

# Tommaso RAMUS

Professeur

tommaso.ramus@essec.edu

Département: Droit, Science politique & Société  
Campus de Cergy

## DIPLÔMES

---

### DIPLÔMES

2012                      Doctor of Philosophy, Autre, Marketing  
(Università degli studi di Bergamo Italie)

## CARRIÈRE

---

### POSITIONS ACADÉMIQUES PRINCIPALES

2022 - 2025-08-31    Professeur associé (ESSEC Business School France)

2013 - 2019-10-01    Professeur assistant (Catolica Lisbon School of Business & Economics  
Portugal)

2019 - 2022-08-31    Professeur associé (Catolica Lisbon School of Business & Economics Portugal)

2012 - 2013-08-31    Post-Doctorant (Iese Business School Espagne)

2025 - Présent            Professeur (ESSEC Business School France)

### AUTRES POSITIONS ACADÉMIQUES

2024 - 2026-08-31    Directeur Académique du Msc in Sustainability Transformation (ESSEC  
Business School France)

## PUBLICATIONS

---

## COMMUNICATIONS DANS UNE CONFÉRENCE

[RAMUS, T., VELMER, S., VACCARO, A. et BRUSONI, S. \(2023\). Leveraging ethical claims for non-ethical purposes. Dans: 83rd Annual Meeting of the Academy of Management. Boston.](#)

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

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

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

[RAMUS, T., CAU, F. et VACCARO, A. \(2024\). From breaking to baking: how work integration social enterprise secure durable reintegration of ex-convicts. Dans: 16th International Social Innovation Research Conference 2024. Bern.](#)

## ARTICLES

[RAMUS, T., VACCARO, A. et 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. et 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. et 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. et 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. et 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. et 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. et 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. et ANDREAUS, M. \(2011\). Accountability as a managerial tool in non-profit organizations: Evidence from Italian CSVs. \*Voluntas\*, 22\(3\), pp. 470-493.](#)

[RISI, D., WICKERT, C. et 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. et RAMUS, T. \(2022\). What a Mature CSR Team Looks Like. \*Harvard Business Review\*, \(November 2022\).](#)

[RAMUS, T., CASTELLANETA, F., GIORDANO, F. et 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. et 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. et BRUNETTA, F. \(2025\). The U-shaped effect of logic multiplicity on organizational performance: Evidence from the US healthcare industry. \*European Management Review\*, In press.](#)

[CAPO, F., MAIOLINI, R., RAMUS, T. et 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.](#)

## **DIRECTION D'OUVRAGE**

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

## **PRÉFACES / INTRODUCTIONS DE REVUE**

[MONGELLI, L., RULLANI, F., RAMUS, T. et 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.](#)

## **CHAPITRES**

[MAIOLINI, R. et RAMUS, T. \(2024\). Opportunity Recognition and Innovative Solutions to Societal Challenges: The Case of Community Cooperatives in Italy. Dans: 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.](#)

## **ACTIVITÉS DE RECHERCHE**

### **Membre d'un comité de lecture**

2024 - Présent: Membre du comité de lecture - Journal of Business Research