



Simone CARMINE

Ph.D. in Economics & Management

Assistant Professor, Strategy and Sustainability

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EDUCATION

- 2020** Ph.D. in Economics & Management, University of Padova, Italy
- 2017** Master's degree in Philosophy, Università degli studi del Piemonte Orientale, Italy
- 2014** Bachelor's degree in Philosophy and Communication, Università degli studi del Piemonte Orientale, Italy

RESEARCH INTERESTS

paradox theory, sustainability

PROFESSIONAL EXPERIENCE

ACADEMIC:

- 2023 - Present** Assistant Professor of Strategic Management, IESEG School of Management, France
- 2021 - 2023** Postdoctoral Researcher, University of Padova, Italy
- 2020 - 2021** Research Fellow, University of Padova, Italy
- 2020 - 2020** Visiting Researcher, Aalto University, Finland
- 2019 - 2019** Visiting Researcher, ESADE Business School, Barcelona, Spain

COURSES TAUGHT

- Environmental management, Post graduate program
- Business & sustainability, Grande ecole (bachelor cycle)
- Business ethics & csr, Bachelor in international business
- Green care: from theory to entrepreneurial practice

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Baudoin L., CARMINE S., Nava L., Poggioli N., van den Broek O. M., (2023), Imagining a Place for Sustainability Management: An Early Career Call for Action, *Journal of Management Studies*, 60(3), pp. 754-760

CARMINE S., De Marchi V., (2023), Reviewing Paradox Theory in Corporate Sustainability Toward a Systems Perspective, *Journal of Business Ethics*, 184(1), pp. 139-158

CARMINE S., De Marchi V., (2022), Nuovi territori per la sostenibilità, *Economia e Società Regionale*, XL(1), pp. 63-72

CARMINE S., De Marchi V., (2022), Tensions and outcomes in corporate sustainability: The moderating role of paradoxical frame, *Journal of Cleaner Production*, 380(1), pp. 134952

CARMINE S., Andriopoulos C., Gotsi M., Härtel C. E. J., Krzeminska A., Mafico N., Pradies C., Raza H., Raza-Ullah T., Schrage S., Sharma G., Slawinski N., Stadtler L., Tunarosa A., Winther-Hansen C., Keller J., (2021), A Paradox Approach to Organizational Tensions During the Pandemic Crisis, *Journal of Management Inquiry*, 30(2), pp. 138-153

Keller J., CARMINE S., Jarzabkowski P., Lewis M. W., Pradies C., Sharma G., Smith W. K., Vince R., (2021), Our Collective Tensions: Paradox Research Community's Response to COVID-19, *Journal of Management Inquiry*, 30(2), pp. 168-176

Pradies C., Aust I., Bednarek R., Brandl J., CARMINE S., Cheal J., Pina e Cunha M., Gaim M., Keegan A., Le J. K., Miron-Spektor E., Nielsen R. K., Pouthier V., Sharma G., Sparr J., Vince R., Keller J., (2021), The Lived Experience of Paradox: How Individuals Navigate Tensions during the Pandemic Crisis, *Journal of Management Inquiry*, 30(2), pp. 154-167

Sharma G., CARMINE S., Pradies C., Bartunek J., Keller J., Buzzanell P., Endres C., Etter M., Fairhurst G., Hahn T., Le P., Li X., Pamphile V., Putnam L., Rocheville K., Schad J., Sheep M., (2021), A Paradox Approach to Societal Tensions during the Pandemic Crisis, *Journal of Management Inquiry*, 30(2), pp. 121-137

Forthcoming

Baudoin L., Carmine S., (2025), How to Develop a Sustainable Business School, *Academy of Management Learning and Education*, 0(0), pp. 1-3

Chapters in books

Published

CARMINE S., De Marchi V., (2023), Addressing the Complexities in Implementing SDGs in International Business, in: Rob van Tulder, Elisa Giuliani, Isabel Álvarez(Eds.), *International Business and Sustainable Development Goals*, 978-1-83753-505-7;978-1-83753-504-0, Emerald Publishing Limited, chapter 6, pp. 101-110

CARMINE S., De Marchi V., (2023), DESTINAZIONE SOSTENIBILITÀ PER LA LOCOMOTIVA NORD-EST?, in: Luca Paolazzi, Gianluca Toschi(Eds.), *Nord Est 2022 Il futuro sta passando*, 978-88-297-1698-2, Marsilio Editori, chapter 4.1, pp. NA

CARMINE S., Smith W. K., (2021), Organizational Paradox, in: Simone Carmine, Wendy K. Smith(Eds.), *Management*, ;9780199846740, Oxford University Press, Oxford, chapter NA, pp. NA

GRANTS AND HONORS

Award

2025 Best Paper 85th Annual Meeting of the Academy of Management, Academy of Management, USA

2022 Honorable Mention Paper, 14th International Social Innovation Research Conference, Canada

2022 Finalist "Marco Fanno Prize" 2022 – Best junior faculty paper, University of Padova, Italy

PROFESSIONAL MEMBERSHIPS

- 2020** GRONEN, Other countries
- 2019** ONE Division of the Academy of Management, USA

EDITORIAL ACTIVITY

Guest editor of an academic journal

- 2023** Academy of Management Learning & Education, USA

Reviewer in an academic journal

Organization Studies, Journal of Business Ethics, Business & Society, Organization & Environment, Journal of Management Inquiry, Journal of Business Research, Business Strategy and Environment

PROFESSIONAL SERVICE

Member of the organizing committee of an academic conference

- 2023** PREP (paradox, research, education, and practice) Conference, Other countries
- 2021** Member of the Fundraising Team ONE Division

Moderator / Facilitator in an academic conference

- 2022** CO-ORGANIZER and MODERATOR of the Final Plenary "Should sustainability be a distinct field in management?" -GRONEN Conference, Netherlands

Panelist in an academic conference

- 2023** Paradox and its Methodological Underpinning: Where We Are and What is Next, USA
- 2022** Paradox Research Education Practice (PREP) Inaugural Conference, Other countries

Presentation in a seminar

- 2025** VSM Lectures - Venice School of Management, Italy
- 2023** Seminar "The Tetris of Sustainability" - Càtedra de Transformació del Model Econòmic Universitat Jaume I, Spain

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Co-Organizer of a workshop

- 2025 - 2025** Co-organizer sub-theme 41st EGOS Colloquium, The American College of Greece, Greece
- 2023**
- 2023**
- 2023**
- 2021** WORKSHOP "Management meets engineering: addressing CE challenges together", University of Padova, Italy

