

# CURRICULUM VITAE

ANSELM SCHNEIDER

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Anselm Schneider (anselm.schneider@sbs.su.se)

Stockholm University

Stockholm Business School

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## ACADEMIC STUDIES

PhD at the University of Zurich	02/2014
PhD studies at the University of Zurich	09/2009-09/2013
PhD studies at the Freie Universität Berlin	9/2007-9/2008
Diploma in economics at the Freie Universität Berlin	07/2006
Studies of economics at the Freie Universität Berlin	04/2000 – 07/2006

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## RESEARCH INTERESTS

Corporate Governance  
Corporate Social Responsibility (CSR)  
Corporate Sustainability  
Digital Capitalism  
Global Governance  
Organization Theory  
Sustainable Development  
Theories of the Firm

## PUBLICATIONS

### Journal articles

- Schneider, A. (2024). Aligning corporate behaviour with the public good: A commentary on Bennett and Claassen. *Review of Social Economy*. Forthcoming.
- Schneider, A. (2023). Untaming Grand Challenges research: Against a de-politicization of Grand Challenges. *Business & Society*. Forthcoming.
- Schneider, A., Hinton, J., Collste, D., González, T.S., Cortes-Calderon, S., & Aguiar, A.P.D. 2020. Can transnational corporations leverage systemic change towards a "sustainable" future? *Nature Ecology & Evolution*, 4(4), 491-492. (Editor-reviewed comment)
- Schneider, A. 2020. Bound to fail? Exploring the systemic pathologies of CSR and their implications for CSR research. *Business & Society*, 59(7): 1303-1338.
- Schneider, A., & Scherer, A.G. 2019. State governance beyond the 'shadow of hierarchy': A social mechanisms perspective on governmental CSR policies. *Organization Studies*, 40(8): 1147-1168.
- Schneider, A., Wickert, C., & Marti, E. 2017. Reducing complexity by creating complexity: A systems theory perspective on how organizations respond to their environments. *Journal of Management Studies*. 54, 182-208. (Finalist for the JMS 2017 best paper award)
- Schneider, A. 2015. Reflexivity in sustainability accounting and management – Transcending the economic focus of corporate sustainability. *Journal of Business Ethics*. 127: 525-536.
- Schneider, A., & Scherer, A. G. 2015. Corporate governance in a risk society. *Journal of Business Ethics*. 126: 309-323.
- Schneider, A. 2014. Embracing ambiguity – lessons from the study of corporate social responsibility throughout the rise and decline of the modern welfare-state. *Business Ethics: A European Review*, 23: 293-308.
- Scherer, A.G., Baumann-Pauly, D. & Schneider, A. 2013. Democratizing corporate governance: Compensating for the democratic deficit of corporate political activity and corporate citizenship. *Business and Society*, 52: 473-514.
- Schneider, A., & Meins, E. 2012. Two dimensions of corporate sustainability assessment: Towards a comprehensive framework. *Business Strategy and the Environment*. 21: 211-222.

### Articles in other journals

- Schneider, A. 2010. Nachhaltigkeit im Unternehmen. *Umwelt Perspektiven*, 5/10.
- Schneider, A. 2009. Ganzheitliche Unternehmensführung. *Druckmarkt*: 66-68.
- Schneider, A. & Meins, M. 2008. Nachhaltigkeit bewerten. *Umwelt Perspektiven*, 6/08: 13-15.

## Book chapters

- Luyckx, J., Schneider, A. & Kourula, A. 2022. Learning from alternatives: Analyzing the potential and limitations of alternative organizational forms as starting points for improving the corporation. *Research in the Sociology of Organizations*, 74.
- Schneider, A., & Scherer, A.G. 2019. Reconsidering the legitimacy and efficiency of corporate strategies - A case for organizational democracy. In A. Sales (Ed.). *Corporate social responsibility. Institutional and organizational perspectives*. Springer.
- Schneider, A. 2018. Unbundling corporate sustainability management and assessment. In H. Borland, A. Lindgren, J. Vanhamme, F. Maon, V. Ambrosini., & B. Palacio Florencio (Eds.). *Business strategies for sustainability: A research anthology*. Routledge: New York.
- Peels, R., Echeverria, E.M., Aissi, J., & Schneider, A. 2017. Las responsabilidades sociales de las empresas en los acuerdos comerciales. In: *Manual de evaluación de las disposiciones laborales en acuerdos comerciales y de inversión*. Organización Internacional de Trabajo.
- Peels, R., Echeverria, E.M., Aissi, J., & Schneider, A. 2016. Corporate Social Responsibility in trade agreements. In *Handbook on assessment of labour provisions in trade and investment arrangements* (pp.113-117). International Labour Organization: Geneva.
- Peels, R., & Schneider, A. 2014. The potential role of the ILO to enhance institutional coherence on CSR in international trade and investment agreements. In J. Wouters, G. Rayp, L. Beke, & Marx, A (Eds.). *Protecting labour rights in a multi-polar supply chain and mobile global economy*. Special Issue of the Bulletin of Comparative Labour Relations. Kluwer, Netherlands.
- Schneider, A., & Scherer, A.G. 2013. Unternehmen, Menschenrechte und Global Governance: Zur Umsetzung von Compliance auf Unternehmensebene. In M. Bungenberg, A. Dutzi, P. Krebs & N. Zimmermann (Eds.), *Compliance und Corporate Social Responsibility – Chancen und Risiken sanfter Regulierung* (pp. 58-80). Nomos: Wiesbaden.
- Scherer, A.G., & Schneider, A. 2012. Corporate Citizenship und Corporate Governance: Ein Ansatz zur Behebung des Legitimitätsdefizits der Corporate Political Activities von multinationalen Unternehmen. In Eberl, P., Geiger, D., & Koch, J (Eds.). *Organisation und Komplexität: Unternehmenssteuerung zwischen Ordnung und Chaos*, pp. 73-106. Berlin: Erich Schmidt Verlag.
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## WORKING PAPERS

- Peels, R., Echeverria, E.M., Aissi, J., & Schneider, A. 2016. The potential role of the ILO to enhance institutional coherence on CSR in international trade and investment agreements. ILO research paper No. 13.
- Schneider, A. & Scherer, A.G. 2012. Private business firms, human rights, and global governance issues: An organizational implementation perspective. NCCR working paper 2012/21.
- Schneider, A., & Scherer, A. G. 2010. Globalization and the political role of the firm: Implications for corporate governance. *IOU Working Paper No. 118*.
- Schneider, A., & Meins, E. 2009. The unrecognized future dimension of corporate sustainability assessment. *CORE conference Working Paper Series, Berlin*.

## PRESENTATIONS

### Academic

- The strength of weak lies: Forging a collective identity to mobilize climate deniers. Paper presented at the EGOS 2023 Colloquium, Cagliari, 2023.
- Business as a barrier to climate change mitigation - Exploring the vicious circle between profit, growth and consumption. Paper presented at the EGOS 2022 Colloquium, Vienna, 2022.
- We are winning in Europe. Stabilization dynamics of challenger fields in the case of organized climate change denial. Together with John Murray. Paper presented at the virtual EGOS 2021 Colloquium, Amsterdam, July 7-9 2021.
- Bound to fail? Exploring the systemic pathologies of CSR and their implications for CSR research. Seminar presentation at REMARC\_PRA seminar at the University of Pisa (via zoom), February 4, 2021.
- There is no alternative (this time): management theory as applied earth system stewardship. Together with John Murray. Paper presented at the virtual EGOS 2020 Colloquium, Hamburg, July 7-9 2020.
- Merchants of solace: organized climate denial as constituency building. Together with John Murray. Paper presented at the virtual EGOS 2020 Colloquium, Hamburg, July 7-9 2020.
- Bound to fail? Exploring the systemic pathologies of CSR and their implications for CSR research. Seminar presentation at Stockholm Resilience Center, September 25, 2019.
- Societal level institutions – A nested fields perspective. Together with John Murray. Paper presented at the Workshop on new institutionalism in organisation theory, Uppsala University, March 14-16, 2019.
- Government beyond the shadow of hierarchy - Business firms as intermediate governance actors. Together with Andreas Georg Scherer. Paper presented at the workshop “Government and the governance of business conduct” at Copenhagen Business School, September 29-30 2016.
- Government beyond the shadow of hierarchy - Business firms as intermediate governance actors. Together with Andreas Georg Scherer. Presented by Andreas Georg Scherer at

- the 76th Annual Meeting of the Academy of Management in Anaheim, August 5-9 2016.
- Governance problems in digital capitalism – The potential role of corporate governance.  
Paper presented at the EGOS 2016 Colloquium, Naples, July 7-9 2016.
- Government beyond the shadow of hierarchy. Addressing sustainability challenges through CSR policies. Together with Andreas Georg Scherer. International Conference on Business, Policy and Sustainability, Copenhagen Business School, Copenhagen, June 16-17 2016.
- Reducing Complexity by Creating Complexity. Presentation at SCORE, February 25, 2016.
- Trusteeship versus performance: Two finance logics as a source of heterogeneity in socially responsible investing firms. Together with Emilio Marti, 2015 CMS Conference, Leicester.
- Socially responsible investing as a driver of corporate social responsibility? Together with Emilio Marti. Paper presented at the EGOS 2015 Colloquium, July 2-4, Athens.
- Organizational responses to environmental complexity from a systems theory perspective: The case of corporate social responsibility. Together with Christopher Wickert and Emilio Marti. Paper presented at the VHB WK Organization Workshop 2015, University of Zurich, February 12-13, 2015.
- Government beyond the shadow of hierarchy - The case of the CSR policies of the European union. Together with Andreas Georg Scherer. Paper presented at the EBEN Annual Conference 2014, Berlin.
- Modelling the interrelationship between business and society: A complexity perspective. Together with Christopher Wickert & Emilio Marti. Paper presented at the 74th Annual Meeting of the Academy of Management in Philadelphia, August 1-5, 2014 (OMT division)
- Corporate social responsibility policies. Increasing business power or regulatory coherence? Together with Andreas Georg Scherer. Paper presented at the 30th EGOS Colloquium 2014, Rotterdam.
- The potential role of the ILO MNE Declaration to enhance institutional coherence on CSR in international trade and investment agreements. Together with Rafael Peels. Paper presented at the workshop “*Fostering Labor Rights in the Global Economy*“, Leuven Centre for Global Governance Studies, KU Leuven (Belgium), February 20-21, 2014.
- Let’s get complex. Reconsidering research on the relationship of business and society from a social systems theory perspective. Together with Christopher Wickert & Emilio Marti. Paper accepted for presentation at the *Journal of Management Studies conference “Managing complexity within and across organizational boundaries”*, Möller Centre, Churchill College, Cambridge, UK, March 24-26, 2014.
- Tackling the unmet promise of business self-regulation: An organizational implementation perspective. Together with Andreas Georg Scherer. *Paper presented at the Academy of Management Annual Meeting*, Orlando, USA, August 9-13, 2013.

- Unbundling the perception of corporate sustainability – A configurational approach. *Paper presented at the Academy of Management Annual Meeting*, Orlando, USA, August 9-13, 2013.
- Embracing ambiguity - CSR throughout the rise and decline of the modern welfare state. *Paper presented at the Academy of Management Annual Meeting*, Orlando, USA, August 9-13, 2013.
- Financialization and socially responsible Investing: A qualitative study. Together with Emilio Marti, E. *Paper presented at the 29<sup>th</sup> EGOS Colloquium*, Montréal, Canada, July 4-6, 2013.
- Reconsidering the legitimacy and efficiency of corporate strategies - A case for democratic corporate governance. Together with Andreas Georg Scherer. *Paper presented at the 21<sup>th</sup> EURAM conference* Rotterdam (Netherlands), June 5-8, 2012.
- Unbundling the perception of corporate sustainability – A configurational approach. *Paper presented at the 21<sup>th</sup> EURAM conference*, Rotterdam (Netherlands), June 5-8, 2012.
- CSR and the rise and decline of the modern welfare state - A diachronic account. *Paper accepted for presentation at the 28<sup>th</sup> EGOS conference*, together with Andreas Scherer, Gothenburg (Sweden), July 2-7, 2012.
- Government beyond the shadow of hierarchy - Towards effective CSR orchestration. *Paper presented at the workshop 'The Emerging Frontiers for Private and Public Regulation of Corporate Social Responsibility (CSR)'* together with Andreas Georg Scherer at the Copenhagen Business School (Denmark), May 2-3, 2012.
- Some fundamental issues in transdisciplinary research on corporate sustainability. *Paper presented at the Sustainability Summit* at the Leuphana University Lüneburg (Germany), 29 February – 2 March, 2012.
- Unternehmen, Menschenrechte und Global Governance: Zur Umsetzung von Compliance auf Unternehmensebene. *Paper presented at the conference Corporate Compliance und Corporate Social Responsibility – Chancen und Risiken sanfter Regulierung*, together with Andreas Georg Scherer, Siegen (Germany), February 09-10, 2012.
- Democratizing Corporate Governance: Compensating for the democratic deficit of corporate political activity and corporate citizenship. *Paper presented at the 2011 Annual Meeting of the Academy of Management*, together with Andreas Georg Scherer, San Antonio (Texas), August 12-16, 2011.
- Globalization and the political role of the firm: implications for corporate governance. *Paper presented at the 2011 Annual Meeting of the Society for Business Ethics*, together with Andreas Georg Scherer, San Antonio (Texas), August 11-14, 2011.
- The democratization of corporate boards: Reconciling legitimacy and efficiency by deliberation. *Paper presented at the 7th International Critical Management Studies Conference*, together with Andreas Georg Scherer, Naples (Italy) July 11-13, 2011.
- Principles for designing superior stakeholder organizations: Reconciling efficiency and legitimacy by communication, *paper presented at the 1<sup>st</sup> Interdisciplinary Conference On Stakeholders, Resources And Value Creation*, Barcelona (Spain), June 7-7, 2011.
- Polanyi reloaded - a historical perspective on the relationship between corporate responsibility and the welfare-state, *paper presented at the 11<sup>th</sup> EURAM conference*, Tallin (Estonia), June 1-4, 2011.

Human rights issues in world trade: Organizational implications of legal and social responsibilities. *Co-facilitator of a workshop*, Zurich (Switzerland), November 25, 2010.

Corporate citizenship and corporate governance – compensating for the democratic deficit of corporate political activity. *Paper presented at the 4<sup>th</sup> International CSR-Conference “CSR Challenges around the Globe”* together with Andreas Georg Scherer & Dorothee Baumann, Berlin (Germany), September 22-24, 2010.

Incomplete observations and constructed relevance: a framework for the assessment and management of corporate sustainability. *Paper presented at the Corporate Responsibility Research Conference 2010*, Marseille (France), September 15-17, 2010.

Politicized corporations and legitimacy gaps: challenges for corporate governance. *Paper presented at the EBEN conference*, Trento (Italy), September 9-11, 2010.

Globalization and the political role of the firm: implications for corporate governance. *Paper presented at the 2010 Annual Meeting of the Academy of Management*, Montréal (Canada), August 8-10, 2010.

Closing the legitimacy gap in corporate governance: governing the multinational corporation by means of democratic decision making. *Paper presented at the 26<sup>th</sup> EGOS Colloquium 2010*, Lisbon (Portugal), June 28 -July 3, 2010.

Corporate Citizenship and Corporate Governance – compensating for the democratic deficit of corporate political activity. *Paper presented at the Fourth International Colloquium on Corporate Political Activity “The Governance Challenges of Corporate Political Activity”* together with Andreas Georg Scherer & Dorothee Baumann, Long Island University, May 20-22, 2010.

A model of corporate sustainability. *Paper presented at the 8<sup>th</sup> ESEE conference*, Ljubljana (Slovenia), June 29 – July 2, 2009.

The unrecognized future dimension of corporate sustainability assessment. *Paper presented at the CORE conference IV*, Berlin (Germany), June 15-16, 2009.

## Presentations for a general audience

" Business and sustainability " Panel chair, Sustainability Day 2021 at Stockholm Business School, May 12, 2021.

“The political power of multinational corporations”. Public lecture in the lecture series “The political responsibility of business” at the FH Wien (via zoom), October 22, 2020.

"Business and sustainability" Panel chair, Sustainability Day 2019 at Stockholm Business School, May, 2019.

"Why should business students care about sustainability?" Panel discussion, Sustainability Day 2017 at Stockholm Business School, Feb 2, 2017.

"Why should business students care about sustainability?" Panel discussion, Sustainability Day 2016 at Stockholm Business School, May 4, 2016.

Warum nachhaltig geführte Unternehmen besser mit gesellschaftlichen Risiken umgehen können. Presentation at the Scientifica 2013, Zürich, August 01, 2013.

FDI risk assessment: toward best principle and best practice. *Co-facilitator of a workshop at the Global Risk Forum*, Davos (Switzerland), May 29 – June 5, 2010.

## MEMBERSHIPS

Academy of Management

European Group for Organization Studies

Member of the competence centre for human rights at the University of Zurich

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## RESEARCH GRANTS

1.2 Mio SEK from Handelsbankens Forskningsstiftelser for the project *Institutional work in interlaced fields: The case of climate change and Corporate Political Activity* (2019-2021)

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## TEACHING

### Courses & Seminars

Spring 2023: - Course “Business, politics & culture“ (BA level), Stockholm Business School  
- Course “Power and resistance in organizations” (MA level), Stockholm Business School  
- Guest lectures on corporate social responsibility in the courses CSR, ORG 1, and GMGT

Fall 2022: - Course “Business & society” (MA level), Stockholm Business School  
- Seminar “Research methods” (BA level), Stockholm Business School  
- Guest lecture on globalization in the CSR elective course, and guest lectures on corporate social responsibility in the courses ORG 1, and GMGT

Spring 2022: - Course “Business, politics & culture“ (BA level), Stockholm Business School  
- Course “Power and resistance in organizations” (MA level), Stockholm Business School  
- Guest lectures on corporate social responsibility in the courses CSR, ORG 1, and GMGT

Fall 2021: - Course “Business & society” (MA level), Stockholm Business School  
- Seminar “Research methods” (BA level), Stockholm Business School  
- Guest lecture on globalization in the CSR elective course, and guest lectures on corporate social responsibility in the courses ORG 1, and GMGT

Spring 2021: - Course “Business, politics & culture“ (BA level), Stockholm Business School  
- Course “Power and resistance in organizations” (MA level), Stockholm



Business School

- Course “Research methods” (BA level), Stockholm Business School
- Guest lectures on corporate social responsibility in the courses CSR, ORG 1, and GMGT

- Fall 2020:
- Course “Business & society” (MA level), Stockholm Business School
  - Seminar “Research methods” (BA level), Stockholm Business School
  - Guest lecture on globalization in the CSR elective course, and guest lectures on corporate social responsibility in the courses ORG 1, and GMGT
- Spring 2020:
- Course “Business, politics & culture“ (BA level), Stockholm Business School
  - Course “Power and resistance in organizations” (MA level), Stockholm Business School
  - Seminar “Research methods” (BA level), Stockholm Business School
  - Guest lectures on corporate social responsibility in the courses ORG 1, and GMGT
- Fall 2019:
- Course “Business & society” (MA level), Stockholm Business School
  - Seminar “Research methods” (BA level), Stockholm Business School
  - Guest lecture on globalization in the CSR elective course, and guest lectures on corporate social responsibility in the courses ORG 1, and GMGT
- Spring 2019:
- Course “Business, politics & culture“ (BA level), Stockholm Business School
  - Course “Power, change and resistance” (MA level), Stockholm Business School
  - Seminar “Research methods” (BA level), Stockholm Business School
  - Guest lectures on corporate social responsibility in the courses ORG 1, and GMGT
  - International PhD course on sustainable management and CSR; Stockholm Business School, Copenhagen Business School & Aalto University
- Fall 2018:
- Course “Business & society” (MA level), Stockholm Business School
  - Seminar “Research methods” (BA level), Stockholm Business School
  - Guest lecture on globalization in the CSR elective course, and guest lectures on corporate social responsibility in the courses ORG 1, and GMGT
- Spring 2018:
- Course “Business, politics & culture“ (BA level), Stockholm Business School
  - Course “Power, change and resistance” (MA level), Stockholm Business School
  - Seminar “Research methods” (BA level), Stockholm Business School
  - Guest lectures on corporate social responsibility in the courses ORG 1, and GMGT
- Fall 2017:
- Course “Business & society” (MA level), Stockholm Business School
  - Seminar “Research methods” (BA level), Stockholm Business School
  - Guest lecture on globalization in the CSR elective course, and guest lectures on corporate social responsibility in the courses ORG 1, and GMGT
  - Lecture on CSR in the China-Sweden MBA programme
- Spring 2017:
- Course “Business, politics & culture“, Stockholm Business School
  - Seminar “Power, change and resistance”, Stockholm Business School
  - Seminar “Research methods”, Stockholm Business School
  - Guest lectures in the courses ORG 1, and GMGT

- Fall 2016: - Course “Business & society”, Stockholm Business School  
 - Seminar “Research methods”, Stockholm Business School  
 - Guest lectures in the courses CSR, ORG 1, and GMGT
- Spring 2016: - Course “Business, politics & culture“, Stockholm Business School  
 - Seminar “Power, change and resistance”, Stockholm Business School  
 - Guest lectures in the courses ORG 1 and GMGT
- Fall 2015: - Course “Business & society”, Stockholm Business School  
 - Guest-lecture in the CSR elective course, Stockholm Business School
- Spring 2015: - Seminar “Power, change and resistance”, Stockholm Business School  
 - Seminar “Organizations and leadership”, Stockholm Business School  
 - Guest-lecture in the CSR elective course, Stockholm Business School
- Fall 2012/2013: ‘Corporate Governance in a globalized economy’, Seminar for Master students at the University of Zurich.
- Spring 2011: ‘Globalisierung und gesellschaftlicher Wandel – Warum Unternehmen sich (wieder) um soziale Themen kümmern‘ 4 lectures in the CAS course ‘Corporate Responsibility / Social Management‘ at the Zürcher Hochschule für Angewandte Wissenschaften, Winterthur.

## Supervision of theses / Participation in committees

Co-supervision of PhD thesis: - Yashar Mahmud (2015-2020)

Supervised Msc theses: 26

Supervised Bsc theses: 60

- Discussant: - PhD thesis proposal seminar Emelie Anderson (2015), SCORE/SBS  
 - PhD thesis final seminar Brita Backlund Rambaree (2016), SU Sociology  
 - Member of licentiate grading committee Jennifer Hinton, Stockholm Resilience Center (2019)  
 - PhD final seminar Emelie Anderson (2019), SCORE/SBS

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## PROFESSIONAL SERVICE

Ad-hoc reviewer for the following publications:

*Academy of Management Review; British Journal of Management; Business Ethics Quarterly; Business Research; Business & Society; Business Strategy and the Environment; European Management Review; Corporate Governance: An International Review; Ephemera; Human Relations; International Business Review; International Journal of Production Economics; Journal of Business Ethics; Journal of Cleaner Production; Journal of Management Studies; M@n@gement; Nature Sustainability; New Media & Society; Organization; Organization Studies; Organization Theory; Oxford University Press; Review of Social Economy; SAGE open; Academy of Management Annual Meetings; Socio-Economic*

## PROFESSIONAL EXPERIENCE

Associate Professor (docent) Stockholm Business School	since 05/2022
Assistant professor (senior lecturer, tenured), Stockholm Business School	since 01/2019
Assistant professor (biträdande lektor), Stockholm Business School	since 01/2015 – 12/2018
CCRS, Center for Corporate Responsibility and Sustainability, University of Zurich Researcher	09/2008-03/2014
Lurgi India, New Delhi Internship in international project management	07/2006 – 10/2006