Anne-Claire PACHE

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Département: Droit, Science politique & Société
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INTERETS DE RECHERCHE

entrepreneuriat social, Philanthropie, transition écologique et sociale, entrepreneuriat social,

FORMATION

2010	Ph.D. en Comportement Organisationnel, INSEAD, France
2001	Master in Public Administration - Majeure en Non Profit Management, Harvard University, États-Unis
1996	Master en Aménagement et Maitrise d'Ouvrage Urbaine, École Nationale des Ponts et Chaussées, France
1994	MSc en Management, ESSEC Business School, France

EXPERIENCE PROFESSIONNELLE

Positions académiques principales

2015 - Présent	Professeur, ESSEC Business School, France
2012 - 2015	Professeur associé, ESSEC Business School, France
2010 - 2012	Professeur assistant, ESSEC Business School, France

Autres affiliations académiques

2024 - 2027	Directeur académique du Bachelor ACT, ESSEC Business School, France
2022 - 2030	Professeur titulaire de la chaire Entreprenariat social, ESSEC Business School, France
2020 - 2027	Directrice Académique TOGETHER, ESSEC Business School, France
2020 - 2026	Directrice Stratégie et Engagement Sociétal, ESSEC Business School, France
2014 - 2017	Directrice Générale Adjointe en Charge des Programmes Académiques, ESSEC Business School, France
2011 - 2023	Professeur titulaire de la chaire Philantrophie, ESSEC Business School, France
2001 - 2009	Co-fondatrice et Secrétaire Générale de la Chaire d'Entrepreneuriat Social, ESSEC Business School, France

Autres expériences professionnelles

1994 - 1999 Co-fondatrice et Co-directrice, UNIS-CITE, France

BOURSES, PRIX ET DISTINCTIONS

Prix et Distinctions

2024 Prix spécial « RSE » Syntec & FNEGE Prix académique de la Recherche en Management, FNEGE & Syntec, France

2020 2020 Academy of Management Review Decade Award

2020 Francqui Chair Holder, Katholieke Universiteit Leuven, Belgique

2016 2016 AOM Best Paper Award on the History of Corporate Responsibility

2014 Finaliste Prix Syntec de la Recherche en Management

2012 2011 EGOS Best Paper Award

2011 2010 Academy of Management Review Best Paper finalist

Bourses

2000 Annette Kate Fellowship pour Harvard Kennedy School

1999 Harvard Club of France Scholarship

1999 Harvard Club of France Fellow

1999 Arthur Sachs Scholarship for Harvard Kennedy School

PUBLICATIONS

Articles

PACHE, A.C., BATTILANA, J. et SPENCER, C. (2024). An Integrative Model of Hybrid Governance: The Role of Boards in Helping Sustain Organizational Hybridity. *Academy of Management Journal*, 67(2).

GAUTIER, A., PACHE, A.C. et SANTOS, F.M.S.D. (2023). Making sense of hybrid practices: The role of individual adherence to institutional logics in impact investing. *Organization Studies*, 44(9), pp. 1385-1412.

BATTILANA, J., OBLOJ, T., PACHE, A.C. et SENGUL, M. (2022). Beyond Shareholder Value Maximization: Accounting for Financial/Social Tradeoffs in Dual-Purpose Companies. *Academy of Management Review*, 47(2), pp. 237-258.

GAUTIER, A., PACHE, A.C., CHOWDHURY, I. et LIGONIE, M. (2021). The Missing Link: Communities of Practice as Bridges Between Institutional Entrepreneurs and Frontline Practitioners in Institutionalizing a Divergent Practice. *Research in the Sociology of Organizations*, 71, pp. 199-230.

PACHE, A.C. et SANTOS, F. (2021). When worlds keep on colliding: Exploring the consequences of organizational responses to conflicting institutional demands. *Academy of Management Review*, 46(4).

PACHE, A.C., DELANNOE, E. et TOMPKINS STANGE, M. (2020). A Community Foundation for the Nation. *Stanford Social Innovation Review*.

PACHE, A.C. et THORNTON, P.H. (2020). Hybridity and Institutional Logics. *Research in the Sociology of Organizations*, 69, pp. 29-52.

BATTILANA, J., PACHE, A.C., SENGUL, M. et KIMSEY, M. (2019). Les clés d'une gestion hybride réussie. *Harvard Business Review (France)*, (4), pp. 67-75.

BATTILANA, J., PACHE, A.C., SENGUL, M. et KIMSEY, M. (2019). The Dual Purpose Playbook: What it really takes to do good and do well at the same time. *Harvard Business Review*, 97(4), pp. 3-11.

VAN SCHIE, S., GAUTIER, A., PACHE, A.C. et GÜNTER, S.T. (2019). What Keeps Corporate Volunteers Engaged: Extending the Volunteer Work Design Model with Self-determination Theory Insights. *Journal of Business Ethics*, 160(3), pp. 693–712.

SANDFORD, S., PACHE, A.C. et GAUTIER, A. (2016). Case study: Donations Within Limits. *Stanford Social Innovation Review*, 14(1), pp. 20-25.

ANDRE, K. et PACHE, A.C. (2016). From Caring Entrepreneur to Caring Enterprise: Addressing the Ethical Challenges of Scaling up Social Enterprises. *Journal of Business Ethics*, 133(4), pp. 659-675.

BATTILANA, J., SENGUL, M., PACHE, A.C. et MODEL, J. (2015). Harnessing Productive Tensions in Hybrid Organizations: The Case of Work Integration Social Enterprises. *Academy of Management Journal*, 58(6), pp. 1658-1685.

SANTOS, F., PACHE, A.C. et BIRKHOLZ, C. (2015). Making Hybrids Work: Aligning Business Models and Organizational Design for Social Enterprises. *California Management Review*, 57(3), pp. 36-58.

GAUTIER, A. et PACHE, A.C. (2015). Research on Corporate Philanthropy: A Review and Assessment. *Journal of Business Ethics*, 126(3), pp. 343-369.

PACHE, A.C. et GAUTIER, A. (2014). A Global Family Affair. *Stanford Social Innovation Review*, 12(3), pp. 61-62.

STIEVENART, E. et PACHE, A.C. (2014). Évaluer l'impact social d'une entreprise sociale : Points de repères. *Revue Internationale de l'Economie Sociale - RECMA*, 331(1), pp. 76-92.

PACHE, A.C. et SANTOS, F. (2013). Embedded in Hybrid Contexts: How Individuals in Organizations Respond to Competing Institutional Logics. *Research in the Sociology of Organizations*, 39(B), pp. 3-35.

PACHE, A.C. et SANTOS, F. (2013). Inside the Hybrid Organization: Selective Coupling as a Response to Competing Institutional Logics. *Academy of Management Journal*, 56(4), pp. 972-1001.

GAUTIER, A. et PACHE, A.C. (2012). La philanthropie familiale en France. *Revue des Deux Mondes*, pp. 126-135.

PACHE, A.C. et CHOWDERY, I. (2012). Social Entrepreneurs as Institutionally Embedded Entrepreneurs: Towards a New Model of Social Entrepreneurship Education. *Academy of Management Learning and Education*, 11(3), pp. 494-510.

BATTILANA, J., GILMARTIN, M., SENGUL, M., PACHE, A.C. et ALEXANDER, J.A. (2010). Leadership Competencies for Implementing Planned Organizational Change. *Leadership Quarterly*, 21(3), pp. 422-438.

PACHE, A.C. et SANTOS, F. (2010). When Worlds Collide: The Internal Dynamics of Organizational Responses to Conflicting Institutional Demands. *Academy of Management Review*, 35(3), pp. 455-476.

PACHE, A.C. (2008). Entreprises d'insertion : des entreprises qui se professionnalisent. *CNEI Mag*.

PACHE, A.C. et CHALENÇON, G. (2007). Changer d'échelle : Vers une typologie des stratégies d'expansion géographique des entreprises sociales. *Revue Internationale de l'Economie Sociale - RECMA*, (305).

PACHE, A.C. et CHALENÇON,, G. (2004). De l'idée au projet: repères pour la création et le développement d'une structure de médiation multiservice. *Les Cahiers de l'AVISE*.

Ouvrages et édition d'ouvrages

FRUMKIN, P., PACHE, A.C. et GAUTIER, A. (2020). *Vers une philanthropie stratégique*. Odile Jacob, 256 pages.

GAUTIER, A. et PACHE, A.C. (2014). *La Philanthropie : Une affaire de familles*. Paris: Autrement, 237 pages.

ANDRÉ, K., PACHE, A.C. et GHEERBRANT, C. (2014). *Changer d'échelle : manuel pour maximiser l'impact des entreprises sociales*. Cergy-Pontoise: ESSEC Business School.

PACHE, A.C. et SIBIEUDE, T. (2011). *Cas en Entrepreneuriat Social*. Éditions Management et Société (EMS), 151 pages.

PACHE, A.C., SHEPERD, L. et TRELLU, M. (2006). *Demain le Service Civil*. Village Mondial.

Chapitres d'ouvrage

MARADEIX, M.S., GAUTIER, A. et PACHE, A.C. (2025). Trust-Based Philanthropy. Dans: Giulia Neri-Castracane, Giuseppe Ugazio eds. *Philanthropy: Multidisciplinary Perspectives*. 1st ed. London: Routledge, pp. 462-476.

PACHE, A.C., FAYARD, A.L. et ROCHA GALO, M.A. (2022). How can cross-sector collaborations foster social innovation? A review. Dans: Vaccaro, A., Ramus, T. eds. *Social Innovation and Social Enterprises*. 1st ed. Cham: Springer, pp. 35-62.

BOTHELLO, J., GAUTIER, A. et PACHE, A.C. (2020). Families, firms and philanthropy: Shareholder foundation responses to competing goals. Dans: L. Roza, L. Meijs, & von Schnurbein, G. eds. *Handbook on Corporate Foundations*. 1st ed. Berlin: Springer, pp. 63-82.

PACHE, A.C. et MOLECKE, G. (2019). How Do We Know When Social Innovation Works? A Review and Contingency Model of Social Impact Assessment. Dans: Gerard George, Dean and Lee Kong Chian eds. *Handbook of Inclusive Innovation: The Role of Organizations, Markets and Communities in Social Innovation*. 1st ed. Edward Elgar Publishing Ltd, pp. 83-106.

PACHE, A.C. (2018). Quelles réponses à la complexité institutionnelle ? de tout simplisme. Dans: *Complexité et organisations : faire face aux défis de demain*. 1st ed. Eyrolles, pp. 99-114.

LECA, B., SANDFORD, S., COGNAT, A.S., PACHE, A.C., MATO-SANTISO, V., HYÁNEK, V. et KRLEV, G. (2018). Cross-Sector Partnerships: A Social Innovation in the European Work Integration Sector. Dans: Helmut Anheier, Gorgi Krlev, Georg Mildenberger eds. *Social Innovation: Comparative Perspectives*. 1st ed. Routledge.

GAUTIER, A., PACHE, A.C. et MOSSEL, V. (2015). Giving in France: A philanthropic renewal after decades of distrust. Dans: P. Wiepking & F. Handy (ed.). *The Palgrave Handbook of Global Philanthropy*. 1st ed. London: Palgrave Macmillan, pp. 137-154.

PACHE, A.C. et CHALENÇON, G. (2009). Changer d'Echelle. Dans: *Entreprise(s) et Entrepreneuriat Social(es)*. 1st ed. ABI Editions.

Actes d'une conférence

GAUTIER, A., PACHE, A.C. et SANTOS, F. (2018). From compartmentalizers to hybridizers: How individuals respond to multiple institutional logics. Dans: *Academy of Management Proceedings*. Academy of Management, pp. 17913.

GAUTIER, A., PACHE, A.C. et CHOWDHURY, I. (2017). Bound to fail yet successful: understanding the institutionalization processes of contested practices. Dans: *Academy of Management Proceedings*. Academy of Management, pp. 13220.

GAUTIER, A., PACHE, A.C. et CHOWDHURY, I. (2013). Nonprofit roles in for-profit firms: The institutionalization of corporate philanthropy in France. Dans: *Academy of Management Proceedings*. Academy of Management, pp. 17464.

PACHE, A.C. et CHOWDHURY, I. (2011). The Politics of Organizational Responses to Conflicting Institutional Demands. Dans: *2011 Academy of Management Meeting Best Paper Proceedings*. Academy of Management.

PACHE, A.C. (2010). The arts of balancing conflicting institutional demands: The case of social integration enterprises. Dans: *Academy of Management Meeting*. Montreal: Academy of Management.

PACHE, A.C. (2007). Organizational responses to conflicting institutional demands. Dans: *Sixty-sixth Annual Meeting of the Academy of Management*. Philadelphia: Academy of Management.

Conférences

PACHE, A.C. et FAYARD, A.L. (2023). Common Grounding, Rather than Common Ground: How to Nurture Cross-Sector Collaborations for Social Innovation. Dans: 2023 Management & Entrepreneurship Conversation Conference. London.

GAUTIER, A., PACHE, A.C. et SANTOS, F.M.S.D. (2022). Making sense of hybrid practices: The role of individual adherence to institutional logics. Dans: 2022 Academy of Management Annual Meeting. Seattle.

GAUTIER, A., PACHE, A.C. et SANTOS, F.M.S.D. (2022). Making sense of hybrid practices: The role of individual adherence to institutional logics. Dans: 38th European Group for Organizational Studies (EGOS) Colloquium 2022. Vienna.

FAYARD, A.L. et PACHE, A.C. (2022). Common grounding: How to nurture cross-sector collaborations for social innovation. Dans: 2022 Academy of Management Annual Conference. Online.

PACHE, A.C., BATTILANA, J. et SPENCER, C. (2019). Keeping an Eye on Two Goals: The Role of Boards in Managing Attentional Challenges in Social Enterprises. Dans: 2019 Catolica's Research Workshop on Hybrid Organizations.

PACHE, A.C., BATTILANA, J. et SPENCER, C. (2019). Managing Attentional Challenges in Social Enterprises: The Key Role Board Structure and Processes. Dans: 2019 Academy of Management Meeting.

PACHE, A.C., BATTILANA, J. et SPENCER, C. (2018). Keeping an Eye on Two Goals: Governance andOrganizational Attention in Hybrid Organizations. Dans: 78th Academy of Management Annual Meeting.

GAUTIER, A., PACHE, A.C. et SANTOS, F. (2018). The Making of Hybridizers: Exploring How Individuals Combine Competing Institutional Logics. Dans: 5th Alberta Institutions Conference 2018.

PACHE, A.C. et GAUTIER, A. (2017). The Making of Hybridizers: Exploring How Individuals Combine Competing Logics. Dans: 2017 Academy of Management Meeting.

GAUTIER, A., PACHE, A.C. et CHOWDHURY, I. (2016). Bound to Fail Yet Successful: Understanding Institutionalization Processes of Contested Practices. Dans: 32nd European Group for Organizational Studies (EGOS) Colloquium 2016.

PACHE, A.C. (2016). Never the Train Shall Meet? Governance and Conflict in Hybrid Organizations. Dans: 2016 Community on Social Innovation (COSI) Scholars Annual Workshop.

VAN SCHIE, S., PACHE, A.C. et GÜNTERT, S.T. (2015). Corporate Volunteering: An SDT-Extension to the Volunteer Work Design Model. Dans: 2015 Academy of Management Annual Meeting.

GAUTIER, A., PACHE, A.C. et CHOWDHURY, I. (2015). Bound to fail yet successful: Understanding the institutionalization processes of corporate philanthropy in France. Dans: ERNOP 7th International Conference. Cergy.

BOTHELLO, J., GAUTIER, A. et PACHE, A.C. (2015). Families, Firms and Philanthropy: A cross-national comparison of responses to competing institutional demands. Dans: 31st EGOS Colloquium. Athens.

BOTHELLO, J., GAUTIER, A. et PACHE, A.C. (2015). Families, Firms and Philanthropy: A cross-national comparison of responses to competing institutional demands. Dans: ERNOP 7th International Conference. Cergy.

PACHE, A.C. et SANTOS, F. (2013). Embedded in Hybrid Contexts: How Individuals in Organizations Respond to Competing Institutional Logics. Dans: 29th EGOS Colloquium 2013.

PACHE, A.C. (2013). On the Consequences of Being a Hybrid Organisation: The Impact of Internal Representation of Multiple Logics on Organizational Outcomes. Dans: 1st Annual Community of Social Innovation (COSI) Workshop 2013.

BATTILANA, J., PACHE, A.C., SENGUL, M. et MODEL, J. (2012). Combining Social Welfare and Market Logics: What Drives Social Performance in Socioeconomic Hybrids? Dans: 2012 Academy of Management Annual Meeting.

PACHE, A.C. (2012). The Emergence of Non-Profit Professions among For-Profit Organizations: Corporate Philanthropy in France. Dans: 28th EGOS Colloquium 2012.

PACHE, A.C. (2012). When Competing Logics Enter Organizations: The Politics of Organizational Responses to Conflicting Institutional Demands. Dans: 10th International Conference of ISTR.

PACHE, A.C. (2011). When Competing Logics Enter Organizations: The Politics of Organizational Responses to Conflicting Institutional Demands. Dans: EGOS Colloqium 2011.

Documents de travail

VAN SCHIE, S., GAUTIER, A. et PACHE, A.C. (2014). *L'engagement des collaborateurs : quels facteurs de participation durable ?*

GAUTIER, A., PACHE, A.C. et MOSSEL, V. (2013). *Giving in France: A Philanthropic Renewal after Decades of Distrust*. ESSEC Business School.

GAUTIER, A., PACHE, A.C. et CHOWDHURY, I. (2013). *Nonprofit Roles in For-profit Firms: The Institutionalization of Corporate Philanthropy in France*. ESSEC Business School.

PACHE, A.C. et SANTOS, F. (2011). *Inside the Hybrid Organization. An Organizational Level View of Responses to Conflicting Institutional Demands*. ESSEC Business School.

PACHE, A.C. et SANTOS, F. (2010). *Inside the hybrid organization: An organizational level view of responses to conflicting institutional demands*.

Rapports techniques et livres blancs

PACHE, A.C. et CHALENÇON, G. (2006). Changer d'échelle. Dupliquer les réussites sur de nouveaux territoires: une voie pour développer l'entrepreneuriat social.

Etudes de cas publiées

MARCHAND, G. et PACHE, A.C. (2023). L'Hôpital Fondation Adolphe de Rothschild: The Challenges of a Hybrid Hospital Model in the French Healthcare System - Case B. ESSEC Business School.

MARCHAND, G. et PACHE, A.C. (2023). L'Hôpital Fondation Adolphe de Rothschild: The Challenges of a Hybrid Hospital Model in the French Healthcare System - Case A. ESSEC Business School.

PACHE, A.C. et GAUTIER, A. (2016). Bringing together tradition and modernity: Towards a new philanthropy of the Rothschild family. ESSEC Business School.

PACHE, A.C. et GAUTIER, A. (2016). Allier tradition et modernité : vers une nouvelle philanthropie de la famille Rothschild. ESSEC Business School.

GAUTIER, A. et PACHE, A.C. (2015). Donner un second souffle a un grand festival de musique : les Eurockéennes de Belfort. ESSEC Business School.

GAUTIER, A. et PACHE, A.C. (2015). Gérer le départ d'un fondateur charismatique: le cas d'Asmae, l'association de Sœur Emmanuelle. ESSEC Business School.

GAUTIER, A. et PACHE, A.C. (2015). Managing the departure of a charismatic founder: Asmae, the charity founded by Sister Emmanuelle. ESSEC Business School.

GAUTIER, A. et PACHE, A.C. (2015). Giving a new lease of life to a major music festival: The Belfort Eurockéennes. ESSEC Business School.

Presse

PACHE, A.C. 2023. *School for good, l'éducation comme remède*. Septembre.

AUTRES ACTIVITES DE RECHERCHE

Relecteur pour :

Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly

Affiliations

2014 - 2017 Representative at large OMT Division, Academy of Management, États-Unis

Depuis 1971 Membre, Academy of Management, États-Unis

Depuis 1971 Membre, European Group for Organizational Studies, Belgique

Autres activités de recherche

Depuis 2020	International Research Fellow, University of Oxford, Royaume-Uni
Depuis 1971	Relectrice pour Academy of Management Annual Meeting (OMT division, PNP division), Academy of Management, États-Unis