

CV
SIMONE CARMINE, Ph.D.
Postdoctoral Researcher

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PERSONAL DETAILS

Born in Novara the 7th of July 1992
Italian citizen

RESEARCH INTERESTS

Corporate Sustainability, Sustainability Complexity, Paradox Theory, Global Value Chains

SUMMARY

I am a postdoctoral researcher at the University of Padova, Department of Economics and Management. My research lies at the intersection of sustainability and paradox theory with the aim of understanding the management and the outcomes of corporate sustainability complexity. My research adopts both an organizational – investigating how organizations manage the complexity of corporate sustainability – and a systemic level of analysis – conducting research on sustainability tensions and power in global value chains. It also uses both quantitative (OLS, SEM – R, SPSS) and qualitative methods (Action research, Content analysis, Thematic analysis, Inductive coding – Atlas.ti, MAXQDA). I have developed my research skills and interests through different experiences in Italy and abroad (Esade, Aalto University), and being involved in an international research environment and collaborating as co-author with international leading scholars.

ACADEMIC POSITIONS

May 2021 – Today Padova, Italy	Postdoctoral Researcher University of Padova - Department of Economics and Management “Marco Fanno” Research grant for the European research project “European Sustainable BIObased nanoMAterials Community” (BIOMAC), G.A. 952941. The research activity regards the innovation processes in the context of bio-based economy, the sustainability and organizational dynamics within innovation ecosystems and the sustainability of production and supply strategies of new bio-based materials. The project adopts an action research methodology and data are collected through semi-structured interviews.
Dec. 2020 – Apr. 2021 Padova, Italy	Research Fellow University of Padova - Department of Economics and Management “Marco Fanno” Research grant “Sostenibilità ambientale nel trasporto merci e integrazione con il sistema produttivo e distributivo” within the European Interreg project “Intergreen-Nodes”. The research activities concerned the analysis of the existing European policies on CE and sustainability in order to investigate the role of logistics and transport for the development of circular business models in Europe.
Feb. 2020 – Mar. 2020 Helsinki, Finland	Visiting Ph.D. Candidate Aalto University School of Business – Department of Management Studies
Mar. 2019 – June 2019 Barcelona, Spain	Visiting Ph.D. Candidate ESADE Business and Law School - Society, Politics, and Sustainability

EDUCATIONAL BACKGROUND

2017 – 2020
Padova, Italy

Ph.D. in Economics and Management, curriculum in Management
University of Padova - Department of Economics and Management “Marco Fanno”
Supervisor: Prof. Valentina De Marchi

Thesis: *“Fast as a tortoise. Paradox in sustainability: conceptual and empirical insights”*
The thesis aimed at investigating corporate sustainability tensions and sustainability performance adopting a paradox lens by the mean of quantitative analysis on original survey data. The first chapter of the thesis provides an overview of the paradox literature development. The second chapter

is a systematic literature review and a content analysis of the existing studies in sustainability that adopt a paradox lens. The third chapter is an empirical study (SEM, OLS) on original survey data regarding the moderation effect of paradoxical frame on sustainability outcomes.

2014 – 2017 Vercelli, Italy	Master’s degree in Philosophy Università del Piemonte Orientale - Department of Humanities Final grade: 110/110 Summa cum laude and special mention Thesis: <i>“The corporate action and the corporate social responsibility: freedom and responsibility from a philosophic perspective”</i>
2015 – 2016 Poznan, Poland	Erasmus+ Adam Mickiewicz University GPA: 5/5
2011 – 2014 Vercelli, Italy	Bachelor’s degree in Philosophy and Communication Università del Piemonte Orientale - Department of Humanities Final Grade: 110/110 Summa cum laude Thesis: <i>“The crisis of capitalism and the possible duties of Philosophy”</i>
2011 – 2015 Novara, Italy	Bachelor’s degree in Religious Science Facoltà Teologica dell’Italia Settentrionale- Istituto di Scienze Religiose Final Grade: 30/30 Thesis: <i>“Embodied ethics. Norm and interpretation in Klaus Demmer's thinking”</i>

TEACHING APPOINTMENTS

2021-2022, 2022 - 2023	<i>“Green Care: From Theory to Entrepreneurial Practice”</i> (16h – 2 ECTS) Master’s degree in Forest Science – University of Padova Teaching of two modules (Entrepreneurship & Management of organizational conflicts) and evaluation of the final essays
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PROFESSIONAL DEVELOPMENT

6 July 2022 Wien, Austria	<i>Pre-Colloquium Development Workshop (PDW 06: Paradox Theory for Research in an Imperfect Society) – 38th Egos Colloquium</i> Paper presentation
13 Oct 2021 Virtual event	<i>Paper Development Session: Paradox and Power</i> Paper presentation
14-21 July 2020 Padova, Italy	<i>CARMA Short Courses</i> Introduction to qualitative methods/Ethnography Introduction to data mining with R
9-13 Sept. 2019 Venice, Italy	<i>VIU Graduate Seminar “Rethinking manufacturing, consumption, and globalization in the era of automation”</i> Venice International University
1-6 July 2019 Padova, Italy	<i>CARMA Short Courses</i> Questionnaire design Structural equation modelling
20 June 2019 Barcelona, Spain	<i>GRONEN Reading Group</i> Paper development workshop IESE Business School
23 November 2018 Venice, Italy	<i>Workshop “Innovazione sociale, sostenibilità e crescita: il ruolo delle imprese B-corp e della finanza”</i> Venice International University

16-21 July 2018
Padova, Italy
CARMA Short Courses
Introduction to research methods
Qualitative research

9-13 Apr. 2018
Verona, Italy
ASSIOA Spring School
Configurational Analyses
Comparative Approaches
Natural Experiments

INVITED SPEECHS & PRESENTATIONS

5-9 August 2022
Seattle, US
82nd Academy of Management Conference
Paper selected for presentation in the main conference

7-9 July 2022
Wien, Austria
38th EGOS Colloquium
Paper selected for presentation in the main conference

31 May-2 June 2022
Amsterdam, Netherlands
GRONEN Conference

- Paper selected for presentation in the main conference
- Invited speaker for the panel “Finding Your Academic Crowd: Tips and Tricks”

16-19 March 2022
Virtual Event
Paradox Research Education Practice (PREP) Inaugural Conference
Invited speaker for the panel “The Future of Paradox Theory – “Torchbearers” and “New Voices” Debate”

29 July - 4 August 2021
Virtual Event
81st Academy of Management Conference

- Paper selected for presentation in the main conference
- Co-organizer of the PDW “Understanding Crises Through Communal Theorizing”

8-10 July 2021
Virtual Event
37th EGOS Colloquium
Paper selected for presentation in the main conference

12-15 November 2020
Virtual Event
13th Ivey ARCS PhD Sustainability Academy
Paper selected for presentation
Ivey Business School, Western University

7-12 August 2020
Virtual Event
80th Academy of Management Conference
Paper selected for the ONE Doctoral Consortium

2-4 July 2020
Virtual Event
36th EGOS Colloquium
Paper selected for presentation in the main conference

16-19 June 2020
Virtual Event
GRONEN Conference
Paper selected for the Gronen Doctoral Consortium

9-13 August 2019
Boston, US
79th Academy of Management Conference
Paper selected for the ONE Doctoral Consortium

26-28 June 2019
Lisbon, Portugal
19th European Academy of Management Conference
Paper selected for presentation in the main conference

21 June 2019
Barcelona, Spain
IABS Business & Society European Paper Development Workshop
Paper selected for the PDW
ESADE Business & Law School

PUBLICATIONS

[Here](#) the link to my Google Scholar page

- Carmine S., & De Marchi, V. (2022).** Reviewing Paradox Theory in Corporate Sustainability Toward a Systems Perspective. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-022-05112-2>
 In this paper we perform a systematic review and content analysis of the empirical literature on paradox and sustainability, offering a useful guide for researchers aiming at adopting it empirically. The analysis provides a comprehensive account of the uses and meanings of the concept, systematizing the literature in three distinct research streams around the three detected paradoxical phenomena.
- Carmine, S. & De Marchi, V., (2022),** Nuovi Territori per la Sostenibilità (New Territories for Sustainability), *Economia e Società Regionale*, forthcoming (Italian)
 This paper reflects on the centrality of territories to understanding climate challenges and developing effective responses. The environmental crises are global emergencies on a local scale because they have specific territorial consequences. Choosing sustainability will require reshaping territories in terms of geographical boundaries – e.g., ecosystems, natural realities, etc. – and actors’ boundaries – e.g., political, and social actors, not only economic one.
- Carmine, S. & De Marchi, V., (2022),** Addressing the complexities in implementing SDGs in international business, *Progress in International Business Research (PIBR)*, forthcoming
 The current chapter investigates the tensions inherent in the SDGs implementations by MNEs and how paradox theory can provide IB literature with an important theoretical lens to analyze and study these contradictions
- Carmine, S. & Smith, W. K. (2021).** Organizational Paradox , In *Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press. DOI: 10.1093/OBO/9780199846740-0201
 The current work offers a compendium of the foundations, pillars, uses and methods of organizational paradox literature.
- Carmine S. et al., (2021).** A Paradox Approach to Societal Tensions during the Pandemic Crisis. *Journal of Management Inquiry*, 30(2) 121–137. <https://doi.org/10.1177/1056492620986>
 The nine short essays in this paper focus at the societal level and the various tensions brought forth by the current pandemic. These essays further show us that COVID-19 is not an isolated phenomenon rather there are multiple and interrelated crises facing us. Together, these essays help us make better sense of the many interconnected layers of the COVID-19 pandemic across societies.
- Carmine S. et al., (2021).** A Paradox Approach to Organizational Tensions During the Pandemic Crisis. *Journal of Management Inquiry*, 30(2), 138-153. <https://doi.org/10.1177/1056492620986>
 To address the organizational experience during the COVID-19 pandemic through a paradox lens, this paper explores five examples of tensions that have been especially salient during the pandemic crisis: the short-term vs. long-term tensions; social vs. economic goal tensions, learning vs. performing tensions (Winther-Hansen, Carmine, Andriopoulos & Gotsi); common good vs. individual privacy tensions and agency tensions.
- Carmine S. et al., (2021).** The Lived Experience of Paradox: How Individuals Navigate Tensions during the Pandemic Crisis. *Journal of Management Inquiry*. 30(2), 154-167. <https://doi.org/10.1177/10564926209868>
 In this article, we present seven short essays that focus on various aspects of the lived experience during the pandemic crisis through a paradox theoretical lens, providing new insights on the pandemic while also using the pandemic experience to push the boundaries of paradox theory.
- Carmine S. et al., (2021).** Our Collective Tensions: Paradox Research Community’s Response to Covid-19. *Journal of Management Inquiry*. 30(2) 168–176. <https://doi.org/10.1177/10564926209868>
 In this commentary on three articles from dozens of paradox theory scholars on paradox approaches to examining the COVID-19 pandemic and how the COVID-19 pandemic informs paradox theory, the authors involved in coordinating the collection of three papers discuss the process of bringing together scholars from around the world to discuss the pandemic. Four other preeminent paradox theorists offer additional commentaries on the papers in this Collection.

SUBMISSIONS & WORKING PAPERS

Carmine S. & De Marchi V., Tensions and Outcomes In Corporate Sustainability: The Moderating Role Of Paradoxical Frame
Revise & Resubmit *Journal of Cleaner Production*

Paper presented at GRONEN (2020), 36th EGOS Colloquium (2020), AOM Conference (2020, 2021)

This study aims at quantitatively investigating whether adopting a paradoxical cognitive frame can support companies to achieve higher sustainability outcomes while coping with tensions.

Baudoin L., **Carmine S.**, van den Broek O. M., Nava L., Poggioli N., Sustainability as A Distinct Field In Management Studies: Reflections From Early-Career Scholars.
Revise & Resubmit *Journal of Management Studies – JMS Says*

As Early career sustainability scholars, we propose that recognizing sustainability as a distinct - but not isolated - field within management will support the interactions among social and natural sciences and so will foster theory development and research relevance to practice. We discuss the role early-career scholars can have in shaping the role of sustainability in business schools.

Carmine S. & De Marchi V., Game of Green Thrones. Sustainability Tensions and Power in Global Value Chains.
(Target journal: *Academy of Management Journal*, expected submission in October 2022).

Paper presented at the 37th EGOS Colloquium (2021) and GRONEN and AOM (2022)

This paper aims at bringing the GVC perspective in the paradox and corporate sustainability literature through the analysis of sustainability tensions and their management in the leather GVC. Through an in-depth case study we investigate the dynamics of disempowerment in the management of interorganizational tension in sustainability.

Carmine S. & De Marchi V., Paradoxical Paths: Configuring Willingness and Ability for a Paradoxical Approach to Corporate Sustainability.
(Target journal: *Strategic Organization*, expected submission in December 2022).

Paper presented at 38th EGOS Colloquium (2022)

This study aims at exploring how internal factors combine to lead companies to adopt a comprehensive perspective in approaching competing demands in their sustainability efforts. We investigate configurations associated with developing an elevated organizational paradox approach in corporate sustainability by the mean fuzzy-set qualitative comparative analysis (fsQCA) analysis. Four paradoxical paths has emerged from our findings.

Carmine S. & Ciambotti G., Paradoxical by Vocation. How Organizations Implement a Paradoxical Frame.
(Target *Organization Studies*, expected submission December 2022)

Paper presented at 38th EGOS Colloquium (2022)

In this study we investigate how hybrid organizations can embed a paradoxical frame as collective mindset in order to manage conflicting logics. We study hybrid organizations in which the paradoxical frame is, primarily, the frame of the organization rather than the personal approach: the Benedictine monasteries.

PROJECTS

Carmine S., Sharma G., Keller J., Pradies C., Communal theorizing: a relational way of doing research.
(Target *Organizational Research Methods*)

This papers aim at reflecting on the methodological approach adopted by paradox theory scholars in reflecting on paradox approaches to examining the COVID-19 pandemic and how the COVID-19 pandemic informs paradox theory. A process based on a relational ontology has been implemented in order to provide a common perspective over a phenomenon.

Carmine S., De Marchi, V., Di Maria, E. The Tetris of Sustainability. Business model integrations and sustainability outcomes in hybrid organizations.
(Target *Business strategies and Environment*)

In this study, we investigate the combinations of different SBMs and their impact on sustainability performance, focusing our analysis on B Corporations, emerging hybrid organizations. We collected data regarding sustainability performance and SBMs adopted by B Corps in Italy, Spain, and UK. Then, we apply cluster analysis to examine the possible combinations of SBMs that are associate with higher or lower sustainability performance.

AWARD AND RECOGNITIONS

2022 Seattle, US	Best Reviewer Award <i>Organization & Natural Environment (ONE) Academy of Management Division</i>
2019 Venice, Italy	Best Team Research Proposal <i>Venice International University Graduate Seminar “Rethinking manufacturing, consumption, and globalization in the era of automation”</i> “THE A.I. LION KING. How new technologies can create value in developing countries”. The research proposal focused on the role of new digital technologies in supporting developing countries’ upgrading by creating new value chains.

ACADEMIC SERVICE

2022	CO-ORGANIZER and MODERATOR of the <u>Final Plenary</u> “Should sustainability be a distinct field in management?” at <i>GRONEN Conference</i> , June 2, 2022
2022	CO-ORGANIZER of the Paradox Research Education Practice (<u>PREP</u>) <u>Inaugural Conference</u> Virtual conference, 16-19 March 2022
2021	CO-ORGANIZER (with Sharma G., Keller J., Pradies C.) of a <u>Professional Development Workshop</u> Title: “Understanding Crises Through Communal Theorizing” <i>81st Academy of Management Conference</i>
2022 – Today	Member of the Fundraising Team ONE Division
2021 – Today	COORDINATION of the Kauffman Foundation Fund for ONE Division The grant (\$25,500) supports research on Entrepreneurship & Environmental Sustainability for the next three years. It will support Best Student Paper and Best Paper Awards for research at the intersection of environmental sustainability and entrepreneurship, and Doctoral Students to attend AOM conference, including the ONE Doctoral Consortium.
2020 - 2021	CO-FOUNDER AND CHAIR OF THE <i>SUSTAINABILITY Ph.D. COMMUNITY</i> Virtual community for PhD students working on organization & environment related topics
2020	CO-ORGANIZER OF THE WORKSHOP “Management meets engineering: addressing CE challenges together” during the SUM 2020 (Fifth Symposium on Urban Mining and Circular Economy). The interactive workshop aimed at bringing together participants from engineering, chemistry, business, economics, and other scientific fields, together with policy makers and managers focused on CE dynamics, to build a common circular economy vocabulary basis, engage in inter-disciplinary discussions, jointly develop effective research questions to tackle the circular economy challenges.
2019 - Today	Ad-hoc REVIEWER <ul style="list-style-type: none">• <i>Organization Studies</i>• <i>Business & Society</i>• <i>Organization & Environment</i>• <i>Journal of Business Research</i>• <i>Scandinavian Journal of Management</i>• <i>Business Strategy and the Environment</i>

2018 Supporting the organization of 19th *European Conference on Knowledge Management*
University of Padova, Padova

2017 - 2020 PhD STUDENTS REPRESENTATIVE in PhD Faculty Board and in Department Board
Department of Economic and Management, University of Padova, Padova

LANGUAGES

Italian Native
English Fluent

SOFTWARE

Software Microsoft Office (Excel, Power Point, Word)
Atlas.ti & MAXQDA (Content analysis, Thematic analysis, Inductive/Deductive coding)
R (Regression models, Structural equation modelling, Fuzzy set QCA)

LIST OF REFERENCES

Prof. Valentina De Marchi, PhD

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Prof. Wendy K. Smith, PhD

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I authorize the treatment of my personal data in accordance with the local laws

Padova 10/08/2022

