

Caroline Flammer

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ACADEMIC EMPLOYMENT

- Fall 2021 **Columbia University, School of International and Public Affairs**
Visiting Professor of International and Public Affairs
- 2016 – present **Boston University, Questrom School of Business**
Associate Professor of Strategy & Innovation (with tenure, 2018 – present)
Dean’s Research Scholar (2018 – present)
Fellow of the Susilo Institute for Ethics in the Global Economy (2020 – present)
Academic Director, Social Impact MBA (2018 – present)
Academic Director, Minor in Sustainable Energy (BU-wide program; 2020 – present)
Affiliated Faculty, Institute for Sustainable Energy (2019 – present)
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)

EDITORIAL POSITIONS

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

OTHER POSITIONS

- United Nations’ Principles for Responsible Investment (PRI), Academic Advisory Committee
 - Chair (2020 – present)
 - Vice-Chair (2018 – 2020)
- Center for Economic Policy Research (CEPR) Sustainable Finance Research & Policy Network
 - Associate Fellow (2021 – present)

FIELD OF SPECIALIZATION

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

Publications:

- Flammer C, Toffel MW, Viswanathan KV. 2021. Shareholder Activism and Firms' Voluntary Disclosure of Climate Change Risks, *Strategic Management Journal*, forthcoming.
- Flammer C. 2020. Corporate Green Bonds, *Journal of Financial Economics*, forthcoming.
 - 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.
- 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. 2020. Strategic Management during the Financial Crisis: How Firms Adjust their Strategic Investments in Response to Credit Market Disruptions, *Strategic Management Journal*, forthcoming.
- 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 07/03/2021).
- 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

07/03/2021).

- Flammer C. 2018. Competing for Government Procurement Contracts: The Role of Corporate Social Responsibility, *Strategic Management Journal*, 39(5): 1299–1324.
 - #7 most cited article published by the *Strategic Management Journal* in 2018 (accessed 07/03/2021).
- 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 07/03/2021).
- 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.
 - #3 most cited article published by the *Strategic Management Journal* in 2017 (accessed 07/03/2021).
- 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).
- 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 07/03/2021).

- 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 07/03/2021).
- 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 07/03/2021).

Working Papers:

- Fangwa A, Flammer C, Huysentruyt M, Quelin B. 2020. 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 and the Fostering of Business Ventures' Financial Performance and Social Impact in Disadvantaged Urban Areas.

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)

Other Publications:

- 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

Research:

- Named by the Web of Science among the top-100 Highly Cited Researchers in Economics and Business over the last decade (2020)
- 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

2021/22:	Stanford (scheduled); University of Birmingham (scheduled)
2020/21:	Columbia University; Emylon; 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; Insper; 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

Associate Editor:

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

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)
- NYU Stern Financial Returns on Quality Jobs Advisory Group (2020 – present)
- 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
- 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)

Executive Committee Member:

- Alliance for Research on Corporate Sustainability (ARCS) Education Subcommittee (2017 – present)
- Competitive Strategy Interest Group Representative-at-Large, Strategic Management Society (2019 – 2020)
- Strategic Management (STR, formerly BPS) Division, Academy of Management (2017 – 2019)

Research Prize Jury Member:

- Moskowitz Prize (2018 – present)
- French Responsible Investment Forum - Principles for Responsible Investment (FIR-PRI) Award (2018 – present)
- ONE Distinguished Scholar Award, ONE Division, Academy of Management (2020)
- ONE Emerging Scholar Award, ONE Division, Academy of Management (2020)

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 – present)

Program Committee Member:

- United Nations' Principles for Responsible Investment (PRI) Academic Network Conference, Program Committee Chair (Tokyo, 2021, scheduled)
- Sustainable Finance Forum (Shanghai, 2021, scheduled)
- Strategic Management Society Annual Conference, The Reality of Climate Change, Theme Track Chair

(Toronto, 2021, scheduled)

- 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:

- Climate Finance, American Economic Association Annual Meeting (2022, scheduled)
- Sustainable Finance, China International Conference in Finance (2021, scheduled)
- 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)

Panelist and Invited Speaker:

- Strategic Management and the Challenges of Social Impact Measurement; Strategic Management Society Annual Conference (virtual, 2021, scheduled)
- Professional Development Workshop Social Issues in Management (SIM) – Organizations and the Natural Environment (ONE) Junior Faculty Consortium, Academy of Management Annual Meeting (virtual, 2021, scheduled)
- Professional Development Workshop Technology and Innovation Management (TIM) Junior Faculty Consortium, Academy of Management Annual Meeting (virtual, 2021, scheduled)
- Professional Development Workshop Strategic Management (STR) Doctoral Consortium, Academy of Management Annual Meeting (virtual, 2021, scheduled)

- 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 30th 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:

- Junior Scholar Mentoring Program, Strategic Management Society (virtual, 2020 – present)
- 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)

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)
- 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))

UNIVERSITY SERVICE

Questrom School of Business, Boston University:

- BU Strategic Plan Core Implementation Team, Sustainability Curriculum Initiative Owner (2020 – present)
- Questrom Strategic Leadership Council (2019 – present)
- Social Impact MBA Program Academic Director (July 2018 – present)
- Minor in Sustainable Energy (BU-wide program) Academic Director (2020 – present)
- Social Impact Program Development Committee Chair (2018 – present)
- BU Global Development Policy Center Faculty Steering Committee member (2018 – present)
- PhD Advisor and Committee Member
 - Xia Li (co-advisor; expected graduation: 2023)
 - Hye Young Kang (committee member; graduation: 2018; placement: Singapore Management University)
- 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

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

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

SELECTED MEDIA COVERAGE

- “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

- **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

- **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

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