

# Caroline Flammer

Professor of International and Public Affairs and of Climate

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## ACADEMIC EMPLOYMENT

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- 2022 – present      **Columbia University**  
Professor of International and Public Affairs and of Climate (July 2022 – present)  
Professor, School of International and Public Affairs (SIPA)  
Professor, Columbia Climate School  
Director, Sustainable Investing Research Initiative  
Faculty Affiliate, Center for Environmental Economics and Policy  
Faculty Associate, Center on Global Economic Governance  
Professor of International and Public Affairs, SIPA (Jan – June 2022)
- 2023 – present      **NHH Norwegian School of Economics**  
Rafto Professor in Business and Human Rights (visiting)
- Fall 2021            **Columbia University**  
Visiting Professor of International and Public Affairs, SIPA
- 2016 – 2021        **Boston University, Questrom School of Business**  
Associate Professor of Strategy & Innovation (with tenure, 2018 – 2021)  
Dean’s Research Scholar (2018 – 2021)  
Fellow of the Susilo Institute for Ethics in the Global Economy (2020 – 2021)  
Academic Director, Social Impact MBA (2018 – 2021)  
Academic Director, Minor in Sustainable Energy (BU-wide program; 2020 – 2021)  
Affiliated Faculty, Institute for Sustainable Energy (2019 – 2021)  
BU Strategic Plan Initiative Owner, BU-wide Sustainability Curriculum (2020 – 2021)  
PhD Coordinator, Strategy & Innovation (2017 – 2021)  
Assistant Professor of Strategy & Innovation (2016 – 2018)
- 2013 – 2016        **University of Western Ontario, Ivey Business School**  
Assistant Professor of Strategy (2013 – 2016)  
MBA ’80 Faculty Fellow (2015 – 2016)

## OTHER AFFILIATIONS

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- Alliance for Research on Corporate Sustainability (ARCS)
  - President (July 2022 – present)
- United Nations’ Principles for Responsible Investment (PRI), Academic Advisory Committee
  - Chair (2020 – present)
  - Vice-Chair (2018 – 2020)
- National Bureau of Economic Research (NBER), Environment and Energy Economics
  - Research Associate (2022 – present)

- Center for Economic Policy Research (CEPR), Sustainable Finance Research & Policy Network
  - Associate Fellow (2021 – present)
- European Corporate Governance Institute (ECGI)
  - Research Member (2023 – present)
  - Program Director, Responsible Investment (2022 – present)

## EDITORIAL POSITIONS

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- Associate Editor, *Strategic Management Journal*
- Associate Editor, *Management Science*
- Associate Editor, *Management Science* (Special Issue: Business and Climate Change)

## FIELD OF SPECIALIZATION

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|------------------------|-------|--------------------|-----------------------|
| • Climate change       | • CSR | • Impact investing | • Strategy            |
| • Corporate governance | • ESG | • Innovation       | • Sustainable finance |

## RESEARCH

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### *Publications:*

- Flammer C, Toffel MW, Viswanathan KV. 2021. Shareholder Activism and Firms' Voluntary Disclosure of Climate Change Risks, *Strategic Management Journal*, 42(10): 1850–1879.
  - #2 most cited article published by the *Strategic Management Journal* in 2021 (accessed 12/30/2022).
- Flammer C. 2021. Corporate Green Bonds, *Journal of Financial Economics*, 142(2): 499–516.
  - Winner of the 2018 *PGGM Sustainable Asset Pricing and Impact Paper Award*, Global Research Alliance for Sustainable Finance and Investment (GRASFI).
  - Winner of the 2018 *Sustainable Finance Geneva Innovation Award*, Geneva Summit on Sustainable Finance.
  - *Journal of Financial Economics* Editor's Choice (Lead Article) November 2021.
  - #3 most cited article published by the *Journal of Financial Economics* in 2021 (accessed 12/30/2022).
- Flammer C. 2020. Green Bonds: Effectiveness and Implications for Public Policy, In Kotchen M, Stock JH, Wolfram C, eds. *NBER Environmental and Energy Policy and the Economy*. University of Chicago Press: Chicago, IL.
- Flammer C, Ioannou I. 2021. Strategic Management during the Financial Crisis: How Firms Adjust their Strategic Investments in Response to Credit Market Disruptions, *Strategic Management Journal*, 42(7): 1275–1298.
  - #5 most cited article published by the *Strategic Management Journal* in 2021 (accessed 12/30/2022).

- Flammer C, Kacperczyk AJ. 2019. Corporate Social Responsibility as a Defense against Knowledge Spillovers: Evidence from the Inevitable Disclosure Doctrine, *Strategic Management Journal*, 40(8): 1243–1267.
  - Selected for Best Paper Proceedings, Academy of Management, Business Policy and Strategy (BPS) Division (2016).
  - #9 most cited article published by the *Strategic Management Journal* in 2019 (accessed 12/30/2022).
- Flammer C, Hong B, Minor DB. 2019. Corporate Governance and the Rise of Integrating Corporate Social Responsibility Criteria in Executive Compensation: Effectiveness and Implications for Firm Outcomes, *Strategic Management Journal*, 40(7): 1097–1122.
  - Winner of the 2017 *Moskowitz Prize* for Best Paper in Sustainable and Responsible Investing (UC Berkeley).
  - Winner of the 2017 *Fiegenbaum Best Paper Award*, Israel Strategy Conference.
  - Winner of the 2017 *Distinguished Paper Award* of the Business Policy and Strategy (BPS) Division of the Academy of Management.
  - Second Prize 2017 *Investment for Impact Research Prize* for outstanding research pertaining to the social impact of capital (UC Berkeley).
  - Honorable Mention 2020 *Organizations and the Natural Environment-Network for Business Sustainability (ONE-NBS) Research Impact on Practice Award*.
  - Honorable Mention 2017 *Investor Responsibility Research Center (IRRC) Institute Research Award*.
  - Selected for Best Paper Proceedings, Academy of Management, Business Policy and Strategy (BPS) Division (2017).
  - #2 most cited article published by the *Strategic Management Journal* in 2019 (accessed 12/30/2022).
- Flammer C. 2018. Competing for Government Procurement Contracts: The Role of Corporate Social Responsibility, *Strategic Management Journal*, 39(5): 1299–1324.
  - #9 most cited article published by the *Strategic Management Journal* in 2018 (accessed 12/30/2022).
- Flammer C, Bansal P. 2017. Does a Long-term Orientation Create Value? Evidence from a Regression Discontinuity, *Strategic Management Journal*, 38(9): 1827–1847.
  - Winner of the 2020 *Responsible Research in Management Award*.
  - Winner of the 2016 *Investor Responsibility Research Center (IRRC) Institute Research Award*.
  - Honorable Mention 2016 *Moskowitz Prize* for Best Paper in Sustainable and Responsible Investing (UC Berkeley).
  - #4 most cited article published by the *Strategic Management Journal* in 2017 (accessed 12/30/2022).

- Flammer C, Luo J. 2017. Corporate Social Responsibility as an Employee Governance Tool: Evidence from a Quasi-Experiment, *Strategic Management Journal*, 38(2): 163–183.
  - *Strategic Management Journal* lead article February 2017.
  - #2 most cited article published by the *Strategic Management Journal* in 2017 (accessed 12/30/2022).
- Flammer C, Kacperczyk AJ. 2016. The Impact of Stakeholder Orientation on Innovation: Evidence from a Natural Experiment, *Management Science*, 62(7): 1982–2001.
  - Winner of the 2014 *Glueck Best Paper Award* of the Business Policy and Strategy (BPS) Division of the Academy of Management.
  - Selected for Best Paper Proceedings, Academy of Management, Business Policy and Strategy (BPS) Division (2014).
  - #10 most cited article published by *Management Science* in 2016 (accessed 12/30/2022).
- Flammer C. 2015. Does Corporate Social Responsibility Lead to Superior Financial Performance? A Regression Discontinuity Approach. *Management Science*, 61(11): 2549–2568.
  - Winner of the 2013 *Moskowitz Prize* for Best Paper in Sustainable and Responsible Investing (UC Berkeley).
  - Winner of the 2015 *French Responsible Investment Forum - Principles for Responsible Investment (FIR-PRI) Award* for Best Published Paper in Finance and Sustainability.
  - Honorable Mention 2016 *Organizations and the Natural Environment-Network for Business Sustainability (ONE-NBS) Research Impact on Practice Award*.
  - *Management Science* lead article November 2015.
  - Featured on Strategic Management Society Research Chatter as “cutting edge work on CSR,” February 2016.
  - #1 most cited article published by *Management Science* in 2015 (accessed 12/30/2022).
- Flammer C. 2015. Does Product Market Competition Foster Corporate Social Responsibility? Evidence from Trade Liberalization. *Strategic Management Journal*, 36(10): 1469–1485.
  - Selected for Best Paper Proceedings, Academy of Management, Business Policy and Strategy (BPS) Division (2013).
  - #7 most cited article published by the *Strategic Management Journal* in 2015 (accessed 12/30/2022).
- Flammer C. 2013. Corporate Social Responsibility and Shareholder Reaction: The Environmental Awareness of Investors. *Academy of Management Journal*, 56(3): 758–781.
  - #4 most cited article published by the *Academy of Management Journal* in 2013 (accessed 12/30/2022).

#### Working Papers:

- Fangwa A, Flammer C, Huysentruyt M, Quelin B. 2021. Corporate Governance and Social Impact of Non-Profits: Evidence from a Randomized Program in Healthcare in the Democratic Republic of Congo, *Management Science*, revise & resubmit.

- Boulongne R, Durand R, Flammer C. 2021. Impact Investing in Disadvantaged Urban Areas, *Strategic Management Journal*, revise & resubmit.

*Work in Progress:*

- Flammer C. Climate Change, Impact Investing, and the Just Transition.
  - *Climate Risk and Sustainable Finance* Research Grant, GRI Global Risk Institute (PI: Flammer; grant period: July 2020 – 2022; \$75,120)
- Flammer C, Giroux T, Heal GM. Biodiversity Finance.
- Flammer C, Heal GM, Usher BM. Carbon Tracking.
- Flammer C, Sadasivam M, Zerbib OD. Climate Innovation.
- Li X, Flammer C. Climate Adaptation Strategies.

*Other Publications:*

- Aguinis H, Audretsch DB, Flammer C, Meyer KE, Peng MW, Teece DJ. 2022. Bringing the Manager Back Into Management Scholarship, *Journal of Management*. Editorial.
- Flammer C. 2021. Short-termism and Executive Compensation, CESifo Forum: Sustainable Finance.
- Flammer C. 2021. Corporate Green Bonds in Asia, Asian Development Bank.
- Flammer C, Toffel MW, Viswanathan KV. 2021. Shareholders Are Pressing for Climate Risk Disclosures. That's Good for Everyone, *Harvard Business Review*, April 22.
- Flammer C, Ioannou I. 2019. Save or Invest? How Companies Should Navigate Recessions, *Harvard Business Review*, May 31.
- Flammer C. 2018. Green Bonds Yield Real Dividends for Companies, Investors, and the Planet, *Harvard Business Review*, November 22.
- Flammer C. 2018. Long-Term Executive Compensation as a Remedy for Corporate Short-Termism, *Seattle University Law Review*, 41(2): 419–424.

*Proceedings:*

- Flammer C, Hong B, Minor DB. 2017. Corporate Governance and the Rise of Integrating Corporate Social Responsibility Criteria in Executive Compensation. *Academy of Management Best Paper Proceedings*, Business Policy and Strategy (BPS) Division.
- Flammer C, Kacperczyk AJ. 2016. Corporate Social Responsibility and Knowledge Protection. *Academy of Management Best Paper Proceedings*, Business Policy and Strategy (BPS) Division.
- Flammer C, Kacperczyk AJ. 2014. In Search of Spark: The Impact of Stakeholder Orientation on Innovation. *Academy of Management Best Paper Proceedings*, Business Policy and Strategy (BPS) Division.
- Flammer C. 2013. The Impact of Product Market Competition on Corporate Social Responsibility. *Academy of Management Best Paper Proceedings*, Business Policy and Strategy (BPS) Division.

## AWARDS, GRANTS, AND HONORS

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### *Research:*

- Named by the Web of Science among the top-100 Highly Cited Researchers in Economics and Business over the last decade (2020 and 2022)
- Climate Risk and Sustainable Finance Research Grant, GRI Global Risk Institute (PI: Flammer; grant period: July 2020 – 2022; \$75,120)
- Dean’s Research Scholar, Boston University Questrom School of Business (2020)
- Fellow of the Susilo Institute, Boston University Questrom School of Business (2020)
- Responsible Research in Management Award (2020)
- Organizations and the Natural Environment-Network for Business Sustainability (ONE-NBS) Research Impact on Practice Award, ONE Division of the Academy of Management (2020, Honorable Mention)
- Dean’s Research Scholar, Boston University Questrom School of Business (2018)
- Slatkin Family Research Fund Award, Boston University Questrom School of Business (2018)
- Sustainable Finance Geneva Innovation Award, Geneva Summit on Sustainable Finance (2018)
- PGGM Sustainable Asset Pricing and Impact Paper Award (2018)
- Moskowitz Prize for Best Paper in Sustainable and Responsible Investing, UC Berkeley (2017)
- Fiegenbaum Best Paper Award, Israel Strategy Conference (2017)
- Distinguished Paper Award, Business Policy and Strategy (BPS) Division of the Academy of Management (2017)
- Investment for Impact Research Prize for outstanding research pertaining to the social impact of capital, UC Berkeley (2017, Second Prize)
- Investor Responsibility Research Center (IRRC) Institute Research Award (2017, Honorable Mention)
- Investor Responsibility Research Center (IRRC) Institute Research Award (2016)
- Moskowitz Prize for Best Paper in Sustainable and Responsible Investing, UC Berkeley (2016, Honorable Mention)
- Organizations and the Natural Environment-Network for Business Sustainability (ONE-NBS) Research Impact on Practice Award, ONE Division of the Academy of Management (2016, Honorable Mention)
- Alliance for Research on Corporate Sustainability (ARCS) Sustainability Scholar Award (2015)
- French Responsible Investment Forum - Principles for Responsible Investment (FIR-PRI) Award for Best Published Paper in Finance and Sustainability (2015)
- Ivey Emerging Leaders Award, Ivey Business School (2015)
- MBA ’80 Faculty Fellowship, Ivey Business School (2015 – 2016)
- Glueck Best Paper Award, STR (formerly BPS) Division, Academy of Management (2014)
- Moskowitz Prize for Best Paper in Sustainable and Responsible Investing, UC Berkeley (2013)
- Selected for Best Paper Proceedings, Academy of Management, Business Policy and Strategy (BPS) Division (2013, 2014, 2016, 2017)
- Research Fellowship of the Swiss National Science Foundation (2007, \$36,500)

### *Teaching:*

- Page Prize Award for Sustainability Issues in Business Curricula (2013, Honorable Mention)

*Service:*

- Questrom Award for Institutional Leadership, Boston University Questrom School of Business (2019)
- Outstanding Strategic Management Journal Editorial Board Member (Strategic Management Journal, 2018)
- Outstanding Strategic Management Journal Editorial Board Member (Strategic Management Journal, 2017)
- Academy of Management Journal Best Reviewer Award (Academy of Management Journal, 2017)
- Outstanding Strategic Management Journal Editorial Board Member (Strategic Management Journal, 2016)

**CONFERENCE AND SEMINAR PRESENTATIONS**

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- 2022/23: Cornell University (scheduled); University of Pennsylvania (scheduled); Yale University (scheduled); Baruch College; Brigham Young University (scheduled); Dalhousie University (scheduled); ESSEC Business School (scheduled); Fordham University (scheduled); Georgia State University; IESE Business School; Mannheim University (scheduled); Macquarie University; Stockholm School of Economics (scheduled); University of Amsterdam (scheduled); University of Georgia (scheduled); University of Massachusetts Amherst (scheduled); University of Hamburg; University of Miami (scheduled); University of Luxembourg (scheduled); University of Richmond; Utrecht University (scheduled); Aspen ESG Summit (Aspen Institute); Academy of Management Annual Meeting (Seattle); AEA Annual Meeting; AP2 Board; HKU-TLV Finance Conference (Tel Aviv, scheduled); Sustainable Finance Forum (University of Luxembourg, scheduled); Stewardship Regulators Group (SRG); UBS Quant Conference
- 2021/22: Columbia University; Cornell University; Aalborg University; Central European University; Frankfurt School of Finance & Management; Hong Kong Polytechnic University; Nanyang Technological University; Northwestern Polytechnical University; Rutgers University; Southwestern University of Finance and Economics (SWUFE); University of Birmingham; University of Bristol; University of Edinburgh; University of Exeter; University of Groningen; University of Lancaster; University of Leeds; University of Manchester; Geneva Summit on Sustainable Finance; Academy of Management Annual Meeting; European Association of Environmental and Resource Economists (EAERE) Conference; Sciences Po Summer Workshop in Economics on Sustainable Finance; Strategic Management Society Annual Conference
- 2020/21: Columbia University; Emlyon; Imperial College London; Purdue University; Universidad de Montevideo; University of Birmingham; University of Colorado Boulder; University of Massachusetts Lowell; University of Miami; University of Pittsburgh; University of Washington; Universidad EAFIT; Bocconi Assembly for Innovation and Cooperation BAIC; Global Research Alliance for Sustainable Finance (GRASFI) Conference (Columbia University); Academy of Management Annual Meeting (virtual); Strategic Management Society Annual Conference (virtual)

- 2019/20: Toulouse School of Economics; UCLA; UC Santa Barbara; UT Austin; Chinese University of Hong Kong; George Mason University; Georgia Institute of Technology; IESE Business School; Inesper; Ivey Business School; Lancaster University; Singapore Management University; University of Manchester; University of Victoria; University of Zurich; Vanderbilt University; Royal Bank of Canada (New York); UN PRI (London); S&P Global Academic Council (New York); S&P Global Ratings (New York); Sustainable Finance Forum (Shenzhen); Ackerman Conference on Corporate Governance (Tel Aviv); Conference of Swiss Economists Abroad (University of Geneva); Strategic Management Society Annual Conference (Minnesota); United Nations' Principles for Responsible Investment Academic Network Conference (Paris); Academy of Management Special Conference (Slovenia); Academy of Management Annual Meeting (Boston)
- 2018/19: NBER Conference on Environmental and Energy Policy and the Economy; Columbia University (Sustainable Finance); Bocconi University; George Washington University; HEC Paris; Korea Advanced Institute of Science and Technology (KAIST); Korea University; LMU Munich; Nanjing University; Seoul National University; Tilburg University; University of Cambridge; University of Geneva; University of Lugano; 2019 FTSE World Investment Forum; Norges Bank Investment Management (Oslo); United Nations' Principles for Responsible Investment Academic Network Conference (UC Berkeley); International Conference on Corporate Finance (Tokyo); International Corporate Governance Society Conference (Shanghai); Geneva Summit on Sustainable Finance (Geneva); Managing and Financing Responsible Businesses (Maastricht University); Micro Meets Macro Conference (Arizona State University); Strategic Management Society Annual Conference (Paris); Academy of Management Annual Meeting (Chicago)
- 2017/18: Columbia University; HEC Paris; City University of New York Baruch College; Tilburg University; Tsinghua University; University of British Columbia; University of Hong Kong; Economics of Social Sector Organisations Conference (LSE/Chicago Booth); Israel Strategy Conference (Haifa); Sustainable Business and Impact Investing Forum (Kellogg, Northwestern University); UC Berkeley Sustainable Business and Investment Forum (Berkeley Haas/Law School); Raising the Bar: Data & Research in Impact Investing (Wharton, University of Pennsylvania); Conference of Swiss Economists Abroad (University of Lugano); Strategic Management Society Annual Conference (Houston); Conference Board of Canada Corporate Responsibility and Sustainability Summit; United Nations' Principles for Responsible Investment Academic Network Conference (Berlin); Academy of Management Annual Meeting (Atlanta)
- 2016/17: Massachusetts Institute of Technology (MIT Sloan); Bocconi University; Singapore Management University; Chinese University of Hong Kong; Korea Advanced Institute of Science and Technology; UC Santa Barbara; University of Amsterdam; University of Groningen; University of Massachusetts Boston; Berle IX Symposium on Investor Time Horizons; Impact Investing Forum (Kellogg, Northwestern University); Society for Institutional & Organizational Economics (SIOE) Conference (Columbia University);



Behavioral Perspective of Corporate Governance Conference (INSEAD); Alliance for Research on Corporate Sustainability Conference (Erasmus); 2016 Millstein Governance Forum (Columbia Law); Strategic Management Society Annual Conference (Berlin); Organizations with Purpose Conference (2 papers, London Business School); People and Organizations Annual Conference (Wharton, University of Pennsylvania); Academy of Management Annual Meeting (2 papers, Anaheim)

2015/16: University of Pennsylvania (Wharton); New York University (Stern); University of Michigan (Ross School of Business); Ohio State University (Fisher College of Business); University of Maryland (Smith School of Business); University of Southern California (Marshall School of Business); Washington University in St Louis (Olin Business School); London Business School; INSEAD; Aarhus University; BYU-Utah Winter Strategy Conference; UC Berkeley Sustainable Business and Investment Forum (Berkeley Haas/Law School); People and Organizations Annual Conference (Wharton); Alliance for Research on Corporate Sustainability Conference (Leeds School of Business); Strategic Management Society Special Conference (Rome); Strategic Management Society Annual Conference (2 papers, Denver); Academy of Management Annual Meeting (2 papers, Vancouver)

2014/15: Boston University (Questrom School of Business); University of Western Ontario (Ivey Business School); Duke Strategy Conference (Fuqua); International Society for New Institutional Economics Conference (Harvard); Sumantra Ghoshal Conference (London Business School); Atlanta Competitive Advantage Conference (Atlanta); Alliance for Research on Corporate Sustainability Conference (Kellogg, Northwestern University); Strategic Management Society Special Conference (St. Gallen); Strategic Management Society Special Conference (Santiago de Chile); Strategic Management Society Annual Conference (Madrid); Academy of Management Annual Meeting (2 papers, Philadelphia); Conference of Swiss Economists Abroad (SNB Zurich)

2013/14: Alliance for Research on Corporate Sustainability Conference (Cornell); Strategy and the Business Environment Conference (Kellogg, Northwestern University); Strategic Management Society Special Conference (2 papers, Tel Aviv); University of Western Ontario (Ivey Business School); Sustainability and the Corporation: Big Ideas Conference (Harvard Business School); SRI Conference on Sustainable, Responsible, Impact Investing (Colorado Springs); People and Organizations Annual Conference (Wharton, University of Pennsylvania); Academy of Management Annual Meeting (Orlando)

2012/13: University of Minnesota (Carlson School of Management); University of Western Ontario (Ivey Business School); HEC Paris; INSEAD; University of Lausanne (HEC Lausanne); CUNY (Baruch); Bentley University; Strategy and the Business Environment Conference (UT Austin); Alliance for Research on Corporate Sustainability Conference (UC Berkeley); Conference of Swiss Economists Abroad (University of Lucerne)

2011/12: Massachusetts Institute of Technology (MIT Sloan); Alliance for Research on Corporate Sustainability Conference (Yale); Conference of Swiss Economists Abroad (ETH Zurich)

## PROFESSIONAL SERVICE

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### *Associate Editor:*

- Strategic Management Journal (2018 – current)
- Management Science (2021 – current)
- Management Science (2019 – 2021, Special Issue: Business and Climate Change)

### *Executive Committee Member:*

- Alliance for Research on Corporate Sustainability (ARCS) President and Board Member (2022 – present)
- European Corporate Governance Institute (ECGI), Responsible Investment Program Director (2022 – present)
- Alliance for Research on Corporate Sustainability (ARCS) Education Subcommittee (2017 – 2022)
- Competitive Strategy Interest Group Representative-at-Large, Strategic Management Society (2019 – 2020)
- Strategic Management (STR, formerly BPS) Division, Academy of Management (2017 – 2019)

### *Advisory Board and Consulting:*

- United Nations' Principles for Responsible Investment (PRI) Academic Advisory Committee
  - Chair (2020 – present)
  - Vice-Chair (2018 – 2020)
- Asian Development Bank (2020 – present)
- S&P Global Academic Council (2019)
- HEC Paris Society & Organizations (S&O) Institute Scientific Advisory Board (2021 – present)
- NYU Stern Financial Returns on Quality Jobs Advisory Group (2020 – 2022)
- Swedish Sustainable Finance Lab Scientific Advisory Board (2020 – present)
- University of Pittsburgh Center for Sustainable Business Academic Advisory Council (2021 – present)

### *Scientific Committee:*

- Journal of Corporate Finance, Special Issue: The Finance of Climate Change

### *Editorial Board:*

- Academy of Management Journal
- Strategic Management Journal

### *Refereeing – Journals:*

Academy of Management Journal; Academy of Management Review; Administrative Science Quarterly; Management Science; Organization Science; Strategic Management Journal; Business & Society; Journal of Accounting and Economics; Journal of Banking and Finance; Journal of Business Ethics; Journal of Corporate Finance; Journal of Economics & Management Strategy; Journal of Financial Economics; Journal of Financial and Quantitative Analysis; Journal of International Business Studies; Journal of Law and Economics; Journal of Management Studies; Journal of Production and Operations Management; Leadership Quarterly; Manufacturing and Service Operations Management; Organization Studies;

Research Policy; Review of Economics and Statistics; Review of Finance; Review of Financial Studies; Science; Strategy Science

*Refereeing – Conferences and Grants:*

- Academy of Management Annual Meeting (2013 – present)
- Alliance for Research on Corporate Sustainability Conference (2014 – present)
- Canada Social Sciences and Humanities Research Council (2014-2015)
- European Research Council (2019 – present)
- Hong Kong Research Grants Council (2019 – present)
- INFORMS Organization Science Dissertation Proposal Competition (2015, 2020)
- Strategic Management Society Conferences (2013 – present)
- U.S. National Science Foundation (2016)

*PhD Advisor and Committee Member:*

- Xia Li, Boston University (co-advisor; expected graduation: 2023; placement: London Business School)
- Zhe Michael Guo, Boston University (committee member; graduation: 2022; placement: Fordham University)
- Hye Young Kang, Boston University (committee member; graduation: 2018; placement: Singapore Management University)

*External PhD Advisor and Committee Member:*

- Christopher Carl Bruno, University of Pennsylvania (co-advisor; expected graduation: 2025)
- Kala Viswanathan, Harvard University (co-advisor; expected graduation: 2023)
- Frédéric Samama, Paris Dauphine University (committee member; expected graduation: 2023)
- Alexis Young, IESE Business School, University of Navarra (committee member; graduation: 2023; placement: IESE Business School (post Doc))
- Olivier David Zerbib, Tilburg University and University of Lyon (committee member; graduation: 2021; placement: Boston University)
- Romain Boulongne, HEC Paris (committee member; graduation: 2019; placement: IESE Business School)
- Nora Pankratz, Maastricht University (committee member; graduation: 2019; placement: UCLA (post Doc))
- Sylvia Grewatsch, Aarhus University (committee member; graduation: 2016; placement: Ivey Business School (post Doc))

*Research Prize Jury Member:*

- Moskowitz Prize (2018 – present)
- French Responsible Investment Forum - Principles for Responsible Investment (FIR-PRI) Award (2018 – present)
  - Chair (2022)
- SMS Best Paper Prize Director, Strategic Management Society (2022)
- ONE Distinguished Scholar Award, ONE Division, Academy of Management (2020)
- ONE Emerging Scholar Award, ONE Division, Academy of Management (2020, 2022)

*External Program Review Committee Member:*

- NYU Stern Business & Society Program (2023)

*Cross-Disciplinary Academic Seminar Organizer:*

- United Nations' Principles for Responsible Investment (PRI) Academic Seminar Series (2020 – present)
- Alliance for Research on Corporate Sustainability (ARCS) Virtual Seminar Series (2020 – 2022)

*Program Committee Member:*

- United Nations' Principles for Responsible Investment (PRI) Academic Network Conference (Tokyo, 2023, scheduled)
- Alliance for Research on Corporate Sustainability (UV Darden, 2023, scheduled)
- Strategy and the Business Environment Conference (Georgetown University, 2023, scheduled)
- Impact & Sustainable Finance Faculty Consortium Annual Conference (Kellogg, Northwestern University, 2023, scheduled)
- United Nations' Principles for Responsible Investment (PRI) Academic Network Conference, Program Committee Chair (2022)
- European Corporate Governance Institute (ECGI) Annual Meeting (Milan, Bocconi, 2022)
- Strategy and the Business Environment Conference (UT Austin, 2022)
- Impact & Sustainable Finance Faculty Consortium Annual Conference (Kellogg, Northwestern University, 2022)
- United Nations' Principles for Responsible Investment (PRI) Academic Network Conference, Program Committee Chair (virtual, 2021)
- Sustainable Finance Forum (Shanghai, 2021)
- Strategic Management Society Annual Conference, The Reality of Climate Change, Theme Track Chair (Toronto, 2021)
- Strategy and the Business Environment Conference (University of Southern California, 2021)
- Strategic Management Society Annual Conference, Addressing Social Issues, Theme Track Chair (2020)
- United Nations' Principles for Responsible Investment (PRI) Academic Network Conference, Program Committee Chair (virtual, 2020)
- Strategy and the Business Environment Conference (UT Austin, 2020)
- Sustainable Finance Forum (Shanghai, 2020)
- Geneva Summit on Sustainable Finance (Geneva, 2020)
- Academy of Management Specialized Conference on Responsible Leadership in Rising Economies, Strategic Management (STR) Division Track Chair (Bled, Slovenia, 2019)
- United Nations' Principles for Responsible Investment (PRI) Academic Network Conference (Paris, 2019)
- United Nations' Principles for Responsible Investment (PRI) Roundtable on Executive Remuneration (Boston, 2019)
- Managing and Financing Responsible Businesses Conference, Global Research Alliance for Sustainable Finance and Investment (Maastricht, 2018)
- Business Policy and Strategy (BPS) Division — Corporate Governance Track Chair, Academy of Management Annual Meeting (Vancouver, 2015)
- Geneva Summit on Sustainable Finance (Switzerland, 2014 – 2015)

- Professional Development Workshop Organizations and the Natural Environment (ONE) Doctoral Consortium, Academy of Management Annual Meeting (Philadelphia, 2014)

*Discussant:*

- BYU-Utah Winter Strategy Conference (Salt Lake City, 2023, scheduled)
- Causal Inference and Strategic Management; Academy of Management Annual Meeting (Seattle, 2022)
- Sustainable Finance, China International Conference in Finance (2021)
- Strategy Science Conference (Harvard University, 2021)
- IESE-ECGI Conference “Can Purpose Deliver Better Corporate Governance?” (IESE, 2020)
- Greater Boston Corporate Governance Workshop (Northeastern, 2020)
- Strategy and the Business Environment Conference (Harvard University, 2015)
- Strategy and the Business Environment Conference (Northwestern University, 2014)

*Invited Speaker and Panelist:*

- Sustainable Finance Forum (University of Luxembourg, 2023 scheduled)
- European Association of Environmental and Resource Economists (EAERE) Conference (Rimini, 2022)
- Stockholm+50 Workshop on The Political Economy of Climate Change (Stockholm, 2022)
- Conference of the Center on Capitalism and Society: Finding the Way Back to Prosperity and Flourishing (Columbia University)
- Firms' Market and Non-market Strategies in Response to the Climate Crisis; Academy of Management Annual Meeting (Seattle, 2022)
- Shareholders and Governance: The Role of Institutional Investors, Family Owners, and Activism; Academy of Management Annual Meeting (Seattle, 2022)
- Professional Development Workshop Social Issues in Management (SIM) – Organizations and the Natural Environment (ONE) Junior Faculty Consortium, Academy of Management Annual Meeting (Seattle, 2022)
- Professional Development Workshop Strategic Management (STR) Junior Faculty Paper Development Workshop, Academy of Management Annual Meeting (Seattle, 2022)
- Professional Development Workshop International Management (IM) Junior Faculty Paper Development Workshop, Academy of Management Annual Meeting (Seattle, 2022)
- International Conference on Climate and Energy Finance (Nanjing, virtual, 2022)
- Hong Kong University-Standard Chartered Foundation Fintech Academy (Hong Kong, virtual, 2022)
- Sustainable Finance and Impact Investing Webinar, Universitas Sebelas Maret (Jakarta, Indonesia, virtual, 2022)
- Geneva Summit on Sustainable Finance (Geneva, 2021)
- Banque de France Webinar; How to Measure the Impact that Private and Public Actions may have on Climate Change and Sustainability? (virtual, 2021)
- Overcoming the Tradeoffs between the Sustainable Development Goals; Organizing for Good Campaign; United Nations Human Rights Council (UNHCR) and Organization Design Community (virtual, 2021)
- MIT Sloan Management Review Strategy Forum (virtual, 2021 – 2022)

- Strategic Management and the Challenges of Social Impact Measurement; Strategic Management Society Annual Conference (virtual, 2021)
- Professional Development Workshop Social Issues in Management (SIM) – Organizations and the Natural Environment (ONE) Junior Faculty Consortium, Academy of Management Annual Meeting (virtual, 2021)
- Professional Development Workshop Technology and Innovation Management (TIM) Junior Faculty Consortium, Academy of Management Annual Meeting (virtual, 2021)
- Professional Development Workshop Strategic Management (STR) Doctoral Consortium, Academy of Management Annual Meeting (virtual, 2021)
- Owners as Strategists: The Role of Owners for Firm Growth and Sustainability; Bocconi University and University of St. Gallen (virtual, 2021)
- Junior Faculty Consortium, Academy of International Business Conference (virtual, 2021)
- Asian Impact – ADB Research in Action: Financing a Green and Inclusive Recovery; Asian Development Bank (ADB) (virtual, 2021)
- The PhD Project, Management Doctoral Students Association (virtual, 2021)
- ESG in Fixed Income: Shining a light on transparency; Fixed Income Analysts Society (FIASI) (virtual, 2021)
- Wind of Change: How Climate Change Shapes the Law; Law in the Making: When Disputes Change the Norms; Dispute Resolution Forum 2021; European Union Energy Community (virtual, 2021)
- The Future of ESG Investing in the US – The View After the Election; Women Investing for a Sustainable Economy (WISE); WISE NYC Chapter (NYC, 2020)
- Meet the Editors Panel, International Corporate Governance Conference (Norfolk, 2020)
- Does Corporate Social and Environmental Responsibility Create Value for Consumers?; Questions and Unanswers About Social Innovation (QUASI); Rutgers Institute for Corporate Social Innovation (Rutgers, 2020)
- Strategic Issues to Face the Disruption of the UN Sustainable Development Goals; Strategic Management Society Annual Conference (London, 2020)
- Is CSR Enough? Multinational Enterprises and the Sustainability-oriented International Strategy; Strategic Management Society Annual Conference (London, 2020)
- Field Experiments in Strategy: Challenges and Promises; Strategic Management Society Annual Conference (London, 2020)
- Editors Panel, The PhD Project, Management Doctoral Students Association, Academy of Management Annual Meeting (virtual, 2020)
- Fostering Publications from Around the World in Leading Organization and Strategy Journals, Professional Development Workshop Strategic Management (STR) Division, Academy of Management Annual Meeting (virtual, 2020)
- ONE Planet 2020-2030: Coupling Management Research with Grand Societal Challenges; Plenary Session ONE Division; Academy of Management Annual Meeting (virtual, 2020)
- Responsible and Ethical Innovation; Professional Development Workshop TIM Division; Academy of Management Annual Meeting (virtual, 2020)

- Information Disclosure in Strategic Management; Symposium STR Division; Academy of Management Annual Meeting (virtual, 2020)
- Shareholders and Governance: The Role of Institutional Investors, Family Owners, and Activism; Professional Development Workshop STR Division; Academy of Management Annual Meeting (2020)
- STRonger Together Café Zoom Cultural Conversations, STR Division, Academy of Management (2020)
- Bocconi Assembly on Innovation and Cooperation (Bocconi, Milan, 2019)
- Sustainability Accounting Standard Board (SASB) Annual Symposium (New York, 2019)
- United Nations' Principles for Responsible Investment (PRI) Academic Network Conference (Paris, 2019)
- FTSE World Investment Forum (South Carolina, 2019)
- Sustainability Accounting Standard Board (SASB) Investor Advisory Group (London Stock Exchange, London, 2019)
- Professional Development Workshop Strategic Management (STR) Junior Faculty Consortium, Academy of Management Annual Meeting (Boston, 2019)
- Fostering Publications from Around the World in Leading Organization and Strategy Journals, Professional Development Workshop Strategic Management (STR) Division, Academy of Management Annual Meeting (Boston, 2019)
- Professional Development Workshop Technology and Innovation Management (TIM) Doctoral Development Workshop, Academy of Management Annual Meeting (Boston, 2019)
- Short-term versus Long-term Investments of Public Corporations in Modern Times; Academy of Management Annual Meeting (Boston, 2019)
- CSR Knowledge Transfer Executive Series; Centre for Business Sustainability; Chinese University of Hong Kong (Hong Kong, 2019)
- Executive Pay and Incentives for ESG; United Nations' Principles for Responsible Investment (PRI) Roundtable on Executive Pay (Boston, 2019)
- Executive Pay and Incentives for ESG; United Nations' Principles for Responsible Investment (PRI) Event on Ahead of the Curve? How Investors Can Respond to ESG Trends (Wall Street, New York, 2019)
- Competitive Strategy Junior Scholar Development Workshop; Strategic Management Society Annual Conference (Paris, 2018)
- Hybrid Organizing, Innovation and Social Value Creation: New Perspectives for Strategy; Strategic Management Society Annual Conference Extension (Paris, 2018)
- Social Movements, Stakeholders, and Non-market Strategy; OMT, STR, SIM, ONE Divisions; Academy of Management Annual Meeting (Chicago, 2018)
- Strategy, Climate Change and the Energy Transition; STR, ONE, SIM, IM, TIM Divisions; Academy of Management Annual Meeting (Chicago, 2018)
- Natural Experiments; RM, OMT, STR, ENT, OB Divisions; Academy of Management Annual Meeting (Chicago, 2018)
- Framing and Methods of Causal Inference; IM, OMT Divisions; Academy of Management Annual Meeting (Chicago, 2018)
- UC Berkeley Sustainable Business and Investment Forum (Berkeley Haas/Law School, 2017)
- Raising the Bar: Data & Research in Impact Investing (Wharton, University of Pennsylvania, 2017)

- Responsible Investment Research—The Latest and Greatest; SRI Conference on Sustainable, Responsible, Impact Investing (San Diego, 2017)
- Sustainability, Society, and the Field of Strategy; Showcase Panel; Strategic Management Society Conference (Houston, 2017)
- How much Should Organizations Care about the Long-term; Strategic Management Society Conference (Houston, 2017)
- Stakeholder Strategy Interest Group and Research Methods Community Workshop for Advanced Doctoral Students and Junior Faculty; Strategic Management Society Conference (Houston, 2017)
- Future of Non-Market Strategy Research; Strategic Management Society Conference Extension (UT Austin, 2017)
- Sustainable Investments; Oikos International 30<sup>th</sup> Anniversary Celebration Conference (University of St. Gallen, 2017)
- Business [Un]Usual: Profit from Purpose; Conference Board of Canada Corporate Responsibility and Sustainability Summit (Toronto, 2017)
- Experimentation Strategy and Industry Evolution; Technology and Innovation Management (TIM) Division; Academy of Management Annual Meeting (Atlanta, 2017)
- CSR and Employee Outcomes: Drawing out the Intersections between Human Capital and CSR Domains; BPS, SIM, HR Divisions; Academy of Management Annual Meeting (Atlanta, 2017)
- Impact Investing: A Global Faculty Convening (Kellogg, Northwestern University, 2017)
- Berle IX Symposium on Investor Time Horizons (Georgia State U Law/Seattle U Law, 2017)
- Millstein Governance Forum (Columbia Law, 2016)
- Sustainability through Hope and False Hope; Alliance for Research on Corporate Sustainability Conference (Boulder, 2016)
- UC Berkeley Sustainable Business and Investment Forum (Berkeley Haas/Law School, 2015)
- The Latest and Greatest in Empirical Methods for Strategy Scholars; Strategic Management Society Annual Conference (Denver, 2015)
- New Frontiers: CSR, Ethics and Human Capital; Strategic Management Society Annual Conference (Madrid, 2014)
- SRI Conference on Sustainable, Responsible, Impact Investing (Colorado Springs, 2013)

*Faculty Advisor:*

- Medici Summer School in Management Studies (Paris, 2022)
- Editor's Perspective: #STRongerTogether Virtual Writing Retreat, STR Division, Academy of Management (virtual, 2021)
- Junior Scholar Mentoring Program, Strategic Management Society (virtual, 2020 – 2021)
- STRonger Together Coffee Wish Conversations, STR Division, Academy of Management (virtual, 2020)
- Ivey PhD Sustainability Academy (Ivey, 2019)
- Professional Development Workshop Strategic Management (STR) Junior Faculty Consortium, Academy of Management Annual Meeting (Boston, 2019)
- Professional Development Workshop Strategic Management (STR) Doctoral Consortium, Academy of Management Annual Meeting (Boston, 2019)



- Women in Strategy Workshop; Washington University in St. Louis (2019)
- Empirical Methods Professional Development Workshop; Field Center of Entrepreneurship; City University of New York Baruch College (Baruch, 2019)
- Bocconi University PhD Days (Bocconi, 2019)
- Tilburg University PhD Days (Tilburg, 2019)
- ARCS PhD Colloquium, Alliance for Research on Corporate Sustainability Conference (MIT Sloan, 2018)
- Professional Development Workshop Organizations and the Natural Environment (ONE) Doctoral Consortium, Academy of Management Annual Meeting (Chicago, 2018)
- Professional Development Workshop Business Policy and Strategy (BPS) Junior Faculty Consortium, Academy of Management Annual Meeting (Atlanta, 2017)
- Professional Development Workshop Business Policy and Strategy (BPS) Junior Faculty Consortium, Academy of Management Annual Meeting (Anaheim, 2016)
- Professional Development Workshop Organizations and the Natural Environment (ONE) Doctoral Consortium, Academy of Management Annual Meeting (Anaheim, 2016)
- Professional Development Workshop Organizations and the Natural Environment (ONE) Doctoral Consortium, Academy of Management Annual Meeting (Vancouver, 2015)
- Professional Development Workshop Organizations and the Natural Environment (ONE) Doctoral Consortium, Academy of Management Annual Meeting (Philadelphia, 2014)

## **UNIVERSITY SERVICE**

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### *School of International and Public Affairs, Columbia University:*

- Sustainable Investing Research Initiative, Director (2022 – present)
- Center on Global Energy Policy (CGEP) Faculty Advisory Committee member (2022 – present)

### *Questrom School of Business, Boston University:*

- BU Strategic Plan Core Implementation Team, Sustainability Curriculum Initiative Owner (2020 – 2021)
- Questrom Strategic Leadership Council (2019 – 2021)
- Social Impact MBA Program Academic Director (2018 – 2021)
- Minor in Sustainable Energy (BU-wide program) Academic Director (2020 – 2021)
- Social Impact Program Development Committee Chair (2018 – 2021)
- BU Global Development Policy Center Faculty Steering Committee member (2018 – 2021)
- PhD Coordinator for the S&I Department (2017 – 2021)
- PhD Program Development Committee member (2017 – 2021)
- Strategy & Innovation Research Seminar organizer (2016 – 2018)
- Strategy & Innovation Department recruiting committee member (2016 – 2019)

### *Ivey Business School, University of Western Ontario:*

- Course co-lead for Corporations and Society: Business Strategy and Sustainability (HBA, 2014 – 2016)
- Ivey Sustainability Council (2013 – 2014)
- Western University Sustainability and Environment Research Showcase Organization Committee (2014)

- Western’s Ideas for Sustainability and the Environment (WISE) Competition Selection Committee (2014)

## TEACHING

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*School of International and Public Affairs, Columbia University:*

- Social Impact: Business, Society, and the Natural Environment (Spring 2022, Spring 2023)
- Sustainable Investing Research Consulting Project (Spring 2023)
- Sustainable Finance II: System-level Investing (Spring 2023)

*Climate School, Columbia University:*

- Social Impact: Business, Society, and the Natural Environment (Spring 2022, Spring 2023)

*Questrom School of Business, Boston University:*

- Social Impact: Business, Society, and the Natural Environment (MBA, Spring 2020, Spring 2021)
- Social Impact Field Seminar (MBA, Spring 2019 South Africa/Spring 2020 Brazil/Spring 2021 Global)
- Corporate Strategies for Growth (MBA, Spring 2017/Spring 2018/Spring 2019)
- Research Seminar in Technology Strategy and Innovation (PhD, co-taught, Fall 2016, Fall 2018, Spring 2021)

*Ivey Business School, University of Western Ontario:*

- Multi-Disciplinary Perspectives of Sustainability (PhD, Spring 2014)
- Corporations and Society: Business Strategy and Sustainability (HBA, Fall 2013 – 2015)

*MIT Sloan School of Management, Massachusetts Institute of Technology:*

- Cross-Cultural Leadership (MBA, Spring 2013)
- Global Markets, National Policies, and the Competitive Advantages of Firms (MBA, Spring 2012)
- Global Business Study Tour: Sustainable Social Impact in East Africa (MBA, 2012 – 2013)
- Global Entrepreneurship Lab & China/India Lab (MBA, 2011 – 2012)

## COURSE MATERIAL

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- “A Framework for Applying Business Ethics in Practice,” MIT Sloan Case Material 11-128.

## SELECTED MEDIA COVERAGE

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- “I’m Dreaming Of A White Christmas: Navigating To Net Zero Real World Emissions,” Forbes, 12/20/2021.
- “Inside the Battle for the Hearts and Minds of Tomorrow’s Business Leaders,” TIME Magazine, 10/08/2021.
- “What I Wish I Had Learned About Investing At Harvard Business School III: ESG Compensation Targets And Risk-Adjusted Returns,” Forbes, 03/31/2021.
- “Episode 06: Caroline Flammer – A ‘Celebrity Talk Show’ Style Interview,” Strategy Research Virtual Proseminar Series, Youtube, 07/24/2020.

- “Corporate Green Bonds Benefit both Companies and the Environment,” The FinReg Blog, Global Financial Markets Center, Duke University School of Law, 07/21/2020.
- “How Corporate Social Responsibility Can Contribute to Company Competitiveness,” Podcast with United Nations’ Principles for Responsible Investment (PRI), 04/09/2020.
- “Aligning pay with social and financial performance,” Milken Institute Review, 01/19/2020.
- “La pollution, un dilemme financier pour les pays émergents,” *Le Temps*, 12/07/2018.
- “2017 Moskowitz Prize Winner: Who Benefits From Socially Responsible Governance?,” Center for Responsible Business, UC Berkeley, 10/30/2017.
- “Complacency will Eat the Heart out of Whole Foods,” *Financial Times*, 04/30/2017.
- “CEOs Should Focus on Long Term, Study Says,” *The Wall Street Journal*, 12/27/2016.
- “Winners of 2016 IRRC Institute Research Award Examine Controversial Investor Issue of Short-Termism,” *IRRC Institute*, 12/07/2016.
- “Winners of 2016 IRRC Institute Research Award Examine Controversial Investor Issue of Short-Termism,” *Yahoo Finance!* 12/07/2016.
- “Long-Term Executive Incentives Improve Innovation and Corporate Responsibility,” Alex Edmans Blog, 09/17/2016.
- “This little-known state law promotes happy employees and innovative ideas,” *The Guardian*, 03/03/2016.
- “Is it better for companies to cut back or invest during a recession?,” *The Globe and Mail*, 09/22/2015.
- “Roundup of Business School Research: Socially Responsible Firms are More Profitable,” *The Globe and Mail*, 04/23/2014.
- “Does CSR Pay? —Caroline Flammer’s Award-Winning Research Shows a Causal Link Between Corporate Social Responsibility and Financial Performance,” *Impact*, 04/2014.
- “CSR and Financial Performance Linked, Moskowitz Prize-Winning Scholar Reveals,” *Triple Pundit*, 02/26/2014.
- “Year in Review: New Research on the Good, the Bad and the Ugly in Corporate Ethics and Social Responsibility,” Institute for Business and Social Impact, UC Berkeley, 01/04/2014.
- “Does CSR Boost Shareholder Value?,” Network for Business Sustainability, 12/09/2013.
- “On Thin Ice,” *CFA Society Minnesota Freezing Assets*, 12/02/2013.
- “Moskowitz Prize for Socially Responsible Investing,” Center for Responsible Business, UC Berkeley.
- “SRI Research: CSR-Related Shareholder Wins Get Bottom-Line Results,” *PR Newswire*, 10/29/2013.
- “A CFO Questions Business Values,” *CFO*, 12/19/2012.
- “CSR Pays for Itself: Here's the Evidence,” *Forbes*, 08/30/2011.
- “Investors Reward Green Companies, but less than Before,” *ClimateWire*, 08/16/2011.
- “The Effect of CSR on Market Capitalization,” *The Inspired Economist*, 09/07/2011.
- “Corporate Social Responsibility Pays for Itself,” *MIT Sloan Experts Blog*, 09/09/2011.

## PREVIOUS WORK EXPERIENCE

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- **MIT Sloan School of Management**  
Lecturer, Global Economics and Management, 2011 – 2013
- **Kean University**  
Lecturer, Department of Graduate Management Studies, 2009 – 2011
- **University of Basel**  
Lecturer, Business and Economics Department, 2005
- **University of St. Gallen**  
Teaching and research assistant, Economics Department, 2001 – 2007
- **Hotel Horizontes de Montezuma, Costa Rica**  
Hotel Manager, 1999 – 2001

## EDUCATION

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- **MIT Sloan School of Management**  
Post-doctoral researcher, Global Economics and Management, 2011 – 2013
- **University of St. Gallen**  
Ph.D. in Economics, 2009
- **New York University**  
Visiting Ph.D. Student, Economics Department, 2007 – 2009
- **University of Zurich**  
Dipl. Hdl. (M.A. equivalent), certified teacher for secondary and higher education in business administration, economics, accounting, and law, 2007
- **University of St. Gallen**  
Lic. oec. (M.Sc. equivalent) in Economics and Business Administration, 2002

## MISCELLANEOUS

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- Languages: English (fluent), French (fluent), German (fluent), Italian (intermediate), Spanish (fluent), Swiss-German (native).
- First-generation student.