Tommaso RAMUS

Professor
Department: Law, Political Science & Society
ESSEC Business School
3 avenue Bernard Hirsch
95021 Cergy-Pontoise
France

Email: tommaso.ramus@essec.edu
Phone number: 01 34 43 36 01
Country of origin: Italie

RESEARCH INTERESTS

Hybrid organisations, Social enterprise, Social innovation, Organizational Theory

EDUCATION

2012	Doctor of Philosophy, Other, Marketing, Università degli studi di Bergamo, Italy

EMPLOYMENT

Full-time academic positions

2025 - Present	Professor, ESSEC Business School, France
2022 - 2025	Associate Professor, ESSEC Business School, France
2019 - 2022	Associate Professor, Catolica Lisbon School of Business & Economics, Portugal
2013 - 2019	Assistant Professor, Catolica Lisbon School of Business & Economics, Portugal
2012 - 2013	Post-Doctorate, Iese Business School, Spain

Other affiliations and appointments

2026 - 2027	Associate Dean for Specialized Programs (Bachelor and Master), ESSEC Business School, France
2024 - 2026	Academic director of the Msc in Sustainability Transformation, ESSEC Business School, France

PUBLICATIONS

Journal Articles

CAPO, F., MAIOLINI, R., RAMUS, T. and RULLANI, F. (2026). Let's Talk Stigma Out: An Interaction-Based Process of Stigma Recognition and Removal within Organizational Fields. *Journal of Business Ethics*, In press, pp. 1-28.

RAMUS, T., CASTELLANETA, F., GIORDANO, F. and PERRINI, F. (2025). When Social Innovations Foster Integral Human Development: Evidence from the Impact of Theatrical Activities on Prison Inmates' Social Skills. *Journal of Business Ethics*, 197, pp. 465-487.

CAPO, F., MAIOLINI, R. and RAMUS, T. (2025). Social Enterprises as Chameleons: The Rise of Social Enterprises as Innovative Solutions to Complex Challenges in Italy. *Research in the Sociology of Organizations*, 96, pp. 97-125.

CAPO, F., RULLANI, F., RAMUS, T. and BRUNETTA, F. (2025). The Ushaped effect of logic multiplicity on organizational performance: Evidence from the US healthcare industry. *European Management Review*, In press.

RISI, D., WICKERT, C. and RAMUS, T. (2023). Coordinated Enactment: How Organizational Departments Work Together to Implement CSR. *Business and Society*, 62(4), pp. 745-786.

WICKERT, C., RISI, D. and RAMUS, T. (2022). What a Mature CSR Team Looks Like. *Harvard Business Review*, (November 2022).

RAMUS, T., VACCARO, A. and BERRONE, P. (2021). Time Matters! How hybrid organizations use time to respond to divergent stakeholder demands. *Organization Studies*, 42(10), pp. 1529-1555.

RAMUS, T., VERSARI, P., ANTONINO, V. and BRUSONI, S. (2021). Shift in hybridity in response to environmental complexity: The transformation of the Italian Guardia di Finanza. *Research in the Sociology of Organizations*, 69, pp. 211-236.

LEE, M., RAMUS, T. and ANTONINO, V. (2018). From protest to product: Strategic frame Brokerage in a commercial social movement organization. *Academy of Management Journal*, 61(6), pp. 2130-2158.

RAMUS, T., LA CARA, B., ANTONINO, V. and BRUSONI, S. (2018). Social or commercial? Innovation strategies in social enterprises at times of turbulence. *Business Ethics Quarterly*, 28, pp. 463-492.

RAMUS, T., ANTONINO, V. and BRUSONI, S. (2017). Institutional complexity in turbulent times: formalization, collaboration, and the emergence of blended logics. *Academy of Management Journal*, 60(4), pp. 1253-1284.

RAMUS, T. and ANTONINO, V. (2017). Stakeholders matter: How partners can support organizational responses to mission drift. *Journal of Business Ethics*, 143(2), pp. 307-322.

COSTA, E. and RAMUS, T. (2012). The Italian Economia Aziendale and Catholic Social Teaching: How to Apply the Common Good Principle at the managerial level. *Journal of Business Ethics*, 106(1), pp. 103-116.

RAMUS, T., COSTA, E. and ANDREAUS, M. (2011). Accountability as a managerial tool in non-profit organizations: Evidence from Italian CSVs. *Voluntas*, 22(3), pp. 470-493.

Books and book editor

VACCARO, A. and RAMUS, T. [Eds] (2022). *Social Innovation and Social Enterprises: Toward a Holistic Perspective*. 1 ed. Cham: Springer.

Book chapters

MAIOLINI, R. and RAMUS, T. (2024). Opportunity Recognition and Innovative Solutions to Societal Challenges: The Case of Community Cooperatives in Italy. In: Michael Ambühl, Stefano Brusoni, Anja Niedworok, Martin Gutmann eds. *Cooperatives in an Uncertain World - Perspectives from Switzerland and Its Neighbors*. 1st ed. Cham: Springer International Publishing, pp. 253-275.

Conferences

RAMUS, T., LEE, M. and BRUSONI, S. (2025). Growing Pains: Mission-Driven Organizations, Mission Drift and Scaling Up. In: 2025 Community on Social Innovation Conference. Santa Barbara.

RAMUS, T., CASTROBOVO, M., CASTELLANETA, F., MINA, A.M. and RAMUS, T. (2025). Competitive Pressures and Ethical Risk Framing: Strategic Insights from Generative AI Market Entry. In: 2025 Strategic Management Society (SMS) 45th Annual Conference. San Francisco.

RAMUS, T., CASTROBOVO, M., CASTELLANETA, F., MINA, A.M. and RAMUS, T. (2025). Competitive Pressures and Ethical Risk Framing: Strategic Insights from Generative AI Market Entry. In: 2025 Strategic Management Society (SMS) 45th Annual Conference. San Francisco.

RAMUS, T., CAU, F. and VACCAEO, A. (2024). From breaking to baking: how work integration social enterprise secure durable reintegration of ex-convicts. In: 16th International Social Innovation Research Conference 2024. Bern.

RAMUS, T., MAIOLINI, R. and OMIZZOLO, M. (2024). Organized Crime: Perspectives on Societal Challenges, Threats, and Crises. In: 84th Annual Meeting of the Academy of Management (AOM 2024). Chicago.

RAMUS, T., VELMER, S., VACCARO, A. and BRUSONI, S. (2023). Leveraging ethical claims for non-ethical purposes. In: 83rd Annual Meeting of the Academy of Management. Boston.

RAMUS, T., VELMER, S., VACCARO, A. and BRUSONI, S. (2023). Union with divergent goals: How collaborations unfolds if partners are driven by heterogeneous logics. In: 83rd Annual Meeting of the Academy of Management. Boston.

Prefaces of a journal

MONGELLI, L., RULLANI, F., RAMUS, T. and RIMAC, T. (2019). The bright side of hybridity: Exploring how social enterprises manage and leverage their hybrid nature. *Journal of Business Ethics*, 159, pp. 301-305.

OTHER RESEARCH ACTIVITIES

Editorial Board Membership

Since 2024 Journal of Business Research