

Caroline Flammer

Ivey Business School
University of Western Ontario
1255 Western Road, Office# 3351
London, ON N6G 0N1, Canada

Phone: +1 (519) 661-3144
Fax: +1 (519) 661-3485
E-mail: cflammer@ivey.uwo.ca
Web: <http://publish.uwo.ca/~cflammer/>

ACADEMIC EMPLOYMENT

2013 – present **Ivey Business School, University of Western Ontario**
Assistant Professor of Strategy (2013 – present)
MBA '80 Faculty Fellow (2015 – present)

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 St. Gallen**
Lic. oec. (M.Sc. equivalent) in Economics and Business Administration, 2002

RESEARCH INTERESTS

Competitive strategy; long-term strategies; corporate social responsibility; innovation; employee governance

RESEARCH

Publications:

- Flammer C, Kacperczyk AJ. 2015. The Impact of Stakeholder Orientation on Innovation: Evidence from a Natural Experiment, *Management Science*, forthcoming.
 - Winner of the 2014 *Glueck Best Paper Award* of the BPS Division of the Academy of Management.
 - Selected for Best Paper Proceedings, Academy of Management, BPS Division (2014).
- Flammer C, Luo J. 2015. Corporate Social Responsibility as an Employee Governance Tool: Evidence from a Quasi-Experiment, *Strategic Management Journal*, forthcoming.
- 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 2015 *FIR-PRI Award* for Best Published Paper in Finance and Sustainability.
 - Winner of the 2013 *Moskowitz Prize* for Best Paper in Socially Responsible Investing.
 - *Management Science* lead article November 2015.
- 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, BPS Division (2013).
- Flammer C. 2013. Corporate Social Responsibility and Shareholder Reaction: The Environmental Awareness of Investors. *Academy of Management Journal*, 56(3): 758–781.

Working Papers:

- Flammer C, Bansal P. 2015. Does Long-term Orientation Create Value? Evidence from a Regression Discontinuity, **Strategic Management Journal**, revise & resubmit.
- Flammer C. 2015. Corporate Social Responsibility and the Allocation of Procurement Contracts, **Strategic Management Journal**, revise & resubmit.
- Flammer C, Ioannou I. 2015. The Dog that Didn't Bark: Long-Term Strategies in Times of Recession, under review.
 - Nominated for 2015 SMS Best Conference Paper Prize, Strategic Management Society.
 - Nominated for 2015 SMS Best Conference Paper Prize for Practice Implications, Strategic Management Society.
- Flammer C, Kacperczyk AJ. 2015. Corporate Social Responsibility and the Prevention of Knowledge Spillovers, under review.

Proceedings:

- Flammer C, Kacperczyk AJ. 2014. In Search of Spark: The Impact of Stakeholder Orientation on Innovation. **Academy of Management Best Paper Proceedings**, BPS Division.
- Flammer C. 2013. The Impact of Product Market Competition on Corporate Social Responsibility. **Academy of Management Best Paper Proceedings**, BPS Division.

AWARDS AND HONORS

- Alliance for Research on Corporate Sustainability (ARCS) Sustainability Scholar Award (2015)
- 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)
- Nominated for SMS Best Conference Paper Prize, Strategic Management Society (2015)
- Nominated for SMS Best Conference Paper Prize for Practice Implications, Strategic Management Society (2015)
- Glueck Best Paper Award, BPS Division of the Academy of Management (2014)
- Moskowitz Prize for Best Paper in Socially Responsible Investing (2013)
- Page Prize Award for Sustainability Issues in Business Curricula (2013, Honorable Mention)
- Selected for Best Paper Proceedings, Academy of Management, BPS Division (2013, 2014)
- Research Fellowship of the Swiss National Science Foundation (2007, \$36,500)

CONFERENCE AND SEMINAR PRESENTATIONS

2015/16: BYU-Utah Winter Strategy Conference (scheduled); London Business School (scheduled); University of Michigan (Ross School of Business, scheduled); Ohio State University (Fisher College of Business); University of Maryland (Smith School of Business); University of Southern California (Marshall School of Business); UC Berkeley Sustainable Business and Investment Forum (Haas/Law School); INSEAD; Washington University in St Louis (Olin Business School); People and Organizations Annual Conference (Wharton); Strategic Management Society Annual Conference (2 papers, Denver); Academy of Management Annual Meeting (2 papers, Vancouver)

- 2014/15: International Society for New Institutional Economics Conference (Harvard); Sumantra Ghoshal Conference (London Business School); Strategic Management Society Special Conference (St. Gallen); Atlanta Competitive Advantage Conference (Atlanta); Alliance for Research on Corporate Sustainability Conference (Kellogg); Boston University (Questrom School of Business); Strategic Management Society Special Conference (Santiago de Chile); University of Western Ontario (Building Sustainable Value seminar, Ivey Business School); Conference of Swiss Economists Abroad (SNB Zuerich); Duke Strategy Conference (Fuqua); Strategic Management Society Annual Conference (Madrid); Academy of Management Annual Meeting (2 papers, Philadelphia)
- 2013/14: Alliance for Research on Corporate Sustainability Conference (Cornell); Strategy and the Business Environment Conference (Kellogg); University of Western Ontario (iSTOR seminar, Ivey Business School); Strategic Management Society Special Conference (2 papers, Tel Aviv); University of Western Ontario (Faculty Lunch & Learn seminar, Ivey Business School); Sustainability and the Corporation: Big Ideas Conference (Harvard Business School); SRI Conference on Sustainable, Responsible, Impact Investing (Colorado Springs); University of Western Ontario (Building Sustainable Value seminar, Ivey Business School); People and Organizations Annual Conference (Wharton); Academy of Management Annual Meeting (Orlando)
- 2012/13: Strategy and the Business Environment Conference (UT Austin); Alliance for Research on Corporate Sustainability Conference (UC Berkeley); University of Minnesota (Carlson School of Management); University of Lausanne (HEC Lausanne); University of Western Ontario (Ivey Business School); HEC Paris; INSEAD; CUNY (Baruch); Bentley University; Conference of Swiss Economists Abroad (University of Lucerne)
- 2011/12: Alliance for Research on Corporate Sustainability Conference (Yale University); MIT Sloan School of Management; Conference of Swiss Economists Abroad (ETH Zurich)

PROFESSIONAL SERVICE

Editorial Board:

- Strategic Management Journal (as of January 2016)

Refereeing – Journals:

- Management Science
- Strategic Management Journal
- Academy of Management Journal
- Organization Science
- Business & Society
- Journal of Banking and Finance
- Journal of Business Ethics
- Journal of Economics & Management Strategy
- Journal of Management Studies
- Organization Studies
- Production and Operations Management
- Research Policy

Refereeing – Conferences and Grants:

- Academy of Management Annual Meeting (2013-2015)
- Alliance for Research on Corporate Sustainability Conference (2014-2015)
- INFORMS Organization Science Dissertation Proposal Competition (2015)
- Strategic Management Society Conferences (2013-2015)
- Canada Social Sciences and Humanities Research Council (2014-2015)

Program Committee Member:

- BPS Division — Corporate Governance Track Chair, Academy of Management Annual Meeting (Vancouver, 2015)
- Geneva Summit on Sustainable Finance (Switzerland, 2014-2015)
- Professional Development Workshop ONE Doctoral Consortium, Academy of Management Annual Meeting (Philadelphia, 2014)

Discussant:

- Strategy and the Business Environment Conference (Harvard Business School, 2015)
- Strategy and the Business Environment Conference (Kellogg School of Management, 2014)

Panelist:

- 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)

UNIVERSITY SERVICE

Ivey Business School:

- Course co-lead for Corporations and Society: Business Strategy and Sustainability (HBA, 2014-current)
- Inaugural speaker of MSc Lunch & Learn (02/26/2014)
- Ivey Sustainability Council (2013-2014)

Western University:

- Western University Sustainability and Environment Research Showcase Organization Committee (2014)
- Western's Ideas for Sustainability and the Environment (WISE) Competition Selection Committee (2014)

TEACHING

Ivey Business School:

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

MIT Sloan School of Management:

- 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

- “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

MISCELLANEOUS

- Certified teacher for secondary and higher education in business administration, economics, accounting, and law (Dipl. Hdl., University of Zurich).
- Languages: English (fluent), French (fluent), German (native), Italian (intermediate), Spanish (fluent).