, ERSCP 2019 Conference, Barcelona / Spain, 15-18 October, 2019.

- **FROESE, T.** (2020): Business models as meshes of 'practice patterns': A new framework, ISPIM Innovation Conference – Innovating Our Common Future, Berlin / Germany, June 7-10, 2020.

- **FROESE, T.** (2020): Business models as systems of 'practice patterns': A new framework, Fifth international conference on New Business Models, Nijmegen / Netherlands, July 1-2, 2020.

- **FROESE, T.** (2020): Practice patterns for future: A new framework for studying degrowth-related business activities, Degrowth Vienna 2020, Vienna / Austria, 29 May – 1 June, 2020.

- **HESSELBARTH, Y**., ALFES, K., FESTING, M. "New Ways of Working – A Systematic Literature Review Contributing to Concept Clarification and an Agenda for Future Research", Journal of Management Studies -The Future of Work Conference, April 2nd-3rd, Birmingham, UK.

- JOHNSON, D., SEE, L., OSWALD, S., PROKOP, G., KRISZTIN, T. (2019): Economic valuation of urban heat island mitigation in a small Austrian city, 3rd International Conference on Green Urbanism, Rome / Italy, December 11-13, 2019.

- **MITTERREITER, Simon** (2020): Career variety and the link to mobility. AIB Western Europe Chapter Workshop on Global Mobility, Göttingen, Germany.

- **NIESCHKE, S.,** MAUER, R. (2020): On the Role of Relational Contracts in the Emergence of the Entrepreneur-Accelerator Relationship, Babson College Entrepreneurship Research Conference (BCERC), Knoxville, TN, USA, Jun 03-06, 2020.

- **ROEDDER, F**. (2019): Foreign ownership and the internationalization of Japanese corporate boards, 8th EIBA Danny van den Bulcke Doctoral Symposium, Leeds / UK, December 13, 2019.

- **SALMEN, K**. & FESTING, M. (2020): Workforce Agility: A systematic review and agenda for future research. Paper accepted for presentation at the 16th International Human Resource Conference, Paris/France, June 2020 [Cancelled due to pandemic crisis].

- SCHMID, S., **BALDERMANN, S**. (2019): Do stays abroad influence compensation? The role of duration, timing and breadth of CEOs' international experiences, EIBA Annual Conference, Leeds / United Kingdom, December 13-15, 2019.

- SCHMID, S., **ROEDDER F.** (2020): Foreign ownership and the internationalization of Japanese corporate boards, JIBS-JIBP Paper Development Workshop, Online, April 2, 2019.

- SCHMID, Stefan / **MITTERREITER, Simon** (2019): Top managers' career variety and their board tenure: the moderating effect of international education and in-house work experience. 45th EIBA Conference, Leeds, United Kingdom.

- **SCHUMACHER, T**. & FESTING, M. (2020): Developing cultural intelligence in a serious-game centered blended course. Paper accepted for presentation at the 80th Annual Meeting of the Academy of Management, Vancouver/Canada, August 2020.

Other publications

- BARBIER-CHASSAING Françoise, **BERLINSKI Elise**, GANACHAUD A., GAUDRON Arthur., PAQUIN Laurène (2020), Le procès du ranking social : conclusions pour M. Vigi, *Dalloz IP/IT*, n°1, pp.13-24

- **BERLINSKI Elise** (2020) Ethique comme autonomie : être conscients de l'imaginaire social de l'IA, presented at the Conference : *Éthique et IA*, Mines ParisTech, 11 mars, Paris, France

- **BERLINSKI Elise** (2019) Analyse d'un système de ranking social, présenté à *Le procès du ranking social*, à Asssemblée nationale, 4 décembre, Paris, France

- **BERLINSKI Elise** (2020, Artificial intelligence or the emergence of a new accounting regime, Doctoral Colloquium of the EAA, Bucharest, Romania. (Cancelled due to Covid-19).

- **BERLINSKI Elise**, BELLO Imane, GAUDRON Arthur (2020, à sortir), Algorithmes et droit pénal : quel avenir ? *Enjeux numériques* (annales des mines), Décembre 2020

- **BERLINSKI Elise**, **STRAUCH Marianne** (2020), Les biais algorithmiques, ou comment ne plus penser les discriminations. Analyse, Opinion, Critique, (section "analyse"), 18 septembre 2020.

- **BERTOLA Lara** (2020), AOM, August, Vancouver**.** Career in the rough workshop**.** Types of Network Brokerage: How Sense of Power, Seniority and Gender Matter. Organized virtually (Covid19)

- **BERTOLA Lara** (2020), 7th EAWOP Early Career Summer School. The role of perception in network brokerage. Organized virtually (Covid19)

- COEURDEROY Régis, **YANG Xuejing** (2020), A perspective on impact of covid-19 on European business: the risks of de-globalization and the promises of regionalization, Business Express

- **GOUREVITCH Sophie** (2020), Digital heritage: new perspectives or persistence of old fads for heritage organizations? The case of artworks digitization in French museums, *pre-colloquium Ph.D. workshop of the 36th EGOS colloquium, Organizing for a sustainable future: responsibility, renewal and resistance*, 30th June, Hamburg, Germany → organized virtually (Covid19)

- **KRIEM Sofia** (2020), rendre visibles les invisibles: pour un nouveau contrat social des livreurs des plateformes. Vidéo Xerfi Canal.

- **MANDRAY Sara** (2020), Crisi economica, crisi epistemica? Il filosofo come interprete, *Conferenza internazionale "Filosofia e nuovo mercato del lavoro"*, 3 mars, Chieti, Italy (online)

- **SIMON Thomas** (2020), "Le manager malgré lui" : quand Molière éclaire la bêtise organisationnelle, *The Conversation France*.

- **SIMON Thomas** (2020), Vivre à rebours des carrières toutes tracées : de la beauté des vocations, *The Conversation France*.

- **SIMON Thomas** (2020), « Travailler comme un chien » : de la ménagerie au management, *The Conversation France*.

- **SIMON Thomas** (2020), Des sciences du vivant aux sciences de gestion : quand la fiction littéraire fait avancer la recherche scientifique, *The Conversation France*.

- **STRAUCH Marianne** (2020), Operationalizing gender equality policies. Doctoral Colloquium of the EAA, Bucharest, Romania. (Cancelled due to Covid-19).

- **VISENTIN Giovanni**, ZERBINI Fabrizio, MACE' Sandrine (2020). Big Personality Traits in Small-World Networks. 14th EIASM Colloquium on Organizational Change and Development. Submitted. BUDAPEST December 8th 2020 - ONLINE

Scientific Awards



Pierre LESCOAT : **FNEGE Prize for the best transdisciplinary thesis,**

"The value of the individual in the trading room" supported at ESCP Business School.
Supervisor : Claire DAMBRIN



Moyra MARVAL : won the **Roland Calori Prize** for her communication entitled
“Understanding strategies for managing institutional complexity: the case of business accelerators”.



Caroline RIEU-PLICHON :

Her thesis "The uses of ambiguity by managers in a change context. An ethnographic study." under the supervision of Prof. Hervé LAROCHE
was a finalist of the FNEGE Prize for the best thesis on managerial preoccupations (**FNEGE Prize Barometer**)



Jannsen SANTANA : won the 3rd Place of the **First Annual BESH Doctoral Research Award** (Catholic University of Eichstätt-Ingolstadt) for his paper :

“Self-Transformations and Well-Being Through the Consumption of Experiences” co-authored with Prof. Olivier BADOT.



Anna SOUAKRI and her supervisor, Professor Régis Coeurderoy, received the **Research Excellence Award from the National Federation for Independent Business (NFIB)** for their paper "Does Entrepreneurial Experience Really Matter in Venture Capitalists' Screening Decisions? Preferences and Similarity-attraction in the VC-lead Entrepreneur Dyad".



Pénélope VAN DEN BUSSCHE won the **Best Thesis Award of the Accounting French Association** for her thesis: Une analyse biopolitique de la « communauté » sur les plateformes pair-à-pair

CEFAG Programme 2020



Congratulations to Christelle Aubert Hassouni who was admitted.

Christelle is working under the supervision of Prof. Sandrine Macé.

PhD students invited abroad



Yaëlle AMSALLEM (2nd year PhD) was in visiting at UC Berkeley at the School of Information under the supervision of Paul Duguid, during 3 months, in order to collect data on the Silicon Valley ecosystem, especially on the Singularity University



Marianne STRAUCH (3rd year PhD) conducted a 3-months visiting at the London School of Economics, under the supervision of Pr. Andrea Mennicken.

Agenda in Paris and Berlin

Paris Agenda

Week 1 : from October 05 to 09

Week 2 : from November 02 to 06

Week 3 : from November 30 to December 04

Week 4 : from January 04 to 09

Week 5 : from February 01 to 05

Week 6 : from March 08 to 12

Week 7 : from April 05 to 09

Week 8 : from May 03 to 07

Week 9 : from June 03 to 07

Week 10 : from June 28 to July 02



Berlin Agenda

Semester Opening: September 08, 2020 –

Week 1: December 07-11, 2020

Week 2: February, 2021

Week 3:May 2021

Publication Workshop: June, 2021

