



Simone DE COLLE

Ph.D. in Management and Business Ethics

Full Professor, Strategy and Sustainability

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EDUCATION

2010 Ph.D. in Management and Business Ethics, University of Virginia, USA

RESEARCH INTERESTS

Business Ethics, Stakeholder Theory

PROFESSIONAL EXPERIENCE

ACADEMIC:

2014 - Present Associate Professor, Business Ethics & Strategy, IÉSEG School of Management, France

PROFESSIONAL:

2000 - 2002 Business ethics Consultant, KMPG, United Kingdom

COURSES TAUGHT

- Ethics, decision-making & innovation, Post graduate program
- Business ethics & corporate responsibility, Msc in accounting audit and control
- Developing a sustainability mindset, Executive mba
- Business ethics, Grande ecole (bachelor cycle)
- Business ethics for negotiation, Msc in negotiation for organisations
- Corporate social responsibility and sustainability, Grande ecole (master cycle)
- Sustainability management & reporting, Grande ecole (master cycle)
- Sustainability metrics, Executive mba

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

De Colle S., Freeman E., Wicks A., (2024), Toward Humanistic Business Ethics, *Business & Society*, 63(3), pp. 542-571

de Colle S., Karra N., (2024), Four Core Competencies toward the Circular Economy Insights from a Born- Sustainable Firm, *Journal of Business Venturing Insights*, 22(e00475), pp. 1-11

De Colle S., Freeman E., (2019), UNETHICAL, NEUROTIC, OR BOTH? A PSYCHOANALYTIC ACCOUNT OF ETHICAL FAILURES WITHIN ORGANIZATIONS, *Business Ethics: A European Review*, 29(1), pp. 167-179

De Colle S., Civera C., Casalegno C., (2018), Stakeholder Engagement through Empowerment: The case of Coffee Farmers, *Business Ethics: A European Review*, 2(2), pp. 156-174

de Colle S., Fassin Y., Freeman R., (2017), Intra-stakeholder alliances in plant-closing decisions: a stakeholder theory approach, *Business Ethics: A European Review*, 26(2), pp. 97-111

de Colle S., Freeman R., Parmar B., de Colle L., (2017), Practicing Human Dignity: Ethical Lessons from Commedia dell'Arte and Theatre, *Journal of Business Ethics*, 144(2), pp. 251-262

De Colle S., Bennett A. M., (2014), State-induced, Strategic, or Toxic? An Ethical Analysis of Tax Avoidance Practices, *Business and Professional Ethics Journal*, 33(1), pp. 53-82

De Colle S., Henriques A., Sarasvathy S., (2014), The Paradox of Corporate Social Responsibility Standards, *Journal of Business Ethics*, 125(2), pp. 177-191

Arevalo J., Castello I., De Colle S., Lenssen G., Neumann K., Zollo M., (2011), Introduction to the special issue: integrating sustainability in business models, *Journal of Management Development*, 30(10), pp. 941-954

Parmar B., Freeman E., Harrison J., Wicks A., Purnell L., De Colle S., (2010), Stakeholder Theory: The State of the Art, *Academy of Management Annals*, 4(1), pp. 404-445

De Colle S., York J., (2009), Why Wine is not Glue? The Unresolved Problem of Negative Screening in Socially Responsible Investing, *Journal of Business Ethics*, 85(1), pp. 83-95

De Colle S., Werhane P., (2008), Moral Motivation Across Ethical Theories: What Can We Learn for Designing Corporate Ethics Programs?, *Journal of Business Ethics*, 81(4), pp. 751-764

Papers in non-refereed journals

Published

De Colle S., O' Brolchain F., Gordijn B., (2018), "The Ethics of Smart Stadia: A Stakeholder Analysis of the Croke Park Project", *Science and Engineering Ethics*, 2018(XX), pp. 1-33

Communications in refereed conferences

International

De Colle S., (2023), *Symbolic surrogation? Investigating the relationship between UNGC membership and ESG performance* EBEN Annual Conference 2023, Rimini, Italy

De Colle S., (2016), *The Ethics of Smart Stadia: A Stakeholder Theory Approach* EBEN Annual Research Conference, Palermo, Italy

De Colle S., (2015), *Organisational Ethical Failures* 22nd Annual international Vincentian business ethics conference, New York City, USA

De Colle S., (2015), *X-Romeo and the rotten balcony: how social entrepreneurs can turn organizational ethical failures into opportunities* 8th Annual Conference of the EuroMed Academy of Business, Verona, Italy

Other conference and seminar presentations

International

de Colle S., (2025), *Ethics Beyond and Against Conformity: Exploring the Role of Moral Improvisation* New York University Abu Dhabi, Abu Dhabi, United Arab Emirates

De Colle S., (2019), *the International Conference on CSR, Sustainability, Ethics and Governance*. the International Conference on CSR, Sustainability, Ethics and Governance. , Abu Dhabi, United Arab Emirates

De Colle S., (2019), *The Evolution of Business Ethics* University of Salzburg, Salzburg, Austria

De Colle S., (2018), *From Pinocchio to Responsible Leaders: Analyzing stakeholder relationships orientation from Implicit/Explicit to Residual/Integrated CSR models* 8th International Conference on Sustainability and Responsibility, Cologne, Germany

De Colle S., (2018), *Morally constructive non-conformity within organisations: a business ethics perspective* Pôle Universitaire Léonard de Vinci, Paris, paris , France

De Colle S., (2016), *Creating Ethical Business: Lessons from Stakeholder Theory* University of Salzburg - Invited lecture, Salzburg, Austria

De Colle S., (2016), *Ethical Leadership: Lessons from Commedia dell'Arte* IEDC - Bled Business School, Bled, Slovenia , Slovenia

De Colle S., (2016), *Plant-closing decisions and value creation: A Stakeholder approach* Research seminar for the Peter Löscher Chair of Business Ethics, Munich, Germany

De Colle S., (2015), *The Trouble with Shareholder Value Ideology: New Insights from Economics and Corporate Law* IESEG School of Management, Paris - 5th Annual CSR Research Days International Seminar, Paris, France

National

De Colle S., (2018), *"What Does Ethics at Work Mean for Employees?"* Publication launch of the Ethics at Work 2018 Survey (France), IESEG School of Management, Paris, 4 December 2018., Paris, France

Refereed proceedings

Published

de Colle S., Venkataraman S., (2015), X-Romeos and the rotten balcony: How social Entrepreneurs can turn Organizational Ethical Failures into opportunities, in: D. Vrontis, Y. Weber, E. Tsoukatos(Eds.) in *Innovation, Entrepreneurship and Sustainable Value Chain in a Dynamic Environment*, EuroMed Press, pp. 2552-2554

Books

Published

Freeman E., Harrison J., Wicks A., Parmar B., De Colle S., (2010), *Stakeholder Theory. The State of The Art*, 978-0-521-19081-7, Cambridge University Press, Cambridge, 338 pages

Chapters in books

Published

Freeman E., Harrison J., Wicks A., Parmar B., De Colle S., (2023), The Problems That Stakeholder Theory Tries to Solve, in: Sergiy D. Dmytriiev, R. Edward Freeman(Eds.), *R. Edward Freeman's Selected Works on Stakeholder Theory and Business Ethics*, 978-3-031-04563-9, Springer, Cham, chapter 1, pp. 3-27

De Colle S., Freeman E., (2023), Unethical, Neurotic, or Both? A Psychoanalytic Account of Ethical Failures Within Organizations, in: Sergiy D. Dmytriiev, R. Edward Freeman(Eds.), *R. Edward Freeman's Selected Works on Stakeholder Theory and Business Ethics*, 978-3-031-04563-9, Springer, Cham, chapter 44, pp. 659-683

de Colle S., Freeman E., Parmar B., de Colle L., (2023), Practicing Human Dignity: Ethical Lessons from Commedia dell'Arte and Theater, in: Sergiy D. Dmytriyev, R. Edward Freeman(Eds.), *R. Edward Freeman's Selected Works on Stakeholder Theory and Business Ethics*, 978-3-031-04563-9, Springer, Cham, chapter 39, pp. 585-605

De Colle S., (2022), Movies and Business Ethics Training, in: Springer(Eds.), *Encyclopedia of Business and Professional Ethics*, 978-3-319-23514-1, Springer, Berlin, chapter 1, pp. 7

De Colle S., Scarpa F., (2021), Ethical Analysis of Tax Avoidance, in: Deborah Poff(Eds.), *Encyclopedia of Business and Professional Ethics*, na, Springer, Berlin, chapter na, pp. na

De Colle S., Fassin Y., Freeman R. E., (2017), When David beats Goliath: Two case-studies in the brewery sector, in: Ed Freeman, Johanna Kujala and Sybille Sachs(Eds.), *Stakeholder Engagement: Clinical Research Cases*, 978-3319627847, Springer, Berlin, chapter 14, pp. 311-338

De Colle S., (2006), CSR and Management Systems, in: Jose Allouche(Eds.), *Corporate Social Responsibility, Volume 1: Concept, Accountability and Reporting*, 1403944121, Palgrave Macmillan, Basingstoke, chapter 6, pp. 300

De Colle S., (2004), Die Systematik des Stakeholder Managements, in: Josef Wieland(Eds.), *Handbuch Werte Management*, 3-938017-06-6, Murmann Verlag, Hamburg, pp. 526-550

De Colle S., Sacconi L., Baldi E., (2003), The Q-RES Project: The Quality of Social and Ethical Responsibility of Corporations, in: Josef Wieland(Eds.), *Standards and Audits for Ethics Management Systems*, 978-3-642-07292-5, Springer, Berlin, chapter 4, pp. 60-115

De Colle S., (2001), "La Responsabilità sociale dell'impresa e la teoria degli stakeholder, in: A. Chiesi; A. Martinelli(Eds.), *Il Bilancio Sociale*, 9788883631153, Il Sole 24 Ore Pirola, Milan, pp. 11-70

Research reports

De Colle S., (2018), *National Partner's Comment*, Institute of Business Ethics, London, 6-8 pages

De Colle S., (2005), *Contributing to the convergence of CSR management standards in Italy, Germany, France and the UK by developing and promoting a common CSR framework, terminology and Management Tools*, LIUC University of Castellanza - EU Final Research Report, 121 pages

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Organizer of a workshop

2018 - 2018 Business Ethics - Conference at IESEG, IÉSEG School of Management, France