

Tommaso RAMUS

Professor

tommaso.ramus@essec.edu

Department: Law, Political Science & Society
Campus de Cergy

DIPLOMAS

DIPLOMAS

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

CAREER

FULL-TIME ACADEMIC APPOINTMENTS

2022 - 2025-08-31 Associate Professor (ESSEC Business School France)

2013 - 2019-10-01 Assistant Professor (Catolica Lisbon School of Business & Economics Portugal)

2019 - 2022-08-31 Associate Professor (Catolica Lisbon School of Business & Economics Portugal)

2012 - 2013-08-31 Post-Doctorate (Iese Business School Spain)

2025 - Now Professor (ESSEC Business School France)

OTHER ACADEMIC APPOINTMENTS

2024 - 2026-08-31 Academic director of the Msc in Sustainability Transformation (ESSEC Business School France)

PUBLICATIONS

PRESENTATIONS AT AN ACADEMIC OR PROFESSIONAL CONFERENCE

[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 VACCAEO, 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.](#)

JOURNAL 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.](#)

BOOK EDITOR

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

PREFACES OF A JOURNAL

[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.](#)

BOOK CHAPTERS

[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.](#)

RESEARCH ACTIVITIES

Editorial Board Membership

2024 - Now: Editorial Board Membership - Journal of Business Research