

CURRICULUM VITAE

LUCREZIA NAVA

CONTACT

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ACADEMIC EMPLOYMENT

BAYES BUSINESS SCHOOL (CITY, UNIVERSITY OF LONDON) London, UK, Sept 2022
Assistant Professor in Corporate Social Responsibility (Faculty of Management)

SCHOOL OF PUBLIC POLICY (GEORGIA INSTITUTE OF TECHNOLOGY) Atlanta (GA), Feb 2023 – June 2023
Visiting Scholar in the Data Science and Policy Lab (Climate and Energy Policy Lab)

JUDGE BUSINESS SCHOOL (UNIVERSITY OF CAMBRIDGE) Cambridge, UK, Oct 2022
Visiting Research Associate (Energy Policy Research Group)

JUDGE BUSINESS SCHOOL (UNIVERSITY OF CAMBRIDGE) Cambridge, UK, Feb 2021 – Sept 2022
Post-Doctoral Fellow (Energy Policy Research Group)

HUGHES HALL (UNIVERSITY OF CAMBRIDGE) Cambridge, UK, Sep 2021 – Sep 2023
Research Fellow

ACADEMIC PUBLICATIONS

Baudoin L., Carmine S., Nava L., Poggioli N., Malou O.* (2022). Imagining a New Place for Sustainability Management: An Early-Career Call for Action. *Journal of Management Studies*. *Authors in alphabetic order
<https://onlinelibrary.wiley.com/doi/10.1111/joms.12887>

Nava L. and Tampe M. (2022). The Challenge of Implementing Voluntary Sustainability Standards: A Dynamic Framework on the Tension between Adherence and Adaptation. *Business Ethics Quarterly*. <https://doi.org/10.1017/beq.2022.1>

Nava L. (2022). Rise from Ashes: A Dynamic Framework of Organizational Learning and Resilience in Disaster Response. *Business and Society Review*. <https://doi.org/10.1111/basr.12261>

WORKING PAPERS

Die now of hunger or later of thirst: Understanding vulnerable decision-makers' adaptation to climate change.
Nava L., Chiapetti J., Barbosa da Rocha R. and Tampe M. (Revise and Resubmit, *Strategic Management Journal*)

Organizational Post-Traumatic Growth: The Role of Moral Emotions in the Aftermath of a Disaster.
Nava L., Matsuno K. and Beunza D. (2nd round Revise and Resubmit, *Journal of Management Studies*)

Science or Morality? The Effects of Frames on Stakeholder Dialogue, a Field Experiment.
Nava L., Scott-Buechler C., Reiner D.

The Way to Net-Zero: Exploring Stakeholder Perceptions of Carbon Dioxide Removals.

Nava L., Scott-Buechler C., Reiner D.

The Place of the Material for Organizational Practices.

Tampe M., Nava L.

Rediscovering the Bucolic Tale: The Role of Place Embeddedness in Fostering Sustainable Practices.

Nava L., Chiapetti J., Barbosa da Rocha R. and Tampe M.

EDUCATION

ESADE BUSINESS SCHOOL (URL), PhD in Management Sciences Barcelona, Spain, Sep 2018 – June 2021

- Grade: Excellent cum laude (with honors)

- PhD Thesis: *Organizations in Nature: How Nature affects Organizational Practices*

- PhD Supervisors: Maja Tampe (Esade Business School), Kenichi Matsuno (Babson College)

BABSON COLLEGE, Visiting Researcher

Babson Park, MA, Aug 2019 – Nov 2019

ESADE BUSINESS SCHOOL (URL), Master of Research in Management Sciences

Barcelona, Spain, Sep 2017 – Oct 2018

- Final Grade: 9.3/10 (top 10%)

- Master Thesis: *When Standards Lead to a Non-Standard World: What Explains Differences in Implementation Quality of Voluntary Sustainability Standards in Developing Countries* (Supervisor: Maja Tampe)

- Class representative

- Competitive Grant: Ermenegildo Zegna Scholarship

BOCCONI UNIVERSITY, Master of Sciences in International Management

Milan, Italy, Sep 2014 – Apr 2017

- Final Grade: 110/110 cum Laude (top 10%)

- Member of 180 Degrees Consulting, Student Association, Bocconi Branch

- Master Thesis: *Exploring the Sustainable Behavior in Preadolescents: The Role of Knowledge and Information in Making Purchasing Decisions* (Supervisor: Elena Bellio)

CEMS MIM, Master in International Management

Sep 2015 – Nov 2017

- CSR president of the Cems Club Milan

- Attended courses in Spain, Italy, India, Poland, and Austria,

BOCCONI UNIVERSITY, Bachelor in Economics, Management and Finance

Milan, Italy, Sep 2011 – Oct 2014

- Final Grade: 110/110 cum Laude (top 10%)

- GPA: 29.5/30

- Bachelor Thesis: *The Project Cycle Management Applied to Non-Profit Organizations* (Supervisor: Elio Borgonovi)

ACADEMIC AWARDS, COMPETITIVE GRANTS & MEDIA EXPOSURE

Nava, Lucrezia. "[Letter: Climate crisis needs business schools to woo natural scientists.](#)" **Financial Times**, January 19, 2023.

UNIVERSITAT RAMON LLULL, 2021

Best PhD Thesis Award Nomination

STRATEGIC MANAGEMENT SOCIETY (SMS) CONFERENCE, 2020, virtual

Honorable Mention Award Recipient from the Behavioral Strategy Interest Group

Best Methods Paper Prize Finalist

Best PhD Paper Prize Nomination

Paper: *The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*

ACADEMY OF MANAGEMENT, ONE Division, 2020 and 2022

Best Reviewer Award

SOCIETY FOR BUSINESS ETHICS (SBE) CONFERENCE, 2019, Boston, MA

Emerging Scholar Award Recipient (Paper: *The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*)

TEACHING AND SUPERVISION

BUSINESS IN SOCIETY – Bayes Business School, City University of London (Fall 2022; Fall 2023)

- Co-instructor for 64 hours of frontal lectures – 720 students
- Core course for third year undergraduate students
- Teaching evaluations: 6.69/7 (Response Rate: 11%)

ENVIRONMENTAL SUSTAINABILITY – Cambridge Judge Business School (Winter 2022)

- Seminar instructor (9 hours, in person frontal lectures). Main instructor: David Reiner
- Elective course for master students
- Teaching evaluations: 6.80/7 (Response Rate: 100%)

STRATEGY AND LEADERSHIP – Girton College, University of Cambridge (Summer 2021, Winter 2022)

- Instructor (30 hours, virtual frontal lectures)
- Undergraduate students
- Teaching evaluations: 6.59/7 (Response Rate: 75%)

BUSINESS AND SOCIETY – Esade Business School (Fall 2020)

- Teaching Assistant for the Master in Business Analytics (30 hours)
- Instructor: Maja Tampe

LEADING TOWARDS SUSTAINABLE FUTURES - Esade Business School (Spring 2020) – Virtual due to Covid-19 outbreak

- Co-instructor together with Maja Tampe (guest lecturer & group projects mentor)
- Elective for master students
- Teaching evaluations: 6.23/7

BUSINESS, GOVERNMENT AND SOCIETY – Esade Business School (Winter 2020)

- Teaching Assistant for the MBA
- Instructors: Maja Tampe and Daniel Arenas

HOW TO WRITE A MASTER THESIS – Esade Business School (Winter 2020)

- Instructor for the Master of Research in Management Science

BUSINESS AND SOCIETY – Esade Business School (Fall 2018)

- Teaching Assistant for the Master in Business Analytics (30 hours)
- Instructor: Maja Tampe

SUPERVISION

- Supervision of two Bachelor theses at Esade Business School (2018-2019)

RESEARCH PROFILE

ORGANIZATIONS AND NATURAL ENVIRONMENT (Environmental sustainability, net-zero strategies, environmental standards, sustainable organizational practices, climate change risk and response, response to natural disasters)

ORGANIZATIONAL BEHAVIOR & THEORY (Organizational learning, practice theory, sensemaking, framing)

BEHAVIORAL STRATEGY (Risk perception, strategic decision-making under uncertainty, stakeholder engagement)

RESEARCH SETTINGS: Japan, Brazil, Europe. Agricultural producers in tropical countries, carbon dioxide removal stakeholders (companies in the energy and agroforestry sector, environmental NGOs, policymakers), organizations affected by natural disasters and extreme weather events

RESEARCH METHODS: Quantitative (OLS, SEM, PLSSEM – Stata, MPlus, Lisrel, SPSS), qualitative (Content and Thematic Analysis, Inductive Coding – NVIVO), text analyses and machine learning, mixed-methods, expert elicitation, experiments

PROFESSIONAL SERVICE

EDITORIAL REVIEW BOARD – Organization & Environment (IF: 5.3) (2023)

ELECTED COMMUNICATION TEAM MEMBER - ONE Division, Academy of Management (2021 – 2024)

SENATE RESEARCH ETHICS COMMITTEE (2022) – Bayes Business School

- Ethical evaluation and approval of students and faculty research projects

ETHOS CENTRE (2022 - 2022) – Bayes Business School

- Communication specialist

CO-FOUNDER AND CHAIR OF THE FIRST SUSTAINABILITY PHD COMMUNITY (May 2020 – August 2021)

Organization of monthly virtual meetings where the over 400 members of the community can present and get feedback on their work, discuss, develop and share new opportunities, build long-lasting relationships. Supported by GRONEN and ONE Division of the Academy of Management. Special events organized within the community, such as Navigating the Job Market Event, Meet the Association or Meet the Editor.

REGULAR REVIEWING FOR TOP-RANKED PEER-REVIEWED JOURNALS AND CONFERENCES

- Academy of Management Review
- Journal of Management Studies
- Organization Studies
- Academy of Management Discoveries
- Journal of Business Ethics
- Business & Society
- Business Ethics Quarterly
- Organizations & Environment
- Accounting & Finance
- Business & Society Review
- AOM annual conference (2020, 2022) – Best Reviewer Award (2020, 2022)
- ARCS annual conference (2020, 2022)
- SBE annual conference (2020)
- SMS annual conference (2021)
- GRONEN annual conference (2022)

ESADE DOCTORAL STUDENTS' REPRESENTATIVE (2019-2020) – Career Development

- Organization of seminars for PhD students on job market preparation, teaching, and other academic opportunities

AOM – ORGANIZATIONS AND NATURAL ENVIRONMENT (ONE) DIVISION COMMUNICATION TEAM (since 2019)

- Volunteer to manage the Twitter institutional account
- Organization of the social events for the Academy of Management Annual Meeting 2021 – ONE Division

ORGANIZATION OF ACADEMIC CONFERENCES AND WORKSHOPS

- Co-organization of a [Professional Development Workshop](#) for the ONE Division of the Academy of Management (for the 2021 and 2022 Annual Meeting). Title: "Step ONE: Starting Your Sustainability PhD Journey with ONE"
- [Business and Society Research Seminars](#) at Esade Business School (co-organizer of 10 sessions) – 2018-2019
- Co-organization of [plenaries](#) at GRONEN (2022) and AOM – ONE Division (2023)

MEMBERSHIP IN ACADEMIC ASSOCIATIONS

- Academy of Management (AOM) – ONE and SIM Divisions
- Group for Research on Organizations and the Natural Environment (GRONEN)
- European Group for Organizational Studies (EGOS)
- Alliance for Research on Corporate Sustainability (ARCS)

MENTORSHIP

- PRME 2023: UK & Ireland – Mentor for Manuscript Development Workshops
- PRME World Tour 2022: Brazil – Mentor for Manuscript Development Workshops
- PhD Sustainability Community Job Market Event 2022 (mentor/panelist)

CONTRIBUTION AT INTERNATIONAL CONFERENCES, WORKSHOPS, AND INVITED SEMINARS

EGOS Annual Conference – Milan, July 2024 (sub-theme convenor: *Ecological insights on sustainable organizing: Bridging organizational and natural sciences*)

Norwegian School of Economics – Invited seminar, Bergen, Sept 2023 (Paper: *The Way to Net-Zero and Beyond: Exploring Stakeholder Perceptions of carbon dioxide removals, a field experiment*)

Academy of Management Annual Meeting, ONE Division – Boston (MA), Aug 2023 (*Die now of hunger or later of thirst: Understanding Vulnerable Organizations Adaptation to Climate Change*)

Co-organization of a Professional Development Workshop (*Step ONE: Starting Your Sustainability PhD Journey with ONE*) and ONE Plenary Event

Invited speaker in a Professional Development Workshop (*Writing Essays to Advance Management Scholarship*)

EGOS Annual Conference – Cagliari, July 2023 (Paper: *Rediscovering the Bucolic Tale: The Role of Place Embeddedness in Fostering Sustainable Practices*)

Participation in the Early Career Consortium and PDW on Organization Studies in the Anthropocene (Paper: *Die now of hunger or later of thirst: Understanding Vulnerable Organizations Adaptation to Climate Change*)

ARCS Annual Conference – Washington DC, June 2023 (Paper: *Die now of hunger or later of thirst: Understanding Vulnerable Organizations Adaptation to Climate Change*)

Business School for Climate Leadership Research Conference– Barcelona, June 2023 (Paper: *The Way to Net-Zero and Beyond: Exploring Stakeholder Perceptions of Carbon Dioxide Removals*)

Bayes Business School, ETHOS Centre – Invited seminar, virtual, April 2023 (Paper: *Organizational Post-Traumatic Growth: The Role of Moral Emotions in the Aftermath of a Disaster*)

Georgia Institute of Technology, School of Public Policy – Invited seminar, Atlanta (GA), March 2023 (Paper: *The Way to Net-Zero and Beyond: Exploring Stakeholder Perceptions*)

OTREG Meeting – Invited seminar, Cambridge, March 2023 (Paper: *“Die now of hunger or later of thirst”: Understanding Vulnerable Organizations Adaptation to Climate Change”*)

GRONEN Reading Group – Invited virtual seminar, Feb 2023 (Paper: *“Die now of hunger or later of thirst”: Understanding Vulnerable Organizations Adaptation to Climate Change”*)

Baruch College, City University of New York – Invited seminar, New York (NY), Feb 2023 (Paper: *“Die now of hunger or later of thirst”: Understanding Vulnerable Organizations Adaptation to Climate Change”*)

Bayes Business School – Invited virtual seminar for the Global Goal Week, Nov 2022 (Paper: *The Way to Net-Zero and Beyond: Exploring Stakeholder Perceptions*)

Cambridge Zero Research Symposium– Invited seminar, Cambridge, Nov 2022 (Paper: *The Way to Net-Zero and Beyond: Exploring Stakeholder Perceptions*)

Bayes Business School, ETHOS Centre – Invited seminar, London, Oct 2022 (Paper: *Science or morality? The effects of frames on stakeholder deliberation, a field experiment*)

Georgia Institute of Technology, School of Public Policy – Invited seminar, Atlanta (GA), August 2022 (Paper: *The Way to Net-Zero and Beyond: Exploring Stakeholder Perceptions*)

Academy of Management Annual Meeting, ONE Division – Seattle (WA), Aug 2022 (Papers: *Science or morality? The effects of frames on stakeholder deliberation, a field experiment; The Way to Net-Zero: Exploring Stakeholder Perceptions*)

Co-organization of a Professional Development Workshop (*Step ONE: Starting Your Sustainability PhD Journey with ONE*)

Invited speaker in a Professional Development Workshop (*The power of nature: Understanding the firm’s dependence on nature*)

2nd International Conference on Negative CO2 Emissions – Gothenburg, June 2022 (Papers: *Science or morality? The effects of frames on stakeholder deliberation, a field experiment; The Way to Net-Zero: Exploring Stakeholder Perceptions*)

ARCS Annual Conference – Milan, June 2022 (Paper: *Science or morality? The effects of frames on stakeholder deliberation, a field experiment*)

GRONEN Conference – Amsterdam, June 2022 (Paper: *Science or morality? The effects of frames on stakeholder deliberation, a field experiment*)
Invited speaker in a Plenary Session (*Imagining a New Place for Sustainability (Scholars) In Management Studies: An Early-Career Perspective*)

LUISS University – Invited seminar, Rome, May 2022 (Paper: *“Die now of hunger or later of thirst”: Understanding Vulnerable Organizations Adaptation to Climate Change*)

Bayes Business School – Invited virtual seminar, May 2022 (Paper: *“Die now of hunger or later of thirst”: Understanding Vulnerable Organizations Adaptation to Climate Change”*)

Academy of Management Review Workshop – Barcelona, Feb 2022 (Accepted proposal: *The Colonial Rebound Effect: How Brazilian Traditional Communities Merge the Western and the Native Worldviews*)

Hughes Hall, University of Cambridge – Invited seminar, Cambridge (UK), Feb 2022 (Paper: *The way to Net-Zero and Beyond: Informing European Climate Policy through NEGEM*)

Catolica University Lisbon – Invited seminar, Lisbon, Nov 2021 (Paper: *The Grasshopper and the Ant: Explaining the Variation in Organizational Responses to Climate Change*)

University of Cambridge Judge Business School – Invited seminar in Energy Policy Research Group, Cambridge (UK), Nov 2021 (Paper: *Science or morality? The effects of frames on stakeholder deliberation, a field experiment*)

Bocconi University – Invited virtual seminar, Oct 2021 (Paper: *The Grasshopper and the Ant: Explaining the Variation in Organizational Responses to Climate Change*)

Cambridge Zero Research Symposium– Invited virtual seminar, Oct 2021 (Paper: *The Grasshopper and the Ant: Explaining the Variation in Organizational Responses to Climate Change*)

Cambridge Climate Change Festival – Invited virtual seminar, Oct 2021 (Paper: *The way to Net-Zero and Beyond: Informing European Climate Policy through NEGEM*)

Nova School of Business and Economics – Invited virtual seminar, Sept 2021 (Paper: *The Grasshopper and the Ant: Explaining the Variation in Organizational Responses to Climate Change*)

Academy of Management Annual Meeting, ONE Division – Virtual, Aug 2021 (*Invited paper for a symposium: The Grasshopper and the Ant: Explaining the Variation in Organizational Responses to Climate Change*)
Co-organization of a Professional Development Workshop (*Step ONE: Starting Your Sustainability PhD Journey with ONE*)

Society of Business Ethics Annual Meeting - Virtual, Aug 2021 (Paper: *Rediscovering the Bucolic Tale: The Role of Place Embeddedness in Fostering Sustainable Practices*)

EGOS Annual Conference – Virtual, July 2021 (Paper: *Rediscovering the Bucolic Tale: The Role of Place Embeddedness in Fostering Sustainable Practices*)
Participation in a PDW on stakeholder deliberation (Paper: *Science or morality? The effects of frames on stakeholder deliberation, a field experiment*)

ARCS Annual Conference – Virtual, June 2021 (Paper: *Organizational Post-Traumatic Growth: How Disasters Affect Responsiveness to Environmental Forces*)
Participation in the ARCS Doctoral Consortium (Paper: *Organizational Post-Traumatic Growth: How Disasters Affect Responsiveness to Environmental Forces*)

Business and Society Research Development Workshop – University of Bath, Centre for Business, Organisations and Society, May 2021 (Paper: *Rediscovering the Bucolic Tale: The Role of Place Embeddedness in Fostering Sustainable Practices*)

University of St. Gallen – Virtual Brownbag Seminar, Feb 2021 (Paper: *Rediscovering the Bucolic Tale: The Role of Place Embeddedness in Fostering Sustainable Practices*)

Cambridge Judge Business School – PhD Seminar, Feb 2021 (Paper: *Rediscovering the Bucolic Tale: The Role of Place Embeddedness in Fostering Sustainable Practices*)

Rotterdam School of Management – Invited seminar, Nov 2020 (Paper: *The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*)

Academy of Management Discoveries Workshop – Virtual, Nov 2020 (Paper: *Organizational Post-Traumatic Growth: How Disasters Affect Responsiveness to Environmental Opportunities and Threats*)

Strategic Management Society Annual Meeting – Virtual due to Covid-19 outbreak - London, Oct 2020 (Paper: *The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*) – Finalist for the Research Methods Prize and nominated for the Best PhD Paper Prize, Recipient of the Honorable Mention Award of the Behavioral Strategy Interest Group

Participation in Paper Development Workshops

Sustainability PhD Community – Virtual Seminar, Oct 2020 (Paper: *The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*)

Academy of Management Annual Meeting, ONE Division – Virtual due to Covid-19 outbreak - Vancouver (BC), Aug 2020 (Papers: *Organizational Post-Traumatic Growth: How Disasters Affect Responsiveness to Environmental Forces*; *Rediscovering the Bucolic Tale: The Role of Place Embeddedness in Fostering Sustainable Practices*; *Enablers and Tensions of Voluntary Sustainability Standards' Successful Implementation Process*)

Participation also in the ONE Doctoral Consortium (Paper: *The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*)

EGOS Doctoral Consortium – Virtual Seminar due to Covid-19 outbreak, July 2020 (Paper: *The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*)

GRONEN Reading Group – Virtual Seminar due to Covid-19 outbreak, July 2020 (Paper: *Ambidextrous (Re)coupling: How to Enable the Implementation Process of Voluntary Sustainability Standards*)

ARCS Annual Conference – Cancelled due to Covid-19 outbreak - Milan, June 2020 (Paper: *Organizational Post-Traumatic Growth: How Disasters Affect Responsiveness to Environmental Forces*)

Sustainability Salon at Ivey Business School – Virtual Seminar, May 2020 (Paper: *Organizational Post-Traumatic Growth: How Disasters Affect Responsiveness to Environmental Forces*)

ARCS PhD Sustainability Academy - London (ON), Nov 2019 (Paper: *Rediscovering the Bucolic Tale: The Role of Place Embeddedness in Fostering Sustainable Practices*)

Strategic Management Society Annual Meeting - Minneapolis (MN), Oct 2019 (Paper: *When the Going Gets Risky: How Climate Risk Perception and Risk Attitude Affect Sustainable Practices*)

Participation also in the Paper Development Workshop

European Roundtable for Sustainable Consumption and Production - Barcelona, Oct 2019 (Paper: *The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*)

Participation in PhD Day

Society of Business Ethics Annual Meeting - Boston (MA), Aug 2019 (Paper: *The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*)

Emerging Scholar Award receiver

EDAMBA Summer Academy - Athens, July 2019 (Paper: *Rediscovering the Bucolic Tale: The Role of Place Embeddedness in Fostering Sustainable Practices*)

Esade PhD Paper Development Workshop – Barcelona, July 2019 and June 2020

With Prof. Ruth Aguilera

Misbehavior BCN Meeting - Barcelona, June 2019 (Paper: *The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*)

IABS Business & Society Paper Development Workshop - Barcelona, June 2019 (Paper: *Rediscovering the Bucolic Tale: The Role of Place Embeddedness in Fostering Sustainable Practices*)

Esade Business & Society and Institute of Social Innovation Seminars – Barcelona

Nov 2020 (*Paper: The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*)

Feb 2020 (*Paper: The Grasshopper and the Ant: Why some Vulnerable Organizations Adapt to Climate Change and Others Do Not*)

June 2019 (PhD Thesis Proposal)

June 2018 (*Paper: When Standards Lead to a Non-Standard World: What Explains Differences in Implementation Quality of Voluntary Sustainability Standards in Developing Countries*)

LANGUAGES

- Italian (mother tongue)
- English (fluent: working language)
- Spanish (fluent)
- Portuguese (fluent)
- French (intermediate)
- Catalan (basic)

SOFTWARE

Quantitative: Stata (very high proficiency); MPlus 8 (very high proficiency); LISREL 8 (high proficiency); SmartPLS (high proficiency); SPSS (high proficiency); R (basic proficiency).

Qualitative: NVIVO 12 (very high proficiency).

Teaching: Zoom (very high proficiency), Miro (very high proficiency), Flipgrid (high proficiency)