



Frank DE BAKKER

Ph.D. in Technology & Management

Full Professor, Strategy and Sustainability

Academic Director

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EDUCATION

2001 Ph.D. in Technology & Management, University of Twente, Netherlands

1995 Master, Environmental Science, Wageningen University, Netherlands

RESEARCH INTERESTS

Corporate Social Responsibility, Non-Governmental Organizations, Organizational Studies, Strategy and Ethics

PROFESSIONAL EXPERIENCE

ACADEMIC:

2015 - 2016 Head of Department, VU University Amsterdam, Amsterdam, Netherlands

2013 - 2014 Visiting professor, Copenhagen Business School, Copenhagen, Denmark

2010 - 2013 Member Faculty Board, VU University Amsterdam, Amsterdam, Netherlands

2008 - 2016 Associate professor, VU University Amsterdam, Amsterdam, Netherlands

2007 - 2010 Director of program, VU University Amsterdam, Amsterdam, Netherlands

2001 - 2008 Assistant professor, VU University Amsterdam, Amsterdam, Netherlands

COURSES TAUGHT

- Bootcamp: developing a sustainability strategy, Post graduate program
- Publishing research on business and society
- Activism: strategy & tactics
- Sustainability strategies, Grande ecole (master cycle)
- Impactful research at the intersection of business & society
- Bootcamp 1: business game, Post graduate program

- Scenario week, Post graduate program
- Change management for sustainability strategies, Grande ecole (master cycle)
- Business ethics, Grande ecole (bachelor cycle)
- Corporate social responsibility and sustainability, Grande ecole (master cycle)
- Ent research methodology, Grande ecole (master cycle)
- Ent strategy and company observation, Grande ecole (master cycle)
- Strategy and decision making
- Strategy for societal organizations
- Organization science
- Corporate social responsibility

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

- Esper S., de Bakker F., Heuvinck N., (2026), Between Strategy and Reality: Middle Managers' Responses to CSR Decoupling, *British Journal of Management*, 37(2026), pp. e70030
- de Roo M., Wickert C., de Bakker F., Elfring T., (2025), From seller to broker: When and how issue sellers engage with external stakeholders to sell issues inside organizations, *Strategic Organization*, 23(3), pp. 520-547
- Selling N., de Bakker F., (2025), When Employees Matter: How Employee Resource Groups and Workforce Liberalism Jointly Spur Firms to Support Pro-LGBTQ Legislation, *Journal of Business Research*, 186(2025), pp. 115017
- Wenzel M., Trittin-Ulbrich H., Edinger-Schons L. M., Castello I., de Bakker F., (2025), Towards holistic stakeholder engagement: Integrating participation, inclusion, and democracy, *Business & Society*, 64(6), pp. 1055-1076
- Baldi M., de Bakker F., Melz R., (2024), Actor-Agency and Institutional Complexity: Multinational Corporations' Strategies to Combat the Framework Convention on Tobacco Control in Brazil, *Critical Perspectives on International Business*, 20(2), pp. 164-184
- de Bakker F., Pek S., Bapuji H., (2024), How to Achieve Impact With Innovative Publication Formats: Taking Stock of Business & Society's Commentary Section, *Business & Society*, 63(8), pp. 1691-1708
- Brown J., de Bakker F., Bapuji H., Higgins C., Rehbein K., Spicer A., (2022), Building on its past: The future of business and society scholarship, *Business & Society*, 61(5), pp. 967-979
- Brown J., Spicer A., Rehbein K., Higgins C., de Bakker F., Bapuji H., (2022), More Than an Umbrella Construct: We Can (and Should) Do Better With CSR by Theorizing Through Context, *Business & Society*, 61(8), pp. 1965-1976
- de Bakker F., Bapuji H., Brown J., Higgins C., Rehbein K., Spicer A., (2022), From the Editors: Introducing Impact, *Business & Society*, 61(4), pp. 791-794
- Graafland J., de Bakker F., (2021), Crowding in or crowding out? How non-governmental organizations and media influence intrinsic motivations towards corporate social and environmental responsibility, *Journal of Environmental Planning and Management*, 64(13), pp. 2386-2409
- van Hille I., De Bakker F., Groenewegen P., Ferguson J., (2021), Strategizing Nature in Cross-Sector Partnerships: Can Plantation Revitalization Enable Living Wages?, *Organization and Environment*, 34(2), pp. 175-197

- Bapuji H., Brown J., De Bakker F., Higgins C., Rehbein K., Spicer A., (2020), From the editors, *Business & Society*, 59(1), pp. 3-4
- Bapuji H., De Bakker F., Brown J., Higgins C., Rehbein K., Spicer A., (2020), Business and Society Research in Times of the Corona Crisis, *Business & Society*, 59(6), pp. 1067–1078
- De Bakker F., Matten D., Spence L., Wickert C., (2020), The Elephant in the Room: The Nascent Research Agenda on Corporations, Social Responsibility, and Capitalism, *Business & Society*, 59(7), pp. 1295-1302
- Rehbein K., Leonel R., Den Hond F., De Bakker F., (2020), How do firms that are changing the world engage politically?, *Rutgers Business Review*, 5(2), pp. 203-225
- van Hille I., De Bakker F., Ferguson J., Groenewegen P., (2020), Cross-sector partnerships for sustainability: How mission-driven conveners drive change in national coffee platforms, *Sustainability*, 12(7), pp. 2846
- Barberá-Tomás D., Castelló-Molina I., De Bakker F., Zietsma C., (2019), Energizing through visuals: How social entrepreneurs use emotion-symbolic work for social change, *Academy of Management Journal*, 62(6), pp. 1789-1817
- Crane A., De Bakker F., Henriques I., Husted B., (2019), Taking stock at Business & Society: Reflections on our tenure as co-editors, 2015-2019., *Business & Society*, 58(8), pp. 1483-1495
- De Bakker F., Crane A., Henriques I., Husted B., (2019), Publishing interdisciplinary research in Business & Society, *Business & Society*, 58(3), pp. 443-452
- De Bakker F., Rasche A., Ponte S., (2019), Multi-stakeholder initiatives on sustainability: A cross-disciplinary review and research agenda for business ethics, *Business Ethics Quarterly*, 29(3), pp. 343-383
- Kok A., De Bakker F., Groenewegen P., (2019), Sustainability struggles: conflicting cultures and incompatible logics, *Business & Society*, 58(8), pp. 1496-1532
- van Hille I., De Bakker F., Ferguson J., Groenewegen P., (2019), Navigating tensions in a cross-sector social partnership: How a convener drives change for sustainability, *Corporate Social Responsibility and Environmental Management*, 26(2), pp. 317-329
- van Wijk J., Zietsma C., Dorado S., De Bakker F., Martí I., (2019), Social innovation: Integrating micro, meso and macro level insights from institutional theory, *Business & Society*, 58(5), pp. 887-918
- Whelan G., De Bakker F., Den Hond F., Muthuri J., (2019), Talking the Walk: The Deflation Response to Legitimacy Challenges, *M@na@gement*, 22(4), pp. 633-663
- Wickert C., De Bakker F., (2019), How CSR Managers Can Inspire Other Leaders to Act on Sustainability, *Harvard Business Review online*, 1(1), pp. 1-5
- De Bakker F., Crane A., Henriques I., Husted B., (2018), Editors' insights. What makes for an exemplary contribution? Introducing the Business & Society Best Paper Award, *Business & Society*, 57(7), pp. 1291-1300
- Wickert C., De Bakker F., (2018), Pitching for social change: Towards a relational approach to selling and buying social issues, *Academy of Management Discoveries*, 4(1), pp. 50-73
- Den Hond F., De Bakker F., Doh J., (2015), What prompts companies to collaboration with NGOs? Recent evidence from The Netherlands, *Business & Society*, 53(2), pp. 187-228
- Den Hond F., Rehbein K., De Bakker F., Kooijmans-van Lankveld H., (2014), Playing on two chessboards: Reputation effects between corporate social responsibility (CSR) and corporate political activity (CPA), *Journal of Management Studies*, 51(5), pp. 790-813
- De Bakker F., Den Hond F., King B., Weber K., (2013), Social movements, civil society and corporations: Taking stock and looking ahead, *Organization Studies*, 34(5/6), pp. 573-593
- De Bakker F., Hellsten I., (2013), Capturing online presence: Hyperlinks and semantic networks in activist group websites on corporate social responsibility, *Journal of Business Ethics*, 118(4), pp. 807-823
- Rasche A., De Bakker F., Moon J., (2013), Complete and partial organizing in corporate social responsibility, *Journal of Business Ethics*, 115(4), pp. 651-663
- De Bakker F., (2012), Beyond partnerships, *Annual Review of Social Partnerships*, 9(xx), pp. 7
- De Bakker F., (2012), Exploring networks of activism on corporate social responsibility: Suggestions for a research agenda, *Creativity and Innovation Management*, 21(2), pp. 212-223

Den Hond F., De Bakker F., Den Haan P., (2010), The sequential patterning of tactics: Institutional activism in the global sports apparel industry, 1988–2002, *International Journal of Sociology and Social Policy*, 32(5/6), pp. 648-665

Van de Pol P., De Bakker F., (2010), Direct-to-Consumer Advertising of Pharmaceuticals as a Matter of Corporate Social Responsibility?, *Journal of Business Ethics*, 94(2), pp. 211-224

De Bakker F., Den Hond F., (2008), Introducing the politics of stakeholder influence: A review essay, *Business & Society*, 47(1), pp. 8-20

Den Hond F., De Bakker F., (2007), Ideologically motivated activism. How activist groups influence corporate social change, *Academy of Management Review*, 32(3), pp. 901-924

Six F., De Bakker F., Huberts L., (2007), Judging a corporate leader's integrity: An illustrated three-component model, *European Management Journal*, 25(3), pp. 185-194

Den Hond F., De Bakker F., Groenewegen P., (2006), A research note on the use of bibliometrics to review the Corporate Social Responsibility and Corporate Social Performance literature, *Business & Society*, 45(1), pp. 7-19

Meijer M. -M., De Bakker F., Smit J., Schuyt T., (2006), Corporate giving in the Netherlands 1995-2003: Exploring the amounts involved and the motivations for donating, *International Journal of Nonprofit and Voluntary Sector Marketing*, 11(1), pp. 13-28

De Bakker F., Den Hond F., Groenewegen P., (2005), A bibliometric analysis of 30 years of research and theory on Corporate Social Responsibility and Corporate Social Performance, *Business & Society*, 44(3), pp. 283-317

De Bakker F., Fisscher O., Brack A., (2002), Organising product-oriented environmental management from a firm's perspective, *Journal of Cleaner Production*, 10(5), pp. 455-464

De Bakker F., Nijhof A., (2002), Responsible chain management: A capability assessment framework, *Business Strategy and the Environment*, 11(1), pp. 63-75

De Bakker F., (2001), Product-Oriented Environmental Management: Lessons from Total Quality Management, *Journal of Industrial Ecology*, 5(2), pp. 55-69

Forthcoming

van den Broek O.-M., Schrempf-Stirling J., de Bakker F., Kourula A., (2025), Business participation in regulation: A multifocal perspective on management studies, *Regulation and Governance*, .(.), pp. 0

Papers in non-refereed journals

Published

De Bakker F., (2012), Maatschappelijk ondernemen: met en zonder de overheid, *Res Publica*, 54(4), pp. 515-517

Communications in refereed conferences

International

JÄRVELÄ J., de Bakker F., (2026), *SHAKING THE TREE: HOW GEOPOLITICAL CONFLICTS REDEFINE STAKEHOLDER ENGAGEMENT* GRONEN 2026, Barcelona, Spain

Lelasseux L., de Bakker F., Augustine G., (2025), *Constructing Expertise: The Knowledge Dynamics of CSR Managers as Insider Change Agents* Academy of Management Annual Meeting, Copenhagen, Denmark

Billiet A., Bruneel J., de Bakker F., (2024), *Going down the corporate ladder while maintaining strategic relevance. Insights from CSR managers in large corporations* EGOS, Milano, Italy

Lelasseux L., de Bakker F., Augustine G., (2024), *How social change agents craft expertise in sustainability* GRONEN 2024, Paris, France

Lelasseux L., de Bakker F., Augustine G., (2024), *It's hard to be a saint in the city: Constructing expertise in corporate social responsibility management* EGOS, Milano, Italy

SELLING N., de Bakker F., (2023), *Business-to- Government Leverage: When Activist Groups Enlist Firms to Promote Policy Change* IABS, Bath, United Kingdom

- van den Broek O.-M., Schrempf-Stirling J., de Bakker F., Kourula A., (2023), *Rules for business and the business of rules: Expanding the role of management studies* IABS, Bath, United Kingdom
- Lelasseux L., de Bakker F., (2022), *How CSR Managers Navigate Scientific Controversies: The role of Expertise* International Association for Business and Society, San Francisco, USA
- Marino M., Parrotta P., de Bakker F., Cacciotta G., (2022), *Emancipation Through Embedded Entrepreneurship: how A Social Enterprise Aims To Counter The Mafia* Babson College Entrepreneurship Research Conference, Waco, USA
- van den Broek O. -M., Schrempf-Stirling J., de Bakker F., Kourula A., (2021), *Corporate participation in rulemaking: Exploring underlying assumptions and future avenues in management scholarship.* IABS Conference, Brussels, Belgium
- de Bakker F., Parrotta P., Marino M., (2020), *Entrepreneurship as emancipation: Organizing to counter the mafia.* EGOS Colloquium, Hamburg, Germany
- Esper S., de Bakker F., Heuvinck N., (2020), *"Dealing with Decoupling: CSR Managers' Motivations" paper to be presented in the Symposium "Overcoming the dichotomy in micro-level CSR research".* The Academy of Management (AoM) Annual Conference, Vancouver, Canada
- Esper S., de Bakker F., Heuvinck N., (2020), *"Overcoming cherry picking: How CSR managers cope with selective decoupling"* The European Group for Organization Studies (EGOS) colloquium, Hamburg, Germany
- Marino M., de Bakker F., Parrotta P., (2020), *Entrepreneurship as emancipation: Countering the mafia* IABS Conference, Lisbon, Portugal
- De Bakker F., Parrotta P., Marino M., (2019), *Entrepreneurship as emancipation: The unusual case of an organization countering the mafia* 35th EGOS Colloquium, Edinburgh, United Kingdom
- De Bakker F., Rasche A., Ponte S., (2019), *Business ethics and multi-stakeholder initiatives on sustainability: Examining hidden issues and proposing a research agenda* 35th EGOS Colloquium, Edinburgh, United Kingdom
- De Bakker F., Rasche A., Ponte S., (2019), *Multi-Stakeholder Initiatives on Sustainability: A Review and Research Agenda for Business Ethics* 79th Annual Meeting of the Academy of Management, Boston, USA
- Delalieux G., Kourula A., De Bakker F., (2019), *The Modern Pharmakon: On the Limits of NGOs as Vehicles of Corporate Social Change* 79th Annual Meeting of the Academy of Management, Boston, USA
- Delalieux G., Kourula A., De Bakker F., (2018), *The Modern Pharmakon: NGOs as Vehicles of Corporate Social Change?* 34th EGOS Colloquium, Tallinn, Estonia
- van Hille I., De Bakker F., Groenewegen P., (2018), *Crossing borders in coffee: Addressing the tension of uniformity versus plurality in collaborative sustainability strategies* 34th EGOS Colloquium - Professional Development Workshop, Tallinn, Estonia
- van Hille I., De Bakker F., Groenewegen P., (2018), *Navigating through conflict: Managing paradoxes in cross-sector collaboration for sustainable trade.* 34th EGOS Colloquium, Tallinn, Estonia
- Barberá D., Castelló I., De Bakker F., (2017), *Structuring through dissent: Field emergence and the strategic role of organizational agency* 33rd EGOS Colloquium, Copenhagen, Denmark
- Delalieux G., Kourula A., De Bakker F., (2017), *The Modern Pharmakon: NGOs as vehicles of corporate social change?* International Association for Business & Society Conference, Amsterdam, Netherlands
- Lelieveldt H., De Bakker F., (2017), *It's only natural: Exploring frames of NGO and corporations on what constitutes 'good food'.* International Association for Business and Society Conference, Amsterdam, Netherlands
- Lelieveldt H., De Bakker F., (2017), *It's only natural: Exploring frames of NGO and corporations on what constitutes 'good food'* Organization Studies Summer Workshop, Chania, Greece
- Maon F., Gond J. P., Janssen C., De Bakker F., (2017), *Stakeholder influence tactics: ideologically loaded objectives and power based moves* 76th Academy of Management Conference, Atlanta, GA, USA
- Passenier D., Wolbers J., Groenewegen P., De Bakker F., (2017), *Deviant pilots: why we need them* 33rd EGOS Colloquium, Copenhagen, Denmark
- van Hille I., De Bakker F., Ferguson J., (2017), *Storm in a teacup: Unraveling the process of collective brokerage on living wage in the tea industry* 12th Organization Studies Workshop , Chania, Greece
- van Hille I., De Bakker F., Ferguson J., (2017), *Storm in a teacup: Unraveling the process of collective brokerage on living wage in the tea industry* European Theory Development Workshop, Zurich, Switzerland

- van Hille I., De Bakker F., Ferguson J., (2017), *Storm in a teacup: Unraveling the process of collective brokerage on living wage in the tea industry* International Association for Business and Society Conference, Amsterdam, Netherlands
- Hasanefendic S., De Bakker F., Patricio T., (2016), *Field complexity and strategic manoeuvring: A case of Portuguese polytechnics and the new research mission* 29th CHER Conference, Cambridge, United Kingdom
- Passenier D., Catz E., Groenewegen P., Wolbers J., De Bakker F., (2016), *Up in the air: The construction and management of risk by commercial airline pilots* 75th Academy of Management Conference, Anaheim, USA
- van Hille I., De Bakker F., Ferguson J., (2016), *Convening Multi-Stakeholder Partnerships. Theorizing 'convening' in the context of sustainable trade* Cross-Sector Social Interactions Conference, Toronto, Canada
- van Hille I., De Bakker F., Ferguson J., (2016), *Convening Multi-Stakeholder Partnerships: Crafting Social Innovation for Sustainable Trade* 32nd EGOS Colloquium, Naples, Naples, Italy
- De Bakker F., Ponte S., Rasche A., (2015), *Multi-stakeholder initiatives and roundtables in transnational governance: A cross-disciplinary review* 31st EGOS Colloquium, Athens, Greece
- Kok A., De Bakker F., (2015), *Implementing sustainability to achieve legitimacy & legitimating sustainability implementation* 74th Academy of Management Conference, Vancouver, Canada
- Passenier D., Catz E., Groenewegen P., Wolbers J., De Bakker F., (2015), *Up in the air: The construction and management of risk by commercial airline pilots* 31st EGOS Colloquium, Athens, Greece
- Wickert C., De Bakker F., (2015), *Managerial struggles during practice implementation: The case of corporate social responsibility* 74th Academy of Management Conference, Vancouver, Canada
- Castelló I., Barberá D., De Bakker F., (2014), *Structuring through dissent: Field emergence and the strategic role of organizational agency* 30th EGOS Colloquium, Rotterdam, Netherlands
- Castelló I., Barberá D., De Bakker F., (2014), *Structuring through dissent: Field emergence and the strategic role of organizational agency* 74th Academy of Management Conference, Philadelphia, USA
- Kok A., De Bakker F., Groenewegen P., (2014), *Two shades of green. The implementation of sustainability policies within a bank: Instrumental versus intrinsic decoupling* 30th EGOS Colloquium, Rotterdam, Netherlands
- Kok A., Groenewegen P., De Bakker F., (2014), *Dislike, distrust & disrespect. The role of employee emotions in the institutionalization of sustainability practices* JMS Workshop, Toronto, Canada
- van Hille I., De Bakker F., Ferguson J., (2014), *Seeing the wood for the trees* 30th EGOS Colloquium, Rotterdam, Netherlands
- Wickert C., De Bakker F., (2014), *Overcoming resistance to CSR. Progressive resistance: How corporate social responsibility managers resist the status quo* 8th Organization Studies Summer Workshop, Corfu, Greece
- Kok A. M., De Bakker F., Groenewegen P., (2013), *Instrumental versus intrinsic institutionalization: The adoption of CSR practices within a bank* 13th EURAM Conference, Istanbul, Turkey
- Ploeger T., Kruijt M., Aroyo L., De Bakker F., Hellsten I., Fokkens A., Hoeksema J., ter Braake S., (2013), *Extractivism. Extracting activist events from news articles using existing NLP tools and services* DeRiVE 2013, Sydney, Australia
- Whelan G., De Bakker F., de Hond F., Muthuri J., (2013), *Situated interests and multi-stakeholder initiatives: Explaining conflict inside and outside the United Nations Global Compact* Journal of Management Studies Paper Development Workshop, Copenhagen, Denmark
- De Bakker F., Linssen E., den Hond F., (2012), *More than words: Examining the added value of corporate citizenship* 28th EGOS Colloquium, Helsinki, Finland
- De Bakker F., Ploeger T., Kruijt M., Hellsten I., Aroyo L., (2012), *Mapping Online Networks of Activism: Tracing Tactics on the Web* 2nd Social Media for Social Purposes Conference, Copenhagen, Denmark
- Kok A. M., De Bakker F., Groenewegen P., (2012), *Redesigning CSR: How different subcultures within a bank affect the translation and institutionalisation of CSR* 10th International Conference on Organizational Discourse, Amsterdam, Netherlands
- Kok A. M., De Bakker F., Groenewegen P., (2012), *Reinventing CSR: how the translation and interpretation of CSR affects the redevelopment of CSR norms in a bank* 28th EGOS Colloquium, Helsinki, Finland
- Ploeger T., Armenta B., Aroyo L., De Bakker F., Hellsten I., (2012), *Making sense of the Arab Revolution and Occupy: Visual analytics to understand events* DeRiVE 2012, Boston, USA

Whelan G., Muthuri J., De Bakker F., den Hond F., (2012), *The changing state of transnational corporate directed activism: The case of China National Petroleum Corporation in Sudan* ICCSR 10th Anniversary Conference, Nottingham, United Kingdom

De Bakker F., (2011), *How activist groups (try to) impact corporate policies on CSR* 7th Politeia Annual Forum on Business Ethics and Corporate Social Responsibility in a Global Economy, Milan, Italy

De Bakker F., Hellsten I. R., (2011), *On mapping how activist group networks (try to) impact firms* 1st Social Media for Social Purposes Conference, Copenhagen, Denmark

De Bakker F., Hellsten I. R., (2011), *On mapping how activist group networks (try to) impact firms* 27th EGOS Colloquium, Gothenburg, Sweden

De Bakker F., Hellsten I. R., Kok A. M., (2011), *Activists and business: Examining networks and tactics* 22nd IABS Meeting, Bath, United Kingdom

den Hond F., Rehbein K., van Lankveld H., De Bakker F., Schuler D., (2011), *The politics of corporate responsibility and the responsibility of corporate politics* 71st Academy of Management Annual Meeting, San Antonio, USA

Other conference and seminar presentations

International

de Bakker F., Girschik V., (2026), *Sustainability Managers in a Shifting Landscape* GRONEN Research Conference, Barcelona, Spain

Ambalavanan D. D., Bouten L., de Bakker F., (2025), *Professional Service Firms and the CFO's Sustainability Role: Framing Expectation* The 36th annual conference of the International Association for Business and Society (IABS), Maastricht, Netherlands

de Bakker F., (2025), *"I think I'm something like an internal activist"* International Forum on Quality and Safety in Healthcare, Utrecht, Netherlands

de Bakker F., Girschik V., (2025), *Sustainability Managers* GRONEN Workshop 'Insider Social Change Agents', Utrecht, Netherlands

de Bakker F., Lloveras J., Laamanen M., (2025), *Mobilizing Interdisciplinarity: Exploring the Right to Repair Movement* IABS Conference, Maastricht, Netherlands

de Bakker F., Lloveras J., Laamanen M., (2025), *Repairing power: Exploring the right to repair movement* EGOS, Athens, Greece

Ambalavanan D. D., Bouten L., de Bakker F., (2024), *How consultants' publications stage corporate sustainability risks for CFOs* 34th International Congress on Social and Environmental Accounting Research, St Andrews, United Kingdom

de Bakker F., Lloveras J., (2024), *Mobilizing Interdisciplinarity in Management Research: Reviewing the Right to Repair* JMS Conference, Edinburgh, United Kingdom

Lelasseux L., de Bakker F., Augustine G., (2024), *It's hard to be a saint in the city: Constructing expertise in corporate social responsibility management*, Portsmouth, United Kingdom

Dias Lopes F., de Bakker F., (2023), *(Meta) Organizing in Urban Social Movements against Large Urban Projects* EGOS Colloquium, Cagliari, Italy

Lelasseux L., de Bakker F., (2023), *Navigating climate controversies: the challenges of developing expertise for CSR managers* Business & Society Research Seminar, Rotterdam, Netherlands

Lelasseux L., de Bakker F., (2022), *How CSR Managers Navigate Controversies: The Role of Expertise* Business & Society Research Seminar, Nantes, France

Lelasseux L., de Bakker F., (2022), *How CSR Managers Navigate Scientific Controversies: The Role of Expertise* 39th EGOS Colloquium, Vienna, Austria

Lelasseux L., de Bakker F., (2022), *How CSR Managers Navigate Scientific Controversies: The Role of Expertise* SKEMA - Crossing Bridges Research Series, Paris, France

Marino M., Parrotta P., de Bakker F., Cacciotta G., (2022), *Entrepreneurship as emancipation: The unusual case of an organization countering the mafia* Social Enterprise and Institutions for Collective Action Seminar, Rotterdam, Netherlands

Cacciotta G., Marino M., Parrotta P., de Bakker F., (2021), *Emancipation through entrepreneurship: Mobilizing social embeddedness to counter the mafia* Southampton Business School, Southampton, United Kingdom

Etchanchu H., de Bakker F., Delmestri G., (2021), *Social movement organizations' agency for sustainable organizing* Corporate Responsibility Research Conference, Raanana, Israel

van Hille I., de Bakker F., Groenewegen P., Ferguson J. E., (2021), *Collective convening: Organizational and interorganizational-level tensions in joint CSP formation* 81st Annual Meeting of the Academy of Management, Philadelphia, USA

De Bakker F., Parrotta P., Marino M., (2020), *Sustainable entrepreneurship as emancipation: The unusual case of an organization countering the mafia* Royal Holloway - University of London, London, United Kingdom

Esper S., de Bakker F., Heuvinck N., (2020), *"CSR as 'empty actions': How CSR managers perceive and cope with decoupling"* 1. The conference of the International Association for Business and Society (IABS) 2020, Lisbon, Portugal

De Bakker F., (2018), *Food for Thought: Organizing and the discursive foundations of NGO-corporate interactions in the food industry* SCORE Workshop on Partial Organizing, Stockholm, Sweden

van Hille I., De Bakker F., Ferguson J., Groenewegen P., (2018), *Paradox in a partnership: How a convener drives change for sustainability* 5th Annual University of Edinburgh Business School Paper Development Workshop, Edinburgh, United Kingdom

van Hille I., De Bakker F., Groenewegen P., (2018), *Navigating through conflict: Managing nested paradoxes in cross-sector collaboration for sustainable trade* 6th biennial International Symposium on Cross-Sector Social Interactions, Copenhagen, Denmark

De Bakker F., (2016), *Online activism, corporate social responsibility and institutional change* University of Twente, Enschede, Netherlands

Wickert C., De Bakker F., (2016), *Pitching for social change: Towards a relational approach to selling and buying social issues* CERMI - VUB, Brussels, Belgium

National

AMBALAVANAN D. D., Bouten L., de Bakker F., (2025), *Professional service firms and Sustainability – Framing the role of the Chief Financial Officer* IESEG School of Management, Lille, France

AMBALAVANAN D. D., Bouten L., de Bakker F., (2025), *Professional Service Firms and the CFO's Sustainability Role: Framing Expectations* LEM PhD Day in Economics & Management, Salle des Conférences - SH2 – Cité Scientifique, Lille, France

AMBALAVANAN D. D., Bouten L., de Bakker F., (2025), *Shaping the CFO's Role: How Big Four Media Influence Sustainability Integration in Finance* IESEG School of Management, Lille, France

AMBALAVANAN D. D., Bouten L., de Bakker F., (2024), *Role of consultants in staging corporate sustainability risks and framing expectations for the role of Chief Financial Officers* LEM - Salle des Conférences, SH2 – Cité Scientifique, Lille, France

de Bakker F., (2022), *Impact in Business and Society Research: Managers, Mafia and more* MOST Seminar Series, Montpellier, France

Barbera D., Castello I., De Bakker F., (2017), *Cultural entrepreneurship and the role of visuals in interactive frame alignment processes* Grenoble School of Management, Grenoble, France

De Bakker F., Barberá D., Castelló I., (2017), *Cultural entrepreneurship and the role of visuals in interactive frame alignment processes* Grenoble School of Management, Grenoble, France

Wickert C., De Bakker F., (2017), *Pitching for social change: Towards a relational approach to selling and buying social issues* Audencia Business School, Nantes, France

Refereed proceedings

Forthcoming

Esper S., Birollo G., Castillo M., de Bakker F., (2024), *How Stakeholders Infiltrate Open Climate Strategies*, in: Michelle Westermann-Behaylo(Eds.) in *Proceedings of the 2024 Academy of Management Meeting, Academy of Management*, New York

Books

Published

Den Hond F., De Bakker F., Neergaard P., (2007), *Managing corporate social responsibility in action: Talking, doing and measuring*, 9780754647218, Ashgate Publishing Limited, Aldershot, 280 pages

Chapters in books

Published

Castello I., Barberá D., de Bakker F., (2026), Polarization in Social Media: An Emotion-Symbolic Work Perspective, in: Gry Espedal, Thrish Ruebottom, Marta Struminska-Kutra, Jose Bento da Silva, Douglas Creed(Eds.), *The Palgrave Handbook of Emotions and Values in Organizational Institutionalism*, 9783032126702, Palgrave Macmillan, Basingstoke, chapter 14, pp. 375-396

de Bakker F., (2026), Social movements and activism, in: Maguire, M. & Wilson, G.K.(Eds.), *Elgar Encyclopedia of Business and Government*, 9781035307777, Edward Elgar Publishing, Cheltenham, chapter 45, pp. 263-267

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De Bakker F., Den Hond F., Laamanen M., (2017), Social Movements: Organizations and Organizing, in: C. Roggeband & B. Klandermans(Eds.), *Handbook of Social Movements Across Disciplines*, 9783319576480, Springer, Cham, chapter 8, pp. 203-231

De Bakker F., Den Hond F., (2017), NGO Activism and CSR, in: Rasche, A., Morsing, M., Moon, J.(Eds.), *Corporate Social Responsibility: Strategy, Communication, Governance*, 978-1-107-53539-88, Cambridge University Press, Cambridge, chapter 9, pp. 220-245

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De Bakker F., (2015), Online activism and institutional change for corporate social responsibility: a typology, in: J. Uldam & A. Vestergaard(Eds.), *Civic Engagement and Social Media: Political Participation beyond the Protest*, 978-1-137-43416-6, Palgrave Macmillan, Basingstoke, chapter 2, pp. 23-43

Den Hond F., De Bakker F., (2012), Boomerang politics: how transnational stakeholders impact multinational corporations in the context of globalization, in: A. Lindgreen, P. Kotler, J. Vanhamme & F. Maon(Eds.), *A Stakeholder Approach to Corporate Social Responsibility: Pressures, Conflicts, and Reconciliation*, 978-1409418399, Gower Publishing, Aldershot, chapter 15, pp. 275-292

De Bakker F., Den Hond F., (2011), A disputed contract: IHC Caland in Burma, in: W. Dubbink, L. Van Liedekerke & H. van Luijk(Eds.), *European Business Ethics Cases in Context: The Morality of Corporate Decision Making*, 978-90-481-9334-9, Kluwer Academic Publishers, Dordrecht, chapter 13, pp. 121-139

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Horstman N., De Bakker F., Masurel E., Van Hemert P., (2008), Monkey see – monkey do. Some observations on sustainable innovations in zoos, in: C. Wankel & J.A.F. Stoner(Eds.), *Innovative Approaches to Global Sustainability*, 9780230608047, Palgrave Macmillan, New York, NY, chapter 6, pp. 105-122

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Den Hond F., De Bakker F., Neergaard P., Gond J. -P., (2007), Managing Corporate Social Responsibility in Action: from conceptual harmony to practical dissonance, in: F. den Hond, F.G.A. de Bakker & P. Neergaard(Eds.), *Managing Corporate Social Responsibility in Action: Talking, Doing, Measuring*, 978-0754647218, Ashgate Publishing Limited, Aldershot, chapter 12, pp. 205-225

De Bakker F., Ohlsson C., Den Hond F., Tengblad S., Turcotte M. -F., (2007), Tracing the evolution of corporate discourse on corporate social responsibility: a longitudinal, lexicological study, in: F. den Hond, F.G.A. de Bakker & P. Neergaard(Eds.), *Managing Corporate Social Responsibility in Action: Talking, Doing, Measuring*, 978-0754647218, Ashgate Publishing Limited, Aldershot, chapter 4, pp. 53-73

Den Hond F., De Bakker F., Neergaard P., (2007), Introduction. Managing Corporate Social Responsibility in Action: Talking, Doing and Measuring, in: F. den Hond, F.G.A. de Bakker & P. Neergaard(Eds.), *Managing Corporate Social Responsibility in Action: Talking, Doing and Measuring*, 9780754647218, Ashgate Publishing Limited, Aldershot, chapter 1, pp. 1-12

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De Bakker F., (2006), Legitimiteit als moreel wisselgeld, in: W. Dubbink & H. van Luijk(Eds.), *Bedrijfsgevallen. Morele beslissingen van ondernemingen*, 9789023241966, van Gorcum, Assen, chapter xx, pp. 120-125

De Bakker F., Den Hond F., (2006), Een omstreden contract: IHC Caland in Burma, in: W. Dubbink & H. van Luijk(Eds.), *Bedrijfsgevallen. Morele beslissingen van ondernemingen*, 9789023241966, van Gorcum, Assen, chapter 9, pp. 133-148

De Bakker F., (2004), Contributions of product-oriented environmental management to corporate sustainability, in: S. Sharma & M. Starik(Eds.), *Stakeholders, the Environment and Society*, 9781843764595, Edward Elgar Publishing, Cheltenham, chapter 9, pp. 212-229

De Bakker F., Foley D., (2002), Product-oriented environmental management. The case of Xerox Europe., in: J. Park & N.J. Roome(Eds.), *The Ecology of the New Economy*, 978-1-87471-947-2, Greenleaf Publishing, Sheffield, chapter 12, pp. 165-172

Burger S., De Bakker F., Schuyt T., (2002), De invulling van burgerschap door bedrijven, in: R.P. Hortulanus & J.E.M. Machielse(Eds.), *Modern burgerschap*, 9789057499272, Elsevier Bedrijfsinformatie, Den Haag, chapter XX, pp. 107-118

Forthcoming

Castello I., Barberá D., de Bakker F., (2021), Images, words and emotions: Multimodality research on emotion-symbolic work., in: Symon, G., Pritchard, K. & Hine, C.(Eds.), *Research Methods for Digital Work and Organization: Investigating distributed, multi-modal and mobile work.*, 9780198860686, Oxford University Press, Oxford, chapter 12, pp. 229-245

Other research

Forthcoming

2026: Dentoni D., Linnenluecke M., Hamann R., de Bakker F., Clarke A., Etchanchu H. - "Cross-sector partnerships for social-ecological resilience and transformation" - , *Business & Society*

Grants

2019 EPHEMER, IÉSEG School of Management (France)

2014 Against all odds: convenors in multistakeholder partnerships, NWO (Netherlands)

GRANTS AND HONORS

Award

2016 IABS Best Article Award for 2014, International Association for Business and Society, USA

2015 Best Paper Award 2014, Journal of Management Studies, United Kingdom

Honor

2020 ONE-SIM Outreach Award: Finalist, Academy of Management, USA

PROFESSIONAL MEMBERSHIPS

2005 International Association for Business and Society, USA

2003 European Group for Organizational Studies

1998 Academy of Management, USA

EDITORIAL ACTIVITY

Associate Editor in an academic journal

2015 - 2017 Business & Society

Editor in a special issue of a peer reviewed journal

2022 Business & Society

2022 Business & Society

2017 - 2019 Business & Society

2015 - 2017 Business & Society

2011 - 2013 Journal of Business Ethics

2010 - 2013 Organization Studies

2005 - 2008 Business & Society

Editor in an academic journal

2017 - 2023 Business & Society

Member of the editorial board of an academic journal

2019 Journal of Management Studies

2014 Business Strategy and the Environment

2013 Organization Studies

2012 Organization & Environment

2008 - 2014 Business & Society

2007 International Journal for Sustainable Strategic Management

Reviewer in an academic journal

2023 International Journal of Management Reviews

2023 Philosophical Transactions of the Royal Society B: Biological Sciences

2023 American Sociological Review

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| 2023 | Business Strategy and the Environment |
| 2023 | Journal of Business Ethics |
| 2023 | Journal of Business Venturing |
| 2022 | Journal o Business Venturing |
| 2022 | Human Relations |
| 2022 | Journal of Management Studies |
| 2022 | Journal of Management Studies |
| 2022 | Organization Studies |
| 2022 | International Journal of Management Reviews |
| 2022 | Organization Studies |
| 2022 | Organization Studies |
| 2022 | Human Relations |
| 2022 | Academy of Management Journal |
| 2021 | Corporate Reputation Review |
| 2021 | Human Relations |
| 2021 | Journal of Business Venturing |
| 2021 | Organization Studies |
| 2021 | Journal of Business Ethics |
| 2021 | Journal of Business Ethics |
| 2021 | Organization Studies |
| 2021 | Organization Studies |
| 2021 | Human Relations |
| 2021 | Organization Studies |
| 2021 | Journal of Management Studies |
| 2021 | Organization Science |
| 2021 | Organization Studies |
| 2021 | Business Strategy and the Environment |
| 2021 | Organization & Environment |
| 2021 | Journal of Business Ethics |
| 2021 | Academy of Management Journal |
| 2020 | Organization Studies |

- 2020 Journal of Management Studies
- 2020 Business Ethics Quarterly
- 2020 Organization Studies
- 2020 Journal of Management Studies
- 2020 Multidisciplinary Business Review

PROFESSIONAL SERVICE

Discussant in an academic conference

- 2023 Government of CSR - Combining private and public means for a sustainable future, United Kingdom
- 2022 IABS Conference

Moderator / Facilitator in an academic conference

- 2022 Navigating the Academic Job-Market

Panelist in an academic conference

- 2022 Meet the Editor Session @EGOS
- 2021 HKUST & France

Presentation in a seminar

- 2023 Sustainability Research Day - EM Lyon, France
- 2023 Nijmegen School of Management, Netherlands
- 2022 Nottingham University Business School, United Kingdom

Reviewer - Grant proposal related to expertise

- 2022 - 2023 Swiss National Science Foundation, Switzerland

Session chair in an academic conference

- 2022 EGOS Colloquium, Austria
- 2022 IABS Conference, USA

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Organizer of a workshop

- 2023 - 2023 Co-organizer Event on Expertise for CSR Managers, IÉSEG School of Management, France
- 2023 - 2023 Co-organizer ICOR Research Day, IÉSEG School of Management, France

Participation in recruitment of professors

- 2023 - 2023 External expert in promotion committee, School of Management of University of Bath, United Kingdom

2023 - 2023 Participation in 7 recruitment talks, IÉSEG School of Management, France

Participation in the development of an academic program

2021 Lead development of new Master in Management for Sustainability, IÉSEG School of Management, France

Partnership with a company to create and animate a Chair

2022 Participated in creation of Chair in Business & Society, IÉSEG School of Management, France

Supervision of Ph.D. Thesis:

2027 Co-director, Maatschappelijk Verantwoord Ondernemen in de Supermarktbranche, VU University Amsterdam

2027 Co-director, Sustainability and the CFO, IÉSEG School of Management

2021 Co-director, Not another air crash investigation: Reading the black boxes of aviation safety cultures, VU University Amsterdam

2020 Co-director, A balancing act: Convening cross-sector partnerships to strengthen sustainable development in global supply chains, VU University Amsterdam

2018 Co-director, University higher education in Portugal and the Netherlands: Organizational responses to the new research mandate and innovation in education, VU University Amsterdam

2017 Co-director, Lost in Translation: Bank - NGO interaction about Corporate Social Responsibility norms, VU University Amsterdam

2009 Co-director, Moving beyond heroes and winners: Institutional entrepreneurship in the outbound tour operations field in the Netherlands, 1980-2005, VU University Amsterdam