Arthur GAUTIER

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RESEARCH INTERESTS

Philanthropy, Philanthropy, Foundations, Impact investing, Sociology, Economic & Business

EDUCATION

2009	PhD in Management Science, Conservatoire National des Arts & Métiers (CNAM), France
2005	Master in Management, Essca School of Management, France

EMPLOYMENT

Full-time academic positions

2023 - Present	Associate Professor, ESSEC Business School, France
2019 - 2023	Assistant Professor, ESSEC Business School, France

Other affiliations and appointments

2024 - 2027	Associate Dean in charge of Chairs, ESSEC Business School, France
2023 - 2025	Chaired Professor in Philanthropy, ESSEC Business School, France
2016 - Present	Academic director, French Fundraising Certificate, ESSEC Business School, France
2014 - 2023	Executive Director, Philanthropy Chair, ESSEC Business School, France
2011 - 2018	Research Engineer, ESSEC Business School, France

Other professional experiences

2010 - 2010	Head of Publishing and Events, ADMICAL, France
2006 - 2009	Strategy and management consultant for cultural venues, ORAMA, France

GRANTS AND HONORS

Awards and Honors

2025	Outstanding Reviewer Contribution for 2024, Journal of Business Ethics
2025	ESSEC Foundation Science & Society Award, ESSEC Business School, France
2023	ESSEC Foundation Science & Society Award, ESSEC Business School, France

2022	ESSEC Foundation Teaching Award, ESSEC Business School, France
2021	Finalist of the OMT Responsible Research Award, Academy of Management, United States of America
2020	EFMD 2019 Case Writing Award, European Foundation for Management Development (EFMD), Belgium
2019	Best Business Ethics Paper Award Finalist, Academy of Management, United States of America
2016	Best Paper in the History of CSR, Academy of Management, United States of America

PUBLICATIONS

Journal Articles

GAUTIER, A. (2025). Philanthropy for Systems Change: An Exploratory Study. *Nonprofit and Voluntary Sector Quarterly*, In press.

GAUTIER, A., PACHE, A.C. and 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.

GAUTIER, A. and BOTHELLO, J. (2022). What happens when a company (like Patagonia) transfers ownership to a nonprofit? *Harvard Business Review*.

GAUTIER, A., PACHE, A.C., CHOWDHURY, I. and 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.

VAN SCHIE, S., GAUTIER, A., PACHE, A.C. and 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.

GAUTIER, A. (2019). Historically contested concepts: A conceptual history of philanthropy in France, 1712-1914. *Theory and Society*, 48(1), pp. 95-129.

ANDRE, K., BUREAU, S., GAUTIER, A. and RUBEL, O. (2017). Beyond the opposition between altruism and self-interest: Reciprocal giving in reward-based crowdfunding. *Journal of Business Ethics*, 146(2), pp. 313-332.

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

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

GAUTIER, A. (2015). Le mécénat d'entreprise en France. Histoire et perspectives. *Revue Française de Gestion*, 41(249), pp. 13-32.

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

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

Books and book editor

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

GAUTIER, A., BOTHELLO, J., SEGHERS, V., DELSOL, X. and LE BRUN, F. (2015). *Les fondations actionnaires : première étude européenne*. Paris: Prophil.

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

GAUTIER, A. and COLIN, B. (2008). *Pour une autre économie de la culture.* Toulouse: Éditions Érès, 176 pages.

SIMON-NAHUM, P., GAUTIER, A., GOUGENHEIM, I., LEPETIT, L., LÉVY, P.H. and ROZEN, B. [Eds] (2024). *Les mots qui disent la philanthropie*. 1st ed. Paris: Odile Jacob.

Book chapters

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

GAUTIER, A. (2024). Association. In: Simon-Nahum P. et al. (ed.). *Les mots qui disent la philanthropie*. 1st ed. Paris: Odile Jacob, pp. 18-20.

GAUTIER, A. (2024). Entreprises. In: Simon-Nahum P. et al. (ed.). *Les mots qui disent la philanthropie*. 1st ed. Paris: Odile Jacob, pp. 117-119.

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

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

GAUTIER, A. (2012). Développer les ressources privées pour les musiques actuelles. In: *Guide du mécénat culturel territorial*. 1st ed. Voiron: Territorial Editions, pp. 69-75.

GAUTIER, A. (2008). Associations et entrepreneuriat institutionnel. In: *La gouvernance des associations*. 1st ed. Ramonville: Éditions Érès, pp. 213-223.

GAUTIER, A. (2008). Les lieux associatifs de musiques actuelles : régulation hybride et changement institutionnel. In: *La gouvernance des associations*. 1st ed. Ramonville: Éditions Érès, pp. 171-199.

Conference proceedings

GAUTIER, A. (2024). Probing Philanthropy for Systems Change: An Exploratory Study Among Grantmaking Foundation Leaders. In: *Academy of Management Annual Meeting Proceedings*. Chicago: Academy of Management.

EABRASU, M. and GAUTIER, A. (2021). Past the business case: Reorienting corporate philanthropy research towards outcomes and impact. In: *2021 Academy of Mangement Annual Meeting Best Paper Proceedings*. Academy of Management.

GAUTIER, A., CHOWDHURY, I. and LIGONIE, M. (2020). Communities of Practice as Bridges between Institutional Entrepreneurs and Frontline Practitioners. In: *Academy of Management Proceedings*. Academy of Management, pp. 14865.

EABRASU, M. and GAUTIER, A. (2019). From donor motivation to recipient welfare: A new agenda for corporate philanthropy research. In: *Academy of Management Proceedings*. Academy of Management, pp. 19214.

GAUTIER, A. and SANTOS, F.M.S.D. (2019). From compartmentalizers to hybridizers: How individuals respond to multiple institutional logics. In: *Academy of Management Proceedings*. Boston: Academy of Management, pp. 19513.

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

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

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

Conferences

GAUTIER, A. (2026). Decision-Making in Corporate Philanthropy: The Attentional Influence of Grantmaking Staff. In: 2026 Academy of Management Annual Meeting. Philadelphia.

GAUTIER, A. (2025). Decision-making in organized philanthropy: An ethnography inside a corporate foundation. In: 10th CIRIEC International Research Conference on Social Economy 2025. Bordeaux.

GAUTIER, A. (2023). Philanthropy for Systems Change: An Exploratory Study. In: 11th International Conference of the European Research Network On Philanthropy 2023. Zagreb.

GAUTIER, A. (2023). Philanthropy for Systems Change: An Exploratory Study. In: 39th European Group for Organization Studies (EGOS) Colloquium 2023. Cagliari.

GAUTIER, A. (2023). Philanthropy for systems change: An exploratory study. In: 83rd Annual Meeting of the Academy of Management. Boston.

GAUTIER, A. and EABRASU, M. (2023). Taking Society Seriously in Corporate Philanthropy Research. In: 83rd Annual Meeting of the Academy of Management. Boston.

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

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

GAUTIER, A. (2019). Motivations for Charitable Giving: An Interdisciplinary and Integrative Review. In: 2019 International Research Conference of the European Research Network on Philanthropy.

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

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

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

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

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

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

GAUTIER, A. and EABRASU, M. (2015). From donor motivation to recipient welfare: A philosophical assessment of corporate philanthropy. In: ERNOP 7th International Conference. Cergy.

GAUTIER, A. (2014). Contemporary History of Corporate Philanthropy in France: Key Changes over the Past Thirty Years. In: ISTR 11th International Conference. Muenster.

EABRASU, M. and GAUTIER, A. (2014). From Donor Motivation to Recipient Welfare: A Philosophical-critical Assessment of Corporate Philanthropy. In: EBEN Annual Conference. Berlin.

GAUTIER, A. (2013). Nonprofit roles in for profit firms: the emergence of corporate philanthropy in France. In: 4th EMES International Research Conference on Social Enterprise. Liège.

GAUTIER, A. (2013). The institutionalization of nonprofit professions within for profit organizations: a multilevel analysis of corporate philanthropy in France. In: 9th New Institutionalism Workshop. Warsaw.

GAUTIER, A. (2013). What do we know about corporate philanthropy? In: 6th ERNOP International Conference. Riga.

GAUTIER, A. (2012). What do we know about corporate philanthropy? A literature review. In: SEEK Workshop on Corporate Philanthropy. Mannheim.

GAUTIER, A. (2012). What do we know about corporate philanthropy? A literature review. In: International Workshop on the Role of Business in Society and the Pursuit of the Common Good. Cergy.

GAUTIER, A. (2011). What do we know about philanthropy? A Literature review. In: 3rd International Social Innovation Research Conference. Londres.

GAUTIER, A. (2009). Entrepreneuriat institutionnel et co-construction de politiques publiques : le cas des lieux associatifs des musiques actuelles. In: Conférence internationale sur la gouvernance des associations. Paris.

GAUTIER, A. (2009). Stratégies institutionnelles d'associations dans un jeune champ organisationnel : le cas des lieux associatifs de musiques actuelles. In: XVIIIe Conférence de l'AIMS - Atelier doctoral. Grenoble.

GAUTIER, A. and EYNAUD, P. (2009). When nonprofits rally to change public policies: an inter-organizational IT platform in the field of popular music. In: 25th EGOS Colloquium. Barcelone.

Working Papers

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

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

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

Published Cases

GAUTIER, A. (2025). Rethinking philanthropic strategies: The original approach of the Degroof Petercam Foundation. ESSEC Business School.

GAUTIER, A. (2020). Managing the growth of an innovative subsidiary in the voluntary sector: Fondation Caritas France, an offshoot of Secours Catholique. ESSEC Business School.

GAUTIER, A. (2020). Gérer la croissance d'une filiale innovante dans le secteur associatif : la Fondation Caritas France, issue du Secours Catholique. ESSEC Business School.

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

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

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

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

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

Press

GAUTIER, A. (2024). Impact investing: where philanthropy meets finance. *ESSEC Knowledge*.

OTHER RESEARCH ACTIVITIES

Ad-hoc reviewer for :

Business and Society, Entrepreneurship Theory and Practice, Journal of Business Ethics, Journal of Business Research, Journal of Business Venturing, Journal of Management, Journal of Management Studies, Nonprofit and Voluntary Sector Quarterly, Organization Studies, Voluntas

Organisation of a conference

Since 2018	Doctoral Seminar in Social Entrepreneurship and Philanthropy (SEPHI), Co-organized with EM Lyon and HEC Liège, ESSEC Business School, France
2017 - 2018	A Gathering of Academic Centers on Philanthropy in Europe (AGAPE), Co-organized with ERNOP (2017, 2018), ESSEC Business School, France
2015	Doctoral Seminar in Social Entrepreneurship and Philanthropy (SEPHI), Co-organized with EM Lyon and HEC Liège, ESSEC Business School, France

2015	European Research Network on Philanthropy (ERNOP) 7th International Conference, “Interdisciplinary Research On Philanthropy: Connecting the Dots”, ESSEC Business School, France
2014 - 2015	MBA Impact Investing Network & Training (MIINT), Co-organized with Prof. Thierry Sibieude (ESSEC) and the Wharton Social Impact Initiative

Affiliations

Since 2015	Member of European Research Network on Philanthropy (ERNOP)
Since 2014	Member of European Group for Organizational Studies (EGOS), European Group for Organizational Studies, Belgium
Since 2013	Member of Academy of Management (AOM), Academy of Management

Other research activities

Since 2013	Reviewer for the Academy of Management Annual Meeting (OMT, SIM, PNP divisions), Academy of Management

TEACHING EXPERIENCE

2022	Introduction à l'impact investing, ESSEC Business School, France
2020	L’économie collaborative, ESSEC Business School, France
2020	Expérience projet, ESSEC Business School, France
2019	Philanthropy: strategies and impact, ESSEC Business School, France
2017	La philanthropie: comprendre et agir, ESSEC Business School, France
2016	Cas pratique: stratégie et fundraising, ESSEC Business School, France
2015	Philanthropie, stratégies et impact, ESSEC Business School, France
2015	La philanthropie: définition, concepts, enjeux, ESSEC Business School, France

SERVICE

Since 2023	Member of the Disciplinary Board
Since 2019	Faculty member, Teaching Committee
2017 - 2019	Membre du jury, Entretiens d'admission à la Grande Ecole