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RESEARCH INTERESTS

ecological and social transition, Philanthropy, social entrepreneurship, social entrepreneurship,

EDUCATION

2010	Ph.D. in Organizational Behavior, INSEAD, France
2001	Master in Public Administration - Major in Non Profit Management, Harvard University, United States of America
1996	Master in Urban Planning, École Nationale des Ponts et Chaussées, France
1994	MSc in Management, ESSEC Business School, France

EMPLOYMENT

Full-time academic positions

2015 - Present	Professor, ESSEC Business School, France
2012 - 2015	Associate Professor, ESSEC Business School, France
2010 - 2012	Assistant Professor, ESSEC Business School, France

Other affiliations and appointments

2024 - 2027	Academic director of the Bachelor ACT, ESSEC Business School, France
2022 - 2030	Holder of the Social entrepreneurship Chair, ESSEC Business School, France
2020 - 2027	Academic director TOGETHER, ESSEC Business School, France
2020 - 2026	Associate Dean Strategy and Sustainability, ESSEC Business School, France
2014 - 2017	Dean for Academic Programs, ESSEC Business School, France
2011 - 2023	Chaired Professor of the Chair in Philanthropy, ESSEC Business School, France
2001 - 2009	Cofounder and Secretary General of the Social Entrepreneurship Chair, ESSEC Business School, France

Other professional experiences

1994 - 1999	Co-founder and Co-Director, UNIS-CITE, France

GRANTS AND HONORS

Awards and Honors

2024	Special “CSR” Award of the Syntec & FNEGE Prize for Research on Management, FNEGE & Syntec, France
2020	2020 Academy of Management Review Decade Award
2020	Francqui Chair Holder, Katholieke Universiteit Leuven, Belgium
2016	2016 AOM Best Paper Award on the History of Corporate Responsibility
2014	Finalist Syntec Prize for Research on Management
2012	2011 EGOS Best Paper Award
2011	2010 Academy of Management Review Best Paper finalist

Grants

2000	Annette Kate Fellowship for Harvard Kennedy School
1999	Harvard Club of France Scholarship
1999	Harvard Club of France Fellow
1999	Arthur Sachs Scholarship for Harvard Kennedy School

PUBLICATIONS

Journal Articles

PACHE, A.C., BATTILANA, J. and 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. 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.

BATTILANA, J., OBLOJ, T., PACHE, A.C. and 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. 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.

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

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

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

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

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

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

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

PACHE, A.C. and 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. and 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. and 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*.

Books and book editor

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

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

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

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

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

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.

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

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.

PACHE, A.C. and MOLECKE, G. (2019). How Do We Know When Social Innovation Works? A Review and Contingency Model of Social Impact Assessment. In: 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. In: *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. and KRLEV, G. (2018). Cross-Sector Partnerships: A Social Innovation in the European Work Integration Sector. In: Helmut Anheier, Gorgi Krlev, Georg Mildenberger eds. *Social Innovation: Comparative Perspectives*. 1st ed. Routledge.

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.

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

Conference proceedings

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.

PACHE, A.C. and CHOWDHURY, I. (2011). The Politics of Organizational Responses to Conflicting Institutional Demands. In: *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. In: *Academy of Management Meeting*. Montreal: Academy of Management.

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

Conferences

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

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.

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

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

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

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

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.

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

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

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.

PACHE, A.C. and SANTOS, F. (2013). Embedded in Hybrid Contexts: How Individuals in Organizations Respond to Competing Institutional Logics. In: 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. In: 1st Annual Community of Social Innovation (COSI) Workshop 2013.

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

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

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

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

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.

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

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

Technical reports and white papers

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

Published Cases

MARCHAND, G. and 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. and 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. 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

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

OTHER RESEARCH ACTIVITIES

Ad-hoc reviewer for :

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

Affiliations

2014 - 2017	Representative at large OMT Division, Academy of Management, United States of America
Since 1971	Member, Academy of Management, United States of America
Since 1971	Member, European Group for Organizational Studies, Belgium

Other research activities

Since 2020	International Research Fellow, University of Oxford, United Kingdom
Since 1971	Ad-hoc reviewer for Academy of Management Annual Meeting (OMT division, PNP division), Academy of Management, United States of America