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**Professeur,  
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Professeur Titulaire de  
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## Contact

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## Formation

Ph.D. in Organizational Behavior (2010) - INSEAD  
Master in Public Administration (2001) - Major in Non Profit Management-  
HARVARD UNIVERSITY, John F. Kennedy School of Government  
Master in Urban Planning (1996) - ECOLE NATIONALE DES PONTS ET  
CHAUSSEES  
Master in Management (1994) - ESSEC Business School

## Biographie

Anne-Claire Pache is Professor in Social Innovation at ESSEC Business School in Paris, France. She is the chair holder of ESSEC's Chair in Philanthropy. She graduated from ESSEC Business School in 1994, holds a Master in Public Administration (2001) from Harvard University John F. Kennedy School of Government and a Ph.D. in Organizational Behavior from INSEAD (2010).

Her research interests lie at the intersection of organizational theory and social innovation, with a particular emphasis on pluralistic environments, hybrid organizations, and scaling-up processes in organizations. She has conducted qualitative studies in the field of social enterprises, corporate philanthropy and private foundations. She has authored several books and articles, including in the Academy of Management Review and Academy of Management Journal, Journal of Business Ethics, California Management Review and Leadership Quarterly. She served as ESSEC Dean for Academic Programs between 2014 and 2017. She is Associate Editor at Journal of Organization Design.

Before embarking on an academic career, Anne-Claire Pache was part of the co-founding team of Unis-Cité, a French nonprofit organization that pioneered youth civil service in France. She is still on the board of Unis-Cité today, as well as of an Impact Investment Fund.

## Thèmes de recherche

### Thèmes

My research interests lie at the intersection of organizational theory and social innovation, with a particular emphasis on pluralistic environments, hybrid organizations, and scaling-up processes in organizations.

### Secteurs

Social Entrepreneurship, Philanthropy, Social investing, Hybrid Organizations

## Publications

### Publications académiques

### Ouvrages

*Changer d'Echelle: Manuel pour maximiser l'impact des entreprises sociale.*  
Paris (France) : ESSEC Publishing, 2014

*La Philanthropie : Une affaire de familles.* (avec A. Gautier). Paris (France) : Autrement, 2014

## Articles

"Les clés d'une gestion hybride réussie" (J. Battilana, AC. Pache, M. Sengul, M. Kimsey), *Harvard Business Review*, juil. 2019, Vol. Août-Septembre 2019, Numéro 4, p. 67-75

"What Keeps Corporate Volunteers Engaged: Extending the Volunteer Work Design Model with Self-determination Theory Insights" (S. Van Schie, G. Arthur, AC. Pache, S. Güntert), *Journal of Business Ethics*, juin 2018

"From caring entrepreneur to caring enterprise: Addressing the ethical challenges of scaling up social enterprises" (K. André, AC. Pache), *Journal of Business Ethics* (2014)

"Harnessing productive tensions in hybrid organizations: The case of work integration social enterprises" (J. Battilana, M. Sengul, AC. Pache, J. Model), *Academy of Management Journal*, déc. 2015, Vol. 58, Numéro 6, p. 1658-1683

"Donations within limits" (S. Sandford, AC. Pache, A. Gautier), *Stanford Social Innovation Review*, nov. 2015, Vol. 1, Numéro 1, p. 20-25

"Making hybrids work: Aligning business models and organizational design for social enterprises" (F. Santos, AC. Pache), *California Management Review*, mai 2015

"A Global Family Affair" (AC. Pache, A. Gautier), *Stanford Social Innovation Review*, juin 2014, Vol. 1, Numéro 1, p. 61-62

"Evaluer l'impact social d'une entreprise sociale: Points de repères" (E. Stievenart, AC. Pache), *Revue Internationale de l'Economie Sociale*, janv. 2014, Vol. 331, Numéro 1, p. 76-92

"Research on corporate philanthropy: A review and assessment" (A. Gautier, AC. Pache), *Journal of Business Ethics*, nov. 2013, p. 1-27

"Inside the hybrid organization: Selective coupling as a response to competing institutional logics" (AC. Pache, F. Santos), *Academy of Management Journal*, août 2013, Vol. 56, Numéro 4, p. 972-1001

"Embedded in hybrid contexts: How individuals in organizations respond to competing institutional logics" (AC. Pache, F. Santos), *Research in the Sociology of Organizations*, juil. 2013, Vol. 39, p. 3-35

"La philanthropie familiale en France" (A. Gautier, AC. Pache), *La Revue des Deux Mondes*, déc. 2012, Vol. 12, Numéro 3, p. 28-37

"Social entrepreneurs as institutionally embedded entrepreneurs: Towards a new model of social entrepreneurship education" (AC. Pache, I. Chowdhury), *Academy of Management Learning and Education*, sept. 2012, Numéro 11, p. 494-510

"Leadership Competencies for Implementing Planned Organizational Change" (J. Battilana, M. Gilmartin, M. Sengul, AC. Pache, J. Alexander), *Leadership Quarterly*, juil. 2010, Vol. 21, Numéro 3, p. 422-438

"When Worlds Collide: The Internal Dynamics of Organizational Responses to Conflicting Institutional Demands" (AC. Pache, F. Santos), *Academy of Management Review*, juil. 2010, Vol. 35, Numéro 3, p. 455-476

"Changer d'échelle : Vers une typologie des stratégies d'expansion géographique des entreprises sociales" (AC. Pache, G. Chalençon), *Revue Internationale des Etudes Coopératives, Mutualistes et Associatives (RECMA)*, juil. 2007, Numéro 305

## **Chapitres**

*How do we know when social innovation works? A review and contingency model of social impact assessment.* In: *Handbook of Inclusive Innovation* (avec G. Molecke). Glos (UK) : Edward Elgar Publishing, Gerard George, Ted Baker, Paul Tracey, Havovi Joshi. 2019, p. 83-106

*Changer d'Echelle.* In: *Entreprise(s) et Entrepreneuriat Social(es)* (avec G. Chalençon). : ABI Editions, Amadio, N. and Collin, P. (eds). 2009

## **Publications professionnelles**

### **Ouvrages**

*Demain le Service Civil.* (avec L. Sheperd, M. Trellu). : Village Mondial, 2006

### **Articles**

"Entreprises d'insertion : des entreprises qui se professionnalisent" (AC. Pache), *CNEI Mag*, mars 2008

"Changer d'échelle. Dupliquer les réussites sur de nouveaux territoires: une voie pour développer l'entrepreneuriat social, " (AC. Pache, G. Chalençon), *publication hors collection par l'AVISE*, mai 2006

"De l'idée au projet: repères pour la création et le développement d'une structure de médiation multiservice" (AC. Pache, G. Chalençon,), *Les Cahiers de l'AVISE*, avr. 2004

### **Working Papers**

"Nonprofit Roles in For-profit Firms: The Institutionalization of Corporate Philanthropy in France" (A. Gautier, AC. Pache, I. Chowdhury). Essec Research Center, DR-1319 nov. 13.

"Giving in France: A Philanthropic Renewal after Decades of Distrust" (A. Gautier, AC. Pache, V. Mossel). Essec Research Center, DR-1318 nov. 13.

"Inside the hybrid organization: An organizational level view of responses to conflicting institutional demands" (AC. Pache, F. Santos). Essec Research Center, DR-11001 août 10.

### **Autres publications**

#### **Communications publiées**

"Nonprofit roles in forprofit firms: The institutionalization of corporate philanthropy in France", avec A. Gautier, I. Chowdhury. In : *Best paper proceedings of the Academy of Management Annual Meeting*, Academy of Management Annual Meeting (Orlando. Orlando (USA) : Academy of Management , 2013.

"The politics of organizational responses to conflicting institutional demands", In : *Best Papers Proceedings*, 70th Annual Meeting of the Academy of Management (San Antonio). : Academy of Management, 2011.

"The arts of balancing conflicting institutional demands: The case of social integration enterprises", In : *Best Paper Proceedings of the Academy of Management Meeting*, Academy of Management Meeting. Montreal : academy of management, 2010.

"Organizational responses to conflicting institutional demands", In : *Best papers Proceedings of the Sixty-sixth Annual Meeting of the Academy of Management*, Sixty-sixth Annual Meeting of the Academy of Management. : George T. Solomon (Ed), 2007.

## **Enseignement**

### **Enseignement à l'ESSEC**

#### **Master in Management**

- The Social Economy Today
- Managing a Social Enterprise
- Creating a Social Enterprise
- Applied Seminar in Social Entrepreneurship
- Philanthropy: Strategies and Impact

#### **Global Master in Business Administration**

- Business and Society

#### **Executive Education**

- Managing the Social Enterprise
- French Certificate of Fundraising

## **Autres activités**

### **Prix et distinctions**

Harvard Club of France Fellow (1999)  
Harvard Club of France Scholarship (1999-2001)  
Arthur Sachs Scholarship for Harvard Kennedy School (1999-2001)  
Annette Kate Fellowship for Harvard Kennedy School (2000-2001)

### **Activités scientifiques**

#### **Membre d'un comité de lecture**

*Journal of Organization Design*, Springer

### **Communications présentées à des conférences**

### **Affiliations et activités académiques**

**Membership**

- Academy of Management (OMT, SIM, NPP)
- EGOS

**Ad-hoc Reviewer**

- Academy of Management Review
- Academy of Management Journal
- Administrative Science Quarterly
- Organization Science
- Organization Studies
- Academy of Management Annual Meeting (OMT division, PNP division)