Curriculum Vitae

Johanna Mair

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Academic Positions Held

Since 2025	Director and Professor of Governance, Institutions and Societal Transformation of the Florence School of Transnational Governance (STG) at the European University Institute (EUI)
Since 2012	Professor of Organization, Strategy and Leadership, Hertie School, Berlin, Germany (on leave)
2017 -2025	Co-Director Global Innovation for Impact Lab, Stanford Center on Philanthropy and Civil Society, Stanford University, USA
2010 - 2025	Distinguished Fellow and Academic Editor *Stanford Social Innovation Review*, Stanford Center on Philanthropy and Civil Society, Stanford University, USA
2016-2018	Academic co-director of the Social Innovation and Change Initiative at the Harvard Kennedy School, USA
2012-2013	Visiting Professor of Social Entrepreneurship, INSEAD, Fontainebleau and Singapore
2001-2011	Associate Professor, IESE Business School, University of Navarra, Barcelona, Spain (from 2001-2006 Assistant Professor)
2010	Visiting Scholar (sabbatical), Harvard Business School, Boston, USA
2009	Visiting Scholar (sabbatical), Stanford University, Stanford, USA
2008	SCANCOR Visiting Scholar, Stanford University, Stanford, USA
2006	Fellow at the Center for Advanced Study in the Behavioral Sciences - Summer Institute on "Economy and Society: Trajectories of Capitalism", Stanford, USA

Education

June 2001	Ph.D. in Management (Strategy), INSEAD, Fontainebleau, France
July 1998	Master of Science in Management, INSEAD, Fontainebleau, France
June 1993	Post Graduate Diploma in International Relations, The Johns Hopkins University – The Paul H. Nitze School of Advanced International Studies – Bologna, Italy
July 1991	Bachelor in Social and Economic Sciences, Wirtschaftsuniversität – Vienna, Austria First Class Honors - Ranked first among 273

Recognized as Laurea in Economia e Commercio by the Universita' degli Studi di Verona – Verona, Italy

Peer Recognition and Awards

2026	Finalist of the 2026 Impact Award of the Academy of Management Journal for "Scaffolding: A Process of Transforming Patterns of Inequality in Small-Scale Societies" (joint work with Mirjam Wolf and Christian Seelos published in 2016).
2025	Progress Medal awarded by the Society for Progress for my "pioneering research underlining social entrepreneurs as architectural innovators who advance well-being and sustainability by activating community, engaging democratically, and creating markets. " Shared award with Jürgen Habermas and Julie Battilana.
2024	Delivered Uppsala Business Lectures 2024.
2024	Winner of the 2024 Impact Award of the Academy of Management Journal for "Building Inclusive Markets in Rural Bangladesh: How Intermediaries Work Institutional Voids" (joint work with Ignasi Martí and Marc Ventresca published in 2012).
2022	Best Reviewer Award Academy of Management Review.
2019	Winner of the 2019 Virginia A. Hodgkinson Research Book Prize (Awarded jointly by ARNOVA and Independent Sector) for "Innovation and Scaling for Impact – How effective Social Enterprises do it" (joint work with Christian Seelos and published by Stanford University Press).
2019	Winner of the Best Paper Award in Voluntas (Arnova) for "Purpose, Commitment and Coordination around Small Wins: A Proactive Approach to Governance in Integrated Hybrid Organizations" (joint work with Miriam Wolf).
2018	Winner of the ONE Division Best Book Award (Academy of Management) for "Innovation and Scaling for Impact – How effective Social Enterprises do it" (joint work with Christian Seelos and published by Stanford University Press).
2017	Winner of the Terry McAdam Book Award 2017 for most inspirational and useful new book contributing to nonprofit management "Innovation and Scaling for Impact – How effective Social Enterprises do it" (joint work with Christian Seelos and published by Stanford University Press).
2017	Shortlisted for the Thinkers 50 Distinguished Achievement Awards 2017 in the category Innovation Award.
2017	"Scaffolding: A Process of Transforming Patterns of Inequality in Small-scale Societies" (joint work with Miriam Wolf and Christian Seelos). Finalist for Best Paper of the Year 2016, Academy of Management Journal.
2016	"Front-Stage and Backstage Convening: The Transition from Opposition to Mutualistic Coexistence in Organizational Philanthropy" (joint work with Lisa Hehenberger). Best Paper Award 2016 by the Organizational Theory section of the German Business Research Association.

2015	Excellence Award for Research, Teaching and Citizenship at the Hertie School of Governance to honor extraordinary achievements in the Academic Year 2015/15
2015	Shortlisted for the Thinkers 50 Distinguished Achievement Awards 2015 in the category Social Enterprise.
2012	"Building Inclusive Markets in Rural Bangladesh: How Intermediaries Work Institutional Voids" (joint work with Ignasi Martí and Marc Ventresca). Finalist for Best Paper of the Year 2012, Academy of Management Journal.
2010	"Not a field, not an industry . . . what then? Using the community as a level of analysis to study the genesis of field formation" (joint work with Lisa Hehenberger). Finalist for the EGOS 2009 Best Paper Award.
2008	Gold Prize IFC - Financial Times Essay Competition (joint work with Christian Seelos).
2007	Annual Research Award at IESE Business School to honor outstanding course design and teaching.
2007	Faculty Pioneer Award in Social Entrepreneurship Education. Inaugural prize awarded by the Business and Society Program at the Aspen Institute and Ashoka.
2007	"Profitable business models and market creation in the context of deep poverty: A strategic view"(joint work with Christian Seelos). SMS Best Conference Paper for Practice Implication Award. Strategic Management Society Conference 2007.
2006	"Social Entrepreneurship". Book nominated as Most Promising Management Book. European Academy of Management.
2006	"Entrepreneurship in and around institutional voids" Paper nominated for Best Paper Award European Academy of Management Meeting (joint work with Ignasi Martí).
2005	Annual Research Award at IESE Business School to honor outstanding research activities over the last 3 years.
2003	"Sustained superior performance within established organizations: The role of middle managers in stimulating profit growth" Finalist for the Best Paper Award (one of three finalists) at the Annual Meeting of the Eastern Academy of Management.
2002	"How much do middle managers matter, really? An empirical study on their impact on sustained superior performance" Finalist for McKinsey Best Paper Award at the 22nd Annual International Conference of the Strategic Management Society.

Selected Conference Presentations, Keynotes and Invited Talks

2026	Schumpeter "Innovation in Enterprise" Lecture, EU SME Assembly and the European Cluster Conference, Dublin, Ireland; Invited talk at the ETH, Zurich, Switzerland; Panelist European Forum Alpbach, Austria, World Economic Forum, Davos, Switzerland.
2025	Keynote, Progress for Society Conference INSEAD, Fontainebleau, France; invited talk Politecnico Milano, Italy; Co-organized Rebalancing Democracy and Capitalism: A Critical Dialogue Conference, Pisa, Italy; Invited talk King's

	College London, UK; Panelist at European Public Scholarship convening, HEC Paris, France; Presented at European Sociological Association conference, Berlin, Germany; Invited talk, IESEF, Paris, France; Faculty mentor at the Junior Scholar Forum convened by Stanford PACS and ESSEC, Paris, France; Panelist in Conference on Social Innovation and Solidarity Economy, German Ministry of Research and German ministry of Economics and Climate Keynote on Rediscovering Variety within Capitalism, Research network of German Scholar, Berlin, Germany; Faculty mentor at The 12th Austrian/ASSIOA Early Scholars Workshop in Management, Linz, Austria; Keynote at the American University of Central Asia (AUCA) Bishkek, Kyrgystan; Invited talk SAIS Europe, Bologna Italy; Keynote SMU Singapore; World Economic Forum, Davos.
2024	Uppsala Business Lectures; Keynote ISIRC, Bern, Switzerland; Track organizer at EGOS Colloquium; Co-organizer Summer School on "Organizing for Sustainable Futures: Micro and Macro-institutional Conditions of Transformation ; Decentralization in Organizations (DiO) Conference, St. Gallen, Switzerland; Keynote SAID Business School, Oxford University; Keynote at the 20th Annual Social Entrepreneurship Conference, Lausanne, Switzerland; Seminar at Montpellier Business School, online; Keynote at Summer School in Sustainable Entrepreneurship, Innovation and Entrepreneurial Finance, Como, Italy; "Laurent Picard Distinguished Lecturer" Series, McGill University; World Economic Forum, Davos.
2023	World Economic Forum, Geneva; Imperial College, London; Kellogg School of Management; Northwestern University; Harvard Kennedy School; Rotterdam School of Management, Erasmus University; Judge Business School; University of Cambridge; School of Bocconi University, Milano; World Economic Forum, Davos.
2022	EM Lyon; Hong Kong Polytecnic University; ICE Brazil; GRONEN Research Conference; CSSI Partnership Conference; Judge Business School, Cambridge University; Track organizer at EGOS Colloquium; Track organizer at SASE; Bocconi University; EUCLID, Rotterdam Impact Fest; Rotterdam School of Management, Erasmus University.
2021	Inaugural Emerging Market Seminar, Cornell University; Keynote at ISIRC Conference, Milano; Utrecht University; Keynote at the Academy of Management OMT Doctoral Consortium; Co-organizer Summer School on "After Capitalism - Micro and Macro-institutional Conditions of Transformation on Responsible Capitalism"; Track organizer at EGOS Colloquium; Track organizer at SASE.
2020	Keynote at the Canadian Academy of Management; University of Amsterdam; Rutgers University; HEC Montreal; Non Profit Management Institute, Stanford University; Academy of Management; Track organizer at EGOS Colloquium; Track organizer at SASE; World Economic Forum, Davos.
2019	Keynote at Hebrew University, Tel Aviv; STaR Research Conference on Responsible Innovation, Wirtschaftsuniversität, Vienna; Academy of Management Conference, Boston; Egos Colloquium, Edinburgh; Track organizer at SASE, New York; Co-organizer Junior Scholar Forum, Stanford Center on Philanthropy and Civil Society, Stanford University; Co-organizer Summer School on Responsible Capitalism, Venice; Wharton School,

	University of Pennsylvania; University of Alberta, Edmonton; World Economic Forum, Davos.
2018	Cass Business School, London; Hong Kong Polytechnic University, Hongkong; University of Technology Sydney, Sydney; Australian National University, Canberra; Singapore Management University, Singapore; University of Hamburg, Hamburg; University of Zurich, Zurich; European Business Forum, Odense; Medici Summer School, Bologna; Summer School on Responsible Capitalism, Venice; Junior Scholar Forum, Stanford Center on Philanthropy and Civil Society, Stanford University; Strategic Management Society, Paris; Tilburg University, Tilburg; World Economic Forum, Davos.
2017	Keynote at Mines Paris Tech, Paris; European Forum Alpbach (Austria); Academy of Management Conference, Atlanta; Track organizer EGOS Colloquium, Copenhagen; Co-organizer Junior Scholar Forum, Stanford Center on Philanthropy and Civil Society, Stanford University; Keynote at LUISS, Rome; Co-organizer SEFORIS Symposium, Brussels; ESCP, Paris; WK Org, Hamburg; Data for Purpose, Stanford University; World Economic Forum, Davos.
2016	Keynote at Aston Business School, Birmingham; Keynote at the Southampton Business School, Southampton; Keynote at USC Marshall School of Business, Los Angeles; Humboldt University, Berlin; Track organizer EGOS Colloquium, Napoli; Co-organizer Junior Scholar Forum, Stanford Center on Philanthropy and Civil Society, Berlin; Convenor Frontiers of Social Innovation, Stanford University; Cosi conference at Stanford Graduate School of Business, Stanford; Rockefeller Foundation Innovation Summit, Rome; Price School of Public Policy, University of Southern California, Los Angeles; Friedrich Ebert Stiftung, Berlin.
2015	International German Forum, Federal Chancellery Berlin; Entrepreneur Forum, Rotes Rathaus Berlin; Freie Universität, Berlin; Keynote at the Kongress der Sozialwirtschaft, Magdeburg; Saiid Business School, Oxford; Keynote at the Alberta Institutions Conference, Banff; EGOS Colloquium, Athens; Keynote at the ERNOP Conference, Paris; European Forum Alpbach; Co-organizer Junior Scholar Forum, Stanford Center on Philanthropy and Civil Society; Academy of Management Conference, Vancouver; Keynote a at the Sustainable Innovation and Entrepreneurship Academy, Politecnico Milano ; Annual Meeting of the New Champions - World Economic Forum, Dalian.
2014	Frugal Innovation Conference, Dhaka; Social Inequality Conference organized by Volkswagen Stiftung, Hanover; Keynote at the Business and Sustainability Colloquium, Portland State University, Oregon; Co-organizerJunior Scholar Forum, Stanford Center on Philanthropy and Civil Society; Academy of Management Conference, Philadelphia; Annual Meeting of the New Champions - World Economic Forum, Tianjin.
2013	Academy of Management Africa Conference, Johannesburg; Anniversary Event, Stanford Center on Philanthropy Conference, Beijing; Keynote at the Skoll World Forum, University of Oxford; ABC Conference at Harvard Business School, Boston; Conference on Inequality at Simon Frasier University, Vancouver; Keynote at the EMES Conference, Liege.

2012	World Economic Forum, Davos; EGOS Colloquium, Oslo; Academy of Management, Boston, SCANCOR, Asilomar (USA); Keynote at SCANCOR PhD Workshop, Vienna.
2011	International Critical Studies Management Conference, Naples; Academy of Management, San Antonio; Global Economic Symposium, Kiel; International Symposium on Governance and Leadership in Hybrid Organizations; University of Heidelberg.
2010	Keynote at the European Forum Alpbach on New Work, Alpbach; Keynote at the Anschub Konferenz: Social Entrepreneurship: Dialog zwischen Wissenschaft, Studierenden und Praxis, Leuphana University, Lüneburg); Keynote at the LeaderSHE Forum, Vienna; Positive Social Change and Organization Conference, Boston; Winter Strategy Conference of the University of Brigham Young, Utah; International Symposium on Process Organization Studies, Rhodes; EGOS Colloquium, Lisbon; Academy of Management, Montreal; International CSR conference, Berlin.
2009	Keynote at the International Symposium on Education and Research to Promote Social Entrepreneurship, Tokyo; The Emergence of Organizations and Markets, South Tyrol; Workshop on New Institutionalism in Organization Theory, Napoli; International Conference on Institutions, Innovation, & Space, Edmonton, EGOS Colloquium, Barcelona; Keynote on Social Entrepreneurship at the Impact Hub, Berlin; Academy of Management, Chicago; PhD Academy: Design for Sustainability, Western Ontario; Workshop on Social Innovation, Vancouver.
2008	EGOS, Amsterdam; American Sociology Association, Boston; SEKN Conference at Harvard Business School, Boston; Academy of Management, Anaheim; SCANCOR anniversary conference at Stanford University.
2007	Skoll World Forum, Oxford; Workshop on Research on Institutional Work, Vancouver; EURAM, Paris; Co-convenor Third International Social Entrepreneurship Research Conference (ISERC), Copenhagen; EGOS Colloquium, Vienna; Academy of Management, Philadelphia; Strategic Management Society, San Diego.
2006	Conference on Ethics & Entrepreneurship at the University of Minnesota, Minneapolis; Strategic Faculty Research Forum, Philadelphia; Present and Future of Institutional Theory at the University of Edmonton, Alberta; EURAM, Oslo; Co-convenor Second International Social Entrepreneurship Research Conference (ISERC), New York; EGOS, Bergen; Academy of Management, Atlanta; Strategic Management Society, Vienna.
2005	Co-convenor First International Social Entrepreneurship Research Conference (ISERC), Barcelona; EURAM, Munich; Strategy Faculty Research Forum, Atlanta; Tällberg Forum, Sweden; Strategic Management Society, Orlando; European Academy of Business in Society (EABIS) , Warsaw.
2004	Academy of Management, New Orleans; Strategic Management Society, Puerto Rico; Strategy Faculty Research Forum 2004, Toronto; GRONEN Research Workshop 2004 , Granada.
2003	Academy of Management, Seattle; Strategic Management Society, Baltimore; Eastern Academy of Management, Porto; EURAM, Milano.

2002	Academy of Management, Denver; Strategic Management Society, Paris EGOS Colloquium, Barcelona; EURAM, Stockholm; Babson Kauffman Entrepreneurship Research Conference 2002, Boulder.

Research Grants and International Collaboration

2022-2025	Project “Rebalance”. Re-embedding democracy in Capitalism. Financed under EU Horizon. Jointly with the University of Pisa, the Ca ‘Foscari University of Venice, the University of Stockholm, the Wageningen University in the Netherlands, the University of Bath in the United Kingdom, the Yaroslav Mudryi National Law University in Kharkiv in the Ukraine, the NGO Source International.
2021-2022	“Participatory Innovation in Times of Crisis and Beyond”. Financed by the Volkswagen Foundation. Jointly with Leuphana University.
2020-2021	“Open Social Innovation. A real-time research project on the #WirvsVirus experiment to face COVID-19”. Endorsed by the German Chancellery and financed by the Vodafone Institute and Vodafone Foundation Germany.
2018-2019	Project “I-Share”. Financed by the BMBF- the German Ministry for Education and Research on the Sharing Economy.
2015-2018	Project “I-Share”. Financed by the BMBF- the German Ministry for Education and Research on the Sharing Economy.
2013-2017	Project “Social Enterprise as a Force of more Inclusive and Innovative Societies. SEFORIIS. Financed under the Seventh Framework Programme (EU): Programme “Socio- Economic Science and Humanities”. Jointly with KU Leuven, Aston University, University Autonoma de Barcelona, Stockholm School of Economics, Harvard Business School and Nesst.
2011-2014	Project “Innovation in Social Sector Organization” funded by the Rockefeller Foundation and conducted at the Center on Philanthropy and Civil Society at Stanford University (PACS) and the Hertie School of Governance.
2011-2014	Research grant by the Spanish Ministry of Education for a project on “Knowledge Sharing and Organizational Learning: A Multi-Level Analysis Project” (with Africa Ariño and Marco Tortoriello).
2010-2013	Research grant by the Portuguese Ministry of Research Fundacao da Ciencia e Tecnologia (with Caterina Moschieri).
2008-2011	Project “Social Entrepreneurs as Lead Users for Service Innovation” SELUSI with a specific focus on Eastern Europe financed under the Seventh Framework Programme (EU): Programme “Socio-Economic Science and Humanities”. Jointly with LSE, KU Leuven, Stockholm School of Economics, Harvard Business School, and partners from Eastern Europe.
2007-2009	Research grant by the Spanish Ministry of Education for a project on Corporate Strategy (jointly with Africa Ariño)
2005-2006	Funding for a project on "’Bottom of the Pyramid’: Corporate - entrepreneurship partnerships for customer-, market-, and portfolio-development” granted by the European Academy of Business in Society (EABIS).

2004-2007	Asia Link - program to foster exchange and knowledge transfer in the area of social entrepreneurship between European and Asian Business Schools.
2004-2006	Teaching Innovation Project sponsored by the Aspen Institute. Eleven leading business schools worldwide shared innovative teaching approaches on how to integrate social and environmental issues into the MBA curriculum.
2003-2006	Research grant by the Spanish Ministry of Education for a project on Corporate Strategy (with Africa Ariño).

Past and Ongoing Editorial Boards and Reviewing Activities

Associate Editor Academy of Management Annals.

Academic Editor Stanford Social Innovation Review.

Senior Editor Organization Studies.

Series Editor Stanford Social Innovation Review Books, Stanford University Press.

Series Co-editor; Bürgergesellschaft und Demokratie Springer Verlag für Sozialwissenschaften, Springer.

Member of the editorial board of the Academy of Management Review, Academy of Management Discoveries and Organization Theory. Ongoing.

Ad Hoc Reviewing for: Administrative Science Quarterly, Academy of Management Perspectives, Academy of Management Journal, Research Policy, Journal of Management, Journal of Management Studies, Organization, Organization Studies, Journal of Business Venturing, Journal of World Business, European Management Review, Long Range Planning, Small Business Economics. Ongoing.

Past Academic Advisory Services

Member of the scientific advisory board of the SOCIALinNOVA-HUB ERA Chair at NOVA School of Business and Economic, (Portugal).

Member of the Scientific Quality Committee of WINIR (World Interdisciplinary Network for Institutional Research).

Member of the scientific advisory board of the Mistra Center for Sustainable Markets (MISUM) and the Global Challenge Initiative at Stockholm School of Economics (Sweden).

Member of the scientific advisory board of the Ethics, Responsibility and Sustainability Initiative at LUISS Business School (Italy).

Member of the scientific committee of the Chair on Philanthropy at ESSEC Business School, Paris (France).

Member of the academic advisory board of the INSEAD Social Entrepreneurship Initiative

Member of the academic advisory board of the Knowledge Center of the European Venture Philanthropy Association

Academic Affiliations

Academy of Management, EGOS - European Group for Organizational Studies, SASE - Society for the Advancement of Socio-Economics, Network for Business Sustainability (NBS), Verband der Hochschullehrer für Betriebswirtschaft (German Association).

Current and Past Institutional Advisory Services and

Member of the board of directors of the Social Science Research Council (USA)

Member of the advisory board of the Austrian Foreign Minister (Austria)

Member of the Supervisory Board of the ERSTE Foundation (Austria)

Member of the board of the Schwabfoundation (Switzerland)

Member of the advisory board of ProjectTogether (Germany)

Previous board membership, consulting, and advisory service to various globally operating companies, social ventures, foundations, international organizations, and governments include the Vodafone Stiftung (Germany), the Global Impact Hub.

Institutional advisory work for the OECD, the European Commission, the German Chancellery, and several ministries of the German government, the Colombian government, UNESCAP, and the World Economic Forum.

Previous Professional Experience

1994-1996	International Banking: Dresdner Bank (Frankfurt, Germany and New York, USA) and Arnhold S. Bleichroeder (New York, USA)
1993-1994	International Relations: Commission of the European Communities (Brussels, Belgium)