
CV

DR JACOBO RAMIREZ

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Dr Jacobo Ramirez is an associate professor of Latin American Business Development at Copenhagen Business School (CBS). Ramirez's main research interest is organisational strategy in fragile states and other complex institutional environments facing security risks, displacement and social unrest. Ramirez is a professional communicator who can address a wide range of audiences in both verbal and written communication, as shown by his 23 peer-reviewed journal articles, 17 book chapters, 6 co-edited books, and 2 case studies (listed at the end of this document). Ramirez's current work focuses on renewable energy investments in emerging markets. Ramirez is a Mexican–Danish double national born in Mexico, and has lived and worked in Copenhagen since 2006.

Education

Doctor of Business Administration (DBA), 2005: School of Management at Newcastle University, England, in cooperation with Grenoble School of Management, France

Thesis: "Technology, Culture, and HRM: A 'Neo-Contingency' Anglo-French Comparison"

Master of Organisational Development, 1999: University of Monterrey, Campus Monterrey, Mexico

Master of Business Administration (MBA), 1994: Tecnologico de Monterrey, Campus Monterrey, Mexico

Bachelor of Science in Human Resources Management (HRM), 1992: Tecnologico de Monterrey, Campus Monterrey, Mexico

Research Areas of Interest

- Development Studies in Latin America
- Environmental Justice and Green Transition
- Business and Human Rights
- Organisations' Strategies in Complex Security-Risk Environments
- People Management

Professional Experience

COPENHAGEN BUSINESS SCHOOL (CBS), Copenhagen, Denmark

Department of Management, Society and Communication (MSC)

Associate Professor in Latin America Business Development: February 2022-Present

- Research on business development in Latin America.
- Coordinate with cross-functional practitioners and government offices to facilitate discussion and research into current business and societal trends.
- Leverage personal teaching cases of Danish firms in the Global South as primary teaching strategy.
- Lead courses in both bachelor- and master-level programmes, coordinating courses such as *Leading & Managing in Latin America* and *Business Strategies in Latin America & the Caribbean*.
- Teach executive education programmes and provide consultations for international companies.

Assistant Professor in Latin American Business Development: February 2013–2022

External Lecturer at CBS (without research activity): 2006–2008, 2010–2012

TECNOLOGICO DE MONTERREY, Monterrey, Mexico

Assistant Professor: 1997–2011

- Successfully designed and implemented online HRM and management courses, facilitated in both Spanish and English, to support university goals of reaching international students.
- Designed and chaired numerous international business workshops in France, UK, Iran, and Mexico.
- Developed HRM sections of international management study curriculum.

(Leave without research activity: 2006–2008, 2010–2011)

Language and Computer Skills

- Spanish: Native; English: Fluent; Danish: Advanced; French: Advanced
- Blackboard (online teaching), Microsoft Office, SPSS, NVivo 11

Citations (as of June 2022)

- **Web of Science Publons (ID E-9162-2017)**: 35 documents, 137 citations, h-index: 7
- **Scopus (SC 56368962800)**: 27 documents, 170 citations, h-index: 6
- **Google Scholar**: 62 documents, 529 citations, h-index: 9

Teaching: Course Evaluation Scores at CBS

- 2021: Annual average score at CBS: 4.05/5.00
- 2020: Annual average score at CBS: 3.95/5.00
- 2019: Annual average score at CBS: 4.23/5.00
- 2018: Annual average score at CBS: 3.95/5.00
- 2017: Annual average score at CBS: 4.13/5.00
- 2016: Annual average score at CBS: 3.82/5.00
- 2015: Annual average score at CBS: 4.03/5.00
- 2013: Annual average score (1 course) at CBS: 4.50/5.00
- 2012: Annual average score at CBS: 3.98/5.00
- 2011: Annual average score (1 course) at CBS: 4.70/5.00

Professional and Academic Services

Editorial Board Memberships:

- International Journal of Emerging Markets (IJoEM) (2019–present)
- Academy of Management Learning & Education (AMLE) (2011–present)
- European Journal of International Management (EJIM) (2008–present)
- Regions & Cohesion (2008–present)

Committee Memberships:

- [Latin America Business Forum](#) at Copenhagen Business School (CBS), Denmark (2013–present)
- Consortium for Comparative Research on Regional Integration and Social Cohesion (RISC) at Université du Luxembourg, Luxembourg (2008–present)

Awards

1. The most popular teaching cases (2021). **The 'Case Centre'**. Case: [Building a 'Milky Way' from Denmark to Latin America and the Caribbean](#). Co-authored with S.V. Modrow and published in 2015.
2. Emerald Literati (2019). Highly Commended Paper award for the paper. [Ambidexterity strategies in illegitimate institutional contexts: the role of informal institutions](#). Co-authored with C. Vélez-Zapapata & S. Madero, and published in 2018 in *Management Research*, Vol. 16 No. 2, pp. 197-218.

Research Statement

Dr Jacobo Ramirez's research focus is on sustainable business development in Latin America, a region with security risks, fragile formal institutions and social unrest, among other features, yet also a growing income. Sustainable business development in such 'transition contexts' offers numerous research avenues. The first angle of Ramirez's research focuses on people management in security risk contexts; the second is on 'green business', with an emphasis on how businesses can help to mitigate the impact of climate change. Through these two avenues, Dr

Ramirez has been able to propose novel methodologies and strategies to discuss sustainable business in Latin America. 'Sustainable development' is a broad term. From a business perspective, it refers to the development of strategies that ensure a business can continue to exist and progress in the future. Through studies on the private sector, particularly Danish firms in the Global South, Ramirez has designed novel methodologies and strategies with which to study and propose organisational strategies to overcome institutional change. Over the last eight years, Dr Ramirez has cultivated a research agenda on the relationship between transitioning institutional contexts and the development of local and foreign organisations operating in Latin America. Ramirez's current research work aims to evaluate how governments, organisations and civil society shape sustainable businesses and workplaces in the Global South. Dr Ramirez's ultimate goal is to bridge the gaps between business studies, humanities and the social sciences.

Peer-Reviewed Journal Publications

AJG: Academic Journal Guide; BFI: Bibliometric Research Indicator

- Ramirez, J., & Munar, AM. (2022). Hybrid gender colonization: The case of *muxes*. **Gender, Work & Organization**. **AJG List: 3**, <https://doi.org/10.1111/gwao.12884>
- Ramirez, J., Angelino Velázquez, D., & Vélez-Zapata, C. (2022). The potential role of peace, justice, and strong institutions in Colombia's areas of limited statehood for energy diversification towards governance in energy democracy. **Energy Policy**, Vol. 168. **AJG List: 2**. <https://doi.org/10.1016/j.enpol.2022.113135>
- Ramirez, J., & Böhm, S. (2021). For more pluralistic critiques of colonialism: A response to Dunlap. **Energy Research & Social Science**, 82, 102303. <https://doi.org/10.1016/j.erss.2021.102303>
- Ramirez, J. (2021). Inversión en energías eólicas en el Istmo de Tehuantepec –continuidad del colonialismo interno en las disputas territoriales. [Investment in wind energy in the Isthmus of Tehuantepec – continuity of internal colonialism in territorial disputes]. **Iberoamericana – Nordic Journal of Latin American and Caribbean Studies**, pp. 1–13. **BFI List: 2**. <https://doi.org/10.16993/iberoamericana.513>
- Ramirez, J. & Böhm, S. (2021). Transactional colonialism in wind energy investments: Energy injustices against vulnerable people in the Isthmus of Tehuantepec. **Energy Research & Social Science**, Vol. 78, Art. 102135. <https://doi.org/10.1016/j.erss.2021.102135>
- Ramirez, J. (2021, *online 2020*). Governance in energy democracy for Sustainable Development Goals: Challenges and opportunities for partnerships at the Isthmus of Tehuantepec. **Journal of International Business Policy**, Vol. 4 No. 1, pp. 119–135. <https://doi.org/10.1057/s42214-020-00077-3>
- Ramirez, J. (2021, *online 2019*). Contentious Dynamics Within the Social Turbulence of Environmental (In)justice Surrounding Wind Energy Farms in Oaxaca, Mexico. **Journal of Business Ethics**, Vol. 169 No. 3, pp. 387–404. **AJG List: 3**, **BFI List: 2**. <https://doi.org/10.1007/s10551-019-04297-3>
- Ramirez, J., Vélez-Zapata, C. and Madero, S. (2021, *online 2020*). Ambidexterity responses to security risk institutional context. **International Journal of Emerging Markets**, Vol. 16 No. 3, pp. 448–467. **AJG List: 1**, **BFI List: 1**. <https://doi.org/10.1108/IJOEM-04-2019-0262>
- Madero Gómez, S., Ortiz Mendoza, O.E., Ramírez, J. & Olivas-Luján, M.R. (2020). Stress and myths related to the COVID-19 pandemic's effects on remote work. **Management Research**, Vol. 18 No. 4, pp. 401–420. **BFI List: 1**. <https://doi.org/10.1108/MRJIAM-06-2020-1065>
- Ramirez, J. & Vélez-Zapata, C. (2020). Challenges for academic organizations' legitimacy in Colombia's transition to a postconflict context. **Journal of Organizational Change Management**, Vol. 33 No. 6, pp. 1011–1028. **AJG List: 2**, **BFI List: 1**. <https://doi.org/10.1108/JOCM-01-2020-0027>
- Ramirez, J. & Søderberg, A. (2020, *online 2019*). Recontextualizing Scandinavian practices in a Latin American regional office. **Management Research**, Vol. 18 No. 1, pp. 99–119. **AJG List: 1**. <https://doi.org/10.1108/MRJIAM-12-2018-0895>
- Ramirez, J., Vélez-Zapata, C. & Madero, S. (2018). Ambidexterity strategies in illegitimate institutional contexts: the role of informal institutions. **Management Research: Journal of the Iberoamerican Academy of Management**, Vol. 16 No. 2, pp. 197–218. **AJG List: 1**. <https://doi.org/10.1108/MRJIAM-02-2018-0811>
- Ramirez, J. & Muñoz, C. (2018). Framing organized crime and entrepreneurs' reactions in Mexico: Variations in the International Press. **Trends in Organized Crime**, Vol. 21 No. 1, pp. 24–41, **BFI List: 1**.

<https://doi.org/10.1007/s12117-016-9271-6>

14. Ramirez, J.; Madero, S.; & Muñoz, C. (2016, *online 2015*). The impact of narcoterrorism on HRM systems. **The International Journal of Human Resource Management**, Vol. 27 No. 19, pp. 2202-2232, **AJG List: 3, BFI List: 2**.
<https://doi.org/10.1080/09585192.2015.1091371>
15. Ramirez, J., Vélez-Zapata, C. & Madero, S. (2015). Building psychological contracts in security-risk environments: evidence from Colombia and Mexico. **European Journal of International Management**, Vol. 9 No. 6, pp. 690–711. **AJG List: 2, BFI List: 1**. <https://doi.org/10.1504/EJIM.2015.072225>
16. Muñoz, C. & Ramirez, J. (2015). Los empresarios frente al narcotráfico en México. Tratamiento informativo de las reacciones empresariales ante situaciones de violencia e inseguridad. [Entrepreneurs against drug trafficking in Mexico. Framing of entrepreneurs' reactions to violence and insecurity situations]. **Estudios sobre el Mensaje Periodístico [Studies on the Journalistic Message]**, Vol. 21 No. 1, pp. 437-453. https://doi.org/10.5209/rev_ESMP.2015.v21.n1.49104
17. Téllez Morales, N.M., Muñoz Muriel, C. & Ramirez, J. (2010). Función discursiva en los debates televisados. Un estudio transcultural de los debates políticos en México, España y Estados Unidos [The Discourse Function in Televised Debates. A Cross-cultural Study of Political Debates in Mexico, Spain and the United States]. **Palabra-Clave**. Vol. 13 No. 2, pp. 251-270.
<https://doi.org/10.5294/pacla.2010.13.2.2>
18. Anuradha, N.S., Ramirez, J. & Hansen, K. (2009). Cultural differences in business management programmes – implications for teaching and learning. **Int. J. Learning and Change**. Vol. 3 No. 2, pp. 338- 354.
<https://doi.org/10.1504/IJLC.2009.026217>
19. Muñoz, C., Ramirez, J., Murgan, A. & Castillo, J.M. (2009). Framing investment in Mexico: an exploratory content analysis of the news frames of the main Spanish companies in the Mexican press. **European J. International Management**. Vol. 3 No. 2, pp. 216-231. **AJG List: 2, BFI List: 1**. <https://doi.org/10.1504/EJIM.2009.024323>
20. Ramirez, J. & Zapata-Cantú, L. (2008). E-HR adoption by firms in Mexico: An Exploratory Study. **Rio's International Journal on Sciences of Industrial and Systems Engineering and Management**. Vol. 2, pp. 44-73.
<http://www.rij.eng.uerj.br/scientific/2008/>
21. Ramirez, J. & Fornerino, M. (2007). Introducing the Impact of Technology: A 'Neo-contingency' HRM Anglo-French Comparison. **The International Journal of Human Resource Management**. Vol. 18 No. 5, pp. 924-949. **AJG List: 3, BFI List: 2**. <https://doi.org/10.1080/09585190701249578>
22. Olivás-Lujan, M., Ramirez, J. & Zapata-Cantú, L. (2007). e-HRM in Mexico: Adapting Innovations for Global Competitiveness. **International Journal of Manpower**, Vol. 28 No. 5, pp. 418-434. **AJG List: 2, BFI List: 1**.
<https://doi.org/10.1108/01437720710778402>
23. Ramirez, J. (2005). Neo-contingency analysis of recruitment and selection: an Anglo-French study of high- tech and mid-tech vs. low-tech firms. **International Journal of Technology Management**, Vol. 31 No. 3/4, pp. 288-316. **BFI List: 1**.
<https://doi.org/10.1504/IJTM.2005.006636>

Guest Co-Editor of Peer-Reviewed Journal

1. Ramirez, J., Hoy, F., Hansen M.W. & Miravittles, P. (2016). Editorial: New directions for old theories through the internationalization of family firms. **European Journal of International Management**, Vol. 10 No. 5, pp. 497-503. **AJG List: 2, BFI List: 1**.
2. Ramirez, J., Blasco, M., Davila, A. & Zapata-Cantú, L. (2009). Introduction to Special Issue on European and Latin American-Caribbean (LAC) Management Research: Unleashing the Potential. **European Journal of International Management**. Vol. 3 No. 2, pp. 131-145, **AJG List: 2, BFI List: 1**.

(Co-)Edited Books

1. Hernández, N.A. & Ramirez, J. (2014). **Small and Medium-sized Enterprises (SMEs): A Comparison of European and Latin America Cases**. New Delhi, India: Bloomsbury Academic (Bloomsbury Academic Reference Series).
2. Davila, A., Elvira, M. Ramirez, J. & Zapata-Cantu, L. (2012). **Understanding Organizations in Complex, Emergent and Uncertain Environments**. Hampshire, England: Palgrave Macmillan.

3. Ramirez, J. (2012). **Mercados emergentes latinoamericanos, oportunidades y retos para Dinamarca – Los casos de Argentina, Brasil, Chile, México y Venezuela [Latin American Emerging Markets, opportunities and challenges for Denmark – The cases of Argentina, Brazil, Chile, Mexico and Venezuela]**. New Delhi, India: Bloomsbury.
4. Davila, A., Ramirez, J., Zapata-Cantu, L. & Blasco, M. (2011). **Europe and Latin America-Caribbean: Unleashing the Potential**. New Delhi, India: Macmillan Ltd.
5. Corrales Estrada, M., Ramirez, J. & Schmalzer, T. (2008). **Building Bridges Across Educational Communities: World Class Practices in Higher Education**. New Delhi, India: Macmillan Ltd.
6. Lang, A., Schmalzer, T., Beinhauer, R. & Ramirez, J. (2008). **Business Succession in Europe: Business Transfer Programme – a Way to Success**. Graz, Austria: FH-JOANNEUM.

Book Chapters

1. Ramirez, J. & Vélez-Zapata, C. (2022). Nesting ambidexterity strategies to buffer institutional voids: The case of Colombian EMNEs. In Sinha, P., Patel, P. & Prikshat, V. (Eds.), *International HRM and Development in Emerging Market Multinationals*. Routledge. <https://doi.org/10.4324/9781003057130>
2. Ramirez, J. & Söderberg, A.M. (2021). Talent Management in the Interface Between Cultural Heritage and Modernity. A Case Study of Younger Mexican Middle Managers in a Regional Office. In Trullen, J. & Bonache, J. (Eds.), *Talent Management in Latin America: Pressing Issues and Best practice*. Routledge. <https://doi.org/10.4324/9781003015918-4>
3. Ramirez, J. (2020). Impacts of Neoliberal Wind Energy Investments on Environmental Justice and Human Rights in Mexico. In Lund-Thomsen, P., Hansen, M.W. & Lindgreen, A. (Eds.), *Business and Development Studies: Issues and Perspectives*. Abingdon: Routledge. Routledge Studies in Innovation, Organizations and Technology, pp. 353-377. <https://doi.org/10.4324/9781315163338>
4. Ramirez, J. & Zapata-Cantú, L. (2018). Chapter 32: Mexico – Mexican Experience from a Danish Firm: “Changing” Mexican Culture. In Castro Christiansen, L., Kuvaas, B., Biron, M. & Farndale, E (Eds.), *Global Human Resource Management Casebook (Global HRM)*. 2nd Edition. London: Routledge.
5. Ramirez, J. (2015). Indigenous Communities and Mega-Projects Sustainable Development and Corporate Social Responsibility (CSR). In Jamali, D., Karam, C. & Blowfield, M. (Eds.), *Development-oriented corporate social responsibility. Vol. 1: Multinational corporations and the global context*. Sheffield: Greenleaf Publishing Limited.
6. Ramirez, J., Madero, S. & Muñoz, C. (2015). Entrepreneurs’ responses to crime-entrepreneurs in Mexico. In Gonzalez Perez, M.A. & Newbury, W. (Eds.), *International Business in Latin America: Innovation, Geography and Internationalization in Latin America*. Palgrave.
7. Ramirez, J. (2014). Entrepreneurs’ Responses to Illegitimate Institutional Pressures in Monterrey, Mexico. In Christiansen, B. (Ed.), *Economic Growth and Technological Change in Latin America*. Hershey, PA: IGI global, pp. 194-208.
8. Ramirez, J. & Zapata-Cantú, L. (2012). Chapter 32: Mexico – Mexican Experience from a Danish Firm: “Changing” Mexican Culture. In Hayton, J., Biron, M., Castro Christiansen, L. & Kuvaas, B. (Eds.), *Global Human Resource Management Casebook*. London: Routledge, pp: 368-381.
9. Téllez Morales, N.M., Muñoz Muriel, C. & Ramirez, J. (2011). Estrategias Discursivas en los Debates de la Campaña Presidencial Mexicana de 2006 [Discursive Strategies in the 2006 Mexican Presidential Debates Campaign]. In Muñoz Muriel, C. (Ed.), *Comunicación, Política y Ciudadanía – Aportaciones Actuales al Estudio de la Comunicación Política* [Communication, Politics and Citizenship – Current Contributions to the Study of Political Communication]. México, D.F.: Editorail Fontamara, pp. 199-220.
10. Zapata-Cantú, L., Ramirez, J. & Pineda, J.L. (2011). HRM Adaptation to Knowledge Management Initiatives: Three Mexican Cases. In Al-Shammari, M. (Ed.), *Knowledge Management in Emerging Economies: Social, Organizational and Cultural Implementation*. Hershey, PA: Information Science Reference IGI Global, pp. 273-293.
11. Ramirez, J. & Dieck Assad, M. (2009). Violence and Ungovernability in Latin America and the Caribbean (LAC): The Mexican Case. In Maganda, C. & Harlan, H. (Eds.), *Comparative Perspectives on Leadership*. Brussels: P.I.E. Peter Lang, pp. 69-95.
12. Muñoz, C., Ramirez, J. & Castillo, J.M. (2009). Tratamiento informativo de la inversión empresarial española en la prensa mexicana. Análisis exploratorio de la carga emocional de las noticias [News coverage of the Spanish business investment in the Mexican press. Exploratory analysis of the emotional charge of the news]. In Medina, A., Rom, J. & Canosa, F. (Eds.), *La Metamorfosis del Espacio Mediático* [The Metamorphosis of the Media Space]. Barcelona: Servei de Disseny i Publicacions Blanquerna, pp. 457-466.
13. Pineda, J.L., Zapata-Cantú, L. & Ramirez, J. (2009). Strengthening knowledge transfer between university and enterprise: A conceptual model for collaboration. In Harorimana, D. (Ed.), *Cultural Implications of Knowledge Sharing, Management & Transfer: Identifying Competitive Advantage*. Hershey, PA: Information Science Reference IGI Global, pp. 134-151.

14. Ramirez, J. & Fornerino, M. (2008). Introducing the impact of technology: a 'neo-contingency' HRM Anglo- French comparison. In Rowley, C. & Warner, M. (Eds.), *Globalizing International Human Resource Management*. London: Routledge, pp. 208-233.
15. Ramirez, J. & Zapata-Cantú, L. (2008). HRM Systems in Mexico: Case Novo Nordisk. In Davila, A. & Elvira, M. (Eds.), *Best Human Resource Management Practices in Latin America*. London: Routledge, pp. 97-112.
16. Ramirez, J., Zapata-Cantú, L. & Gonzalez, H. (2008). Students Perception of a New Educational Model on the Academic Performance: An Exploratory Study. In Estrada Corrales, M., Ramirez, J. & Schmalzer, T. (Eds.), *Building Bridges Across Educational Communities: World Class Practices in Higher Education*. New Delhi, India: Macmillan Ltd., pp. 13-27.
17. Corrales Estrada, M. & Ramirez, J. (2007). Effective in Distance Learning. In Schmalzer, T., Apfelthaler, G., Hansen, K. & Singh, R. (Eds.), *Intercultural Communication Competence: Implications for Learning and Teaching in a Globalized World*. New Delhi, India: Macmillan Ltd., pp. 141-155.

Teaching Cases

1. Ponce Josiassen, P. & Ramirez, J. (in-press). The Perfect Storm: Case A. PRME. The Case Centre.
2. Ponce Josiassen, P. & Ramirez, J. (in-press). The Perfect Storm: Case B. PRME. The Case Centre.
3. Ramirez, J. & Modrow, S.V. (2015). Building a 'Milky Way' from Denmark to Latin America and the Caribbean, 32 p. PRME. The Case Centre, CASE Reference no. Ref 315-099-1.
To link to this case: <http://www.thecasecentre.org/educators/products/view?id=127241>
4. Ramirez, J. & Vester, T. (2013). Vestas and the Indigenous Communities in Oaxaca, Mexico: Clean Energy gets Messy, 22 p., PRME. The Case Centre, CASE Reference no. 713-077-1.
To link to this case: <http://www.thecasecentre.org/educators/products/view?id=119297>

Consulting Reports

1. Ramirez, J., Velázquez, D.A.A. & Vélez-Zapata, C. (2021). Collaboration and Investment Opportunities for Danish Organizations in Colombia's Green Transition: 2021. Centre for Business and Development Studies. Available from https://910bcd19-158c-4be0-9bcc-00cf8bb356dc.filesusr.com/ugd/3f70d0_1b957af465af460f99f146346076e79e.pdf
2. Aramayo, L.G.D., Ramirez, J., Jarrín, M.T. & Riordan, S. (2020). Digital Economy: Potential Cooperation Area between the Czech Republic and Pacific Alliance. Organisation for Economic Cooperation and Development, OECD. Global Policy Perspective Report. Available from <http://www.oecd.org/latin-america/regional-programme/sub-regional-partnerships/Global-Policy-Report-Digital-economy-Pacific-Alliance-and-Czech-Republic.pdf>

Papers Under Review

1. Ramirez, J. & Munar, A.M. Hybrid Gender Colonization: The Case of Muxes. **Gender, Work & Organization**. **AJG List: 3, BFI List: 2 (R&R)**.

Papers Under Preparation

1. Ramirez, J. Social engagement for a resilient energy system: The case of Colombian Wayúu women. **Journal of Business Ethics**. **AJG List: 3, BFI List: 2**.
2. Ramirez, J. Conflicting organizational temporality in climate change mitigation: A perspective from the Global South. **Organization Studies**. **AJG List: 4, BFI List: 2**.
3. Ramirez, J. & Vélez-Zapata, C. Incompatible Institutional Logics on the Transition to Peace in Limited Statehood. **Academy of Management Learning & Education**. **AJG List: 4, BFI List: 2**.

Peer-Reviewed Conference Presentations

1. Ramirez, J. (2020). Public Policies for Development in Renewable Energy for a Transformation to a Sustainable Economy. *Academy of Management Proceedings*, <http://10.5465/AMBPP.2020.17090abstract>
2. Ramirez, J. & Vélez-Zapata, C. (2020). Social Fatigue in Incompatible Institutional Logics on the Transition to Peace. *Academy of Management Proceedings*, <https://doi.org/10.5465/AMBPP.2020.11892abstract>

3. Ramirez, J. (2019). Dysfunctional Understanding of Partnership in Sustainable Wind Energy Investments. *Academy of Management Proceedings*, 2019(1), 12491. <https://doi.org/10.5465/AMBPP.2019.12491abstract>
4. Ramirez, J., Madero, S. & Vélez-Zapata, C. (2019). Nesting Ambidexterity Strategies in High-Security Contexts. *Academy of Management Proceedings*, 2019(1), 14605. <https://doi.org/10.5465/AMBPP.2019.14605abstract>
5. Ramirez, J., Vélez-Zapata, C. & Madero, S. (2019). Nesting Ambidexterity Strategies in High-Security Contexts. *Academy of Management Proceedings*, <https://doi.org/10.5465/AMBPP.2019.14605abstract>
6. Ramirez, J. & Sørderberg, A.-M. (2019). Recontextualizing Communication and Management Practices in a Regional office of an MNC. AIB-LAT, Cochabamba, Bolivia, March 2019.
7. Ramirez, J. (2018). Social movements against internal colonialism from wind energy investments in Mexico. *Academy of Management Proceedings*, <https://doi.org/10.5465/AMBPP.2018.11064abstract>
8. Ramirez, J. (2017). Business and Human Rights: Conflicts between Social Actors in Wind-Energy Projects in Mexico. Presented at *Intralaw and West Virginia University conference* in Aarhus Denmark, October 2-3.
9. Ramirez, J. & Vélez-Zapata, C. (2017). Building Legitimacy at Business School in the context of Armed Conflict. Presented at the *10th Iberoamerican Academy of Management*, December 7-9, New Orleans, Louisiana (USA).
10. Ramirez, J., Vélez-Zapata, C. & Madero, S. (2017). Organizational, HRM and line manager ambidexterity in illegitimate institutional contexts. Presented at the *10th Iberoamerican Academy of Management*, December 7-9, New Orleans, Louisiana (USA).
11. Ramirez, J. & Nardi, M.A. (2017). Eco-friendly business or environmental injustices? International energy investments and indigenous struggles in Oaxaca, Mexico. *NOLAN 'Latin America Challenges in the 21st Century: Society in Motion'*, Gothenburg University, School of Global Studies, Sweden. http://portal.research.lu.se/ws/files/46622297/Nardi_Ramirezv1.pdf
12. Ramirez, J. & Vélez-Zapata, C. (2017). Aspirations and Ambivalences for gaining legitimacy at Business School in Armed Conflict Context. *NOLAN 'Latin America Challenges in the 21st Century: Society in Motion'*, Gothenburg University, School of Global Studies, Sweden.
13. Ramirez, J. & Sørderberg, A.M. (2017). Staffing a Regional Office of a Scandinavian MNC with Mexican Millennials and Bridging National and Generational Divides. Presented at the *3rd Global Conference of International Human Resource Management*, New York, USA.
14. Ramirez, J., Madero, S. & Vélez-Zapata, C. (2016). Talent Management in Emerging Markets: The Role of Psychological Contracts and Ambidexterity Capability of Key People in Conflict Zones. Presented at the *5th Workshop on Talent Management. European Institute for Advanced Studies in Management*, Copenhagen, Denmark.
15. Ramirez, J. & Muñoz, C. (2016). Framing organized crime and entrepreneurs' reactions in Mexico: Variations in the International Press. *Academy of Management Proceedings*, <https://doi.org/10.5465/ambpp.2016.13887abstract>
16. Ramirez, J. (2016). Competing institutions: Indigenous Communities opposing Green-energy mega projects. Presented at the *6th LAEMOS Colloquium on: Subverting organizations: Reflecting on aims, meanings and modalities of organizing*, Viña del Mar, Chile.
17. Ramirez, J. & Vélez-Zapata, C. (2016). Invisible legitimacy at global scale vs. visible legitimacy at local context: A Paradox of Business Schools in armed conflict and crisis environments. Presented at the *4th Annual Research in Management Learning and Education (RMLE) Unconference*, INSEAD in Fontainebleau, France.
18. Ramirez, J. Muñoz, C. (2014). Different Visions of Framing Violence in International Press News. *Academy of Management Proceedings*, <https://doi.org/10.5465/ambpp.2014.14322abstract>
19. Ramirez, J. & Madero, S. (2014). The Impact of Organized Violence and Crime on HRM and Work Practices. *Academy of Management Proceedings*, <https://doi.org/10.5465/ambpp.2014.15436abstract>
20. Ramirez, J. (2014). Indigenous Communities Combating MNCs: The Case of Zapotecas and Huaves. *LAEMOS Conference*, Habana, Cuba.
21. Ramirez, J.; Zapata Cantú, L.; & Cabrera Rubio, A. L. (2013). Institutional Mechanism Pressures on HRM: The Case of a Danish Subsidiary in Mexico. *8th Iberoamerican Academy Conference*, Sao Paulo, Brazil.

Working Papers

1. Lund-Thomsen, P. & Ramirez, J. (2020). Beyond Compliance and Cooperation? Rethinking Corporate Social Responsibility in Global Value Chains in the Age of COVID-19. Copenhagen Business School [wp]. CBDS Working Paper No. 2020/4

- Ramirez, J. (2019). Wind energy farms' impacts on environmental justice and human rights. CBDS [Working Paper Series](#), No. 1, 2019.

Organised Seminars at CBS (Business and Research-Related)

- [Brazil: What can we expect from the new Bolsonaro Government?](#) (7 February 2019). Seminar organized in cooperation with [Dansk Industri](#), Latin America Business Forum at CBS.
- Seminar: The Food and Agriculture Sectors in Latin America (1 November 2018). Seminar organized in cooperation with [Dansk Industri](#), Latin America Business Forum at CBS.
- [Sustainable development through social programmes in Danish Industry: Implications and opportunities for the Pacific Alliance](#) (11 April 2018). Seminar organized in cooperation with [Dansk Industri](#), Latin America Business Forum, European Institute of International Affairs (IEEI), Organisation for Economic Co-operation and Development (OECD), Friedrich Alexander University, Germany.
- [Welcome back: Argentina's new sustainable economic growth](#) (12 October 2017). Seminar organized in cooperation with [Dansk Industri](#), Keynote- Speakers: Solari Yrigoyen, Argentinian Ambassador to Denmark, and Helle Søholt, CEO and Founding Partner, Gehl Architects.
- [Harboe in Cuba](#) (26 April 2017). Keynote-Speakers: Ms. Norelvys Triana González, Sales & Marketing Executive- Americas, Harboe Bryggeri.
- [Entrepreneurship and refugees – Experience and best practice in Denmark](#) (7 December 2016). Keynote-Speakers: Torben Nordquist, Venture Cup adviser and Chairman for F.I.B.F (Association to Promote Entrepreneurship Among Refugees) and Juan Recinos Jensen, Senior Export Facilitator, Dan Lat Consulting & Board Member for F.I.B.F (Association to Promote Entrepreneurship Among Refugees).
- [Fit-for-purpose leadership in a global organization – Driving Arla Foods to 2020](#) (25 November 2016). Keynote-Speaker: Rasmus Calmann-Hinke, Vice President, Head of Corporate Strategy Execution Office at Arla Foods.
- [Business and Human Rights – Cooperation between Mexico and Denmark](#) (21 November 2016). Keynote-Speakers: H.E. José Ignacio Madrazo Bolívar, Ambassador of Mexico in Denmark, and Paloma Munoz Quick, Human Rights & Business Advisor, Latin America Focal Point, DIHR.
- [Brewing with a purpose](#) (14 November 2016). Keynote-Speaker: João Abecasis, Interim CEO Carlsberg Denmark & Regional Vice President Challenger Markets Western Europe at Carlsberg Group.
- [Brazil and Danish subsidiaries - what do you need to know?](#) (3 November 2016). Seminar organized in cooperation with [Dansk Industri](#), Keynote- Speakers: Professor Bent Petersen, Jens Olesen, President, Danish-Brazilian Chamber of Commerce, João Carlos Nunes Rocha, Vice President, Europe, Lundbeck.
- [The Hottest Markets in Latin America](#) (29 August 2016). Seminar organized in cooperation with [Dansk Industri](#), Keynote-Speakers: Consul General in São Paulo, Eva Bisgaard Pedersen, and Kasper Riishøj, Regional Export Manager, Harboe Brewery A/S.
- [Conference and Debate: Human Rights and Trade in Mexico](#) Today (24 May 2016). Keynote-Speaker: Lorenzo Meyer professor at El Colegio de México A.C. Panellist: Professor Lorenzo Meyer, El Colegio de México A.C.; Elin Wrzoncki -Senior Adviser, Human Rights and Development, The Danish Institute for Human Rights; Professor Karin Buhmann, Copenhagen Business School (CBS); and Rajiv Maher, Universidad Católica de Chile's Urban Sustainability Centre (CEDEUS) and CBS.
- [Doing Business in Cuba: The Harboe Case](#) (13 May 2016). Keynote-Speakers: H.E. Ambassador Yiliam Gómez Sardiñas, Ambassador of Cuba in Denmark, and Ms. Norelvys Triana González, Sales & Marketing Executive- Americas, Harboe Bryggeri.
- [Doing business in Portuguese speaking countries](#) (19 April 2016). Keynote-Speaker DR. Ricardo Ferreira Reis, Associate Dean for International Affairs Católica Lisbon School of Business & Economics.
- [Mexico on the move - Business perspectives in the coming years](#), (26 April 2016). Keynote-Speaker Lars Volck Madsen, Deputy Head of Mission / Head of the Commercial Section at Embassy of Denmark in Mexico.
- [Seminar: Evolving and Enduring Challenges in Global Mobility](#) (27 January 2016). Keynote-Speaker: Professor Jaime Bonache.
- [Corporate Social Responsibility \(CSR\)](#) (16 February 2015). Keynote-Speakers Kristian Heydenreich, Director, Head of Corporate Social Responsibility at Vestas Wind Systems A/S.

18. [Building Competitiveness in Green Energy](#). The Case of Wind-Parks in Oaxaca, Mexico (28 May 2014). Keynote-Speakers: H.E. José Ignacio Madrazo Bolívar Ambassador of Mexico in Denmark, Lola García-Alix & Alejandro Parellada, IWGIA; Rajiv Maher, Adviser Danish Institute for Human Rights - Human Rights & Business.
19. [Peru: Strategic partner for Denmark in South America](#) (25 September 2013). Keynote-Speakers: H.E. José Beraún Aranibar Ambassador of Peru in Sweden, Carlos Posada (Vice Minister of Foreign Trade, MINCETUR), Christoffer Bækgaard Ludwigs Confederation of Danish Industry, and Guðrun Rogvadottir (Co-founder and Financial Manager of GudrunGudrun).

Research Grants

1. *Energy Transition in Colombia*. Research developed for the Embassy of Denmark in Colombia (2020-2021). Budget: €15,000. The project aims to investigate investments opportunities and challenges associated with the underlying renewable energy, aimed at building a resilient energy system in Colombia.
2. *Cross-cultural learning styles. A cross-cultural comparison of learning styles of students in higher education from Europe and Latin America*. Budget: €227,366.33 from the ALFA Programme (2004-2007). The project aimed to generate generalizable insights into learning styles in order to assist educators in upgrading their skills on an institutional level.
3. *Business transfer programme*. Budget: €292.922 from Leonardo DA Vinci Programme, (2006-2008). The main goal of the Business Transfer Programme was to develop a new curriculum that involved a specific screening tool for company successors and to implement it on the European level. This project was developed in collaboration with Professor Verner Worm, Department of International Economics and Management at CBS.
4. *PILA-Network-ALFA III* (Latin American intellectual property network). Budget: €2,271,969.00 from the ALFA III Programme, (2008-2011) (www.pila-network.org). The objective of this project was to modernise management practices in the area of Intellectual Property (IP). The PILA project aimed to promote the interaction between universities and industry and thereby contribute to economy and societal development. The project involved the main actors in Latin America innovation systems, particularly universities and national intellectual and industrial property rights institutions.

Co-Organised Seminars and Presentations

1. Panellist: Panel: Human Cost of Clean Energy. TUFTS ENERGY CONFERENCE 2021, Tipping Points in the Global Energy Landscape, March 11-13, Tufts University, Massachusetts.
2. Professional Development Workshop (PDW): Learning from being there without being there: Action learning through experiential exercise, *International Management Teaching Innovation: Improving Lives through Action*, Reach and Focus at the AOM Annual meeting 2018, Chicago, Illinois, USA.
3. Panellist: How HR Challenges are met in Diverse Cultural, Institutional, and Organizational Contexts- International HR Plenary. AOM Annual meeting 2016, Anaheim, Cal. USA.
4. Professional Development Workshop (PDW): Learning from Being There without Being There: Action Learning through Experiential Exercise, *International Management Division Teaching Committee* at the AOM meeting 2016, Anaheim, Cal. USA.
5. Professional Development Workshop (PDW): Innovative Approaches to Teaching International Management and International Business, *International Management Division Teaching Committee* at the AOM Annual meeting 2015, Vancouver, Canada.
6. 2nd Research in Management Learning & Education (RMLE) Unconference, held at CBS, 30 June–1 July 2014. The sessions were around participants' research ideas and teaching initiatives, as well as first-hand accounts of the type of research each journal specialises in and encourages.
7. Professional Development Workshop (PDW): Do Well and Do Good in Global Teaching Environments: Experiential Approaches in Different Settings Do Well in Global Teaching, *International Management Division Teaching Committee* at the AOM meeting 2014, Philadelphia, PA. USA.

Teaching Statement

Dr Ramirez has designed and implemented online and face-to-face courses (taught in Spanish and English) in the Americas, Europe and the Middle East. At CBS, Dr Ramirez completed the three-year Assistant Professor Programme (APP), which consisted of compulsory pedagogic courses and observations while teaching, supervising and during

oral exams from two supervisors at CBS, who gave feedback and helped Dr Ramirez to develop an action plan. The pedagogical courses completed within the APP were: 1. Advances in Strategic Human Resource Management, 2. Oral examination and assessment, 3. 4-day Seminar on qualitative coding & Analysis & NVivo, 4. Responsibilising Management Education at CBS, 5. Case-based teaching, and 6. Master's thesis supervision. Copy of the APP certification is presented in Annex 1. Dr Ramirez uses his own teaching cases of Danish firms in LAC (e.g. Arla Foods, Novo Nordisk, Vestas, etc.) as his main teaching strategy. It has been argued that case-based teaching facilitates students' learning by immersing the class in discussions of real business situations. Dr Ramirez particularly resonates with the case method, which is an important pedagogy strategy to complement students' readings, lectures and exercises developed in class, as it enables Dr Ramirez to stimulate students' engagement in class discussions. The process of writing teaching cases has helped Dr Ramirez to design class sessions and propose new courses, which are closely related to Dr Ramirez's research agenda. Over the years, Dr Ramirez has developed and expanded many case studies to engage students on different theories and concepts relevant to their course, specific to the context of the Global South. Dr Ramirez organises business-related seminars with practitioners, government officials (e.g. Danish, Ambassadors and Ministers) to engage students and researchers on the current trends in business development, society, and international business in both the Global North and Global South. At CBS Dr Ramirez teaches on bachelor and master programmes. Dr Ramirez also has taught executive education programmes and consulted for companies and governments.

Student Supervision

Dr Ramirez has supervised 90+ students at CBS for master's theses, bachelor's projects, area specific reports and internship reports. Dr Ramirez has supervised students from several programmes, including BLC – Business and Development Studies, International Business and Politics, International Business, and CEMS International Management. The themes for supervision have included business development, human resources management (HRM), international business, social movements, energy transition, and human rights and entrepreneurship, among other subjects. A list of the master's theses can be provided upon request.

Teaching Portfolio at CBS



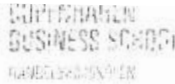
Years taught	Title of course	Ramirez's role	Extent of Ramirez's involvement	Level taught
Fall 2021 <i>Planned for Academic year 2022</i>	Introduction to Sustainable Business	Co-teacher	Restructured the course together with the course coordinator.	Elective course –BSc in Economics and Business Administration
Fall 2021 <i>Planned for Academic year 2022</i>	Business & Human Rights: Governance	Co-teacher	Restructured the course together with the course coordinator.	Elective course –BSc and MSc in (BLC) Business, Language and Culture
2016–21 <i>Planned for Academic year 2022</i>	Leading and Managing in Latin America	Course Coordinator + lead teacher	Proposed and designed a new course for a regional track. Responsible for planning, structuring, conducting and recruiting co-teaching for the course.	MSc in BLC – Business and Development Studies (second semester)
2010–21 <i>Planned for Academic year 2022</i>	Business Strategies in Latin America and the Caribbean (taught in Spanish)	Course Coordinator + lead teacher	Responsible for planning, structuring, conducting and recruiting co-teaching for the course.	MSc in BLC – Business and Development Studies (second semester)

2013–21 <i>Planned for Academic year 2022</i>	Business Strategy in Developing Countries and Emerging Markets	Co-teacher	Restructured the course together with the course coordinator. Co-responsible for case discussion (Theme Day).	MSc in BLC – Business and Development Studies (first semester)
2010–15	Governance and Institutions in Regional Context (taught in Spanish)	Course Coordinator + lead teacher	Responsible for planning, structuring, conducting and recruiting co-teaching for the course.	MSc in BLC – Business and Development Studies (first semester)
2015-16	Leadership and governance at MNEs	Co-teacher	Adopted the course from a colleague. Updated teaching material.	Cand.merc International Business
2016	Module: International Human Resource Management	Teacher	Responsible for planning, structuring, conducting the module.	Master level, International Innovation, Operations and Management (HD, IB)
2016	Spanish Studies 1 (taught in Spanish)	Co-teacher	Adopted the course from a colleague. Updated teaching material.	BSc in BLC
2010–12	Mixed Methods and Comparative Approaches	Course Coordinator + lead teacher	Proposed and designed a new course. Responsible for planning, structuring, conducting the course.	BSc in Business Administration and Sociology

International Teaching Assignments

1. Universidade de Caxias do Sul (UCS), Rio Grande do Sul, Brazil. Design and full teaching in International HRM at Master Level (July 2007 & November 2017).
2. FH-JOANNEUM – University of Applied Science, Graz, Austria, external Lector (since 2006). Design and full teaching for the courses: International HRM and Leadership for master level students.
3. Universidad Pontificia Bolivariana, Medellin, Colombia, Design and full teaching in International Business at MBA level (Fall 2016).
4. Aalto University, School of Business, Mikkeli Campus, Finland). Design and full teaching in International Business at Bachelor level (Fall 2012).
5. Grenoble School of Management, Grenoble, France. External Lector (2005-2007). Design and full teaching in International HRM and Change Management.
6. Hi-tech Industrial Centre at Tehran, Islamic Republic of Iran. Design and full teaching in HRM for the High-Tech Management Development Program in International Context (April 2005).

Annex 1: Assistant Professor Programme (APP) certification & Diplomas from the pedagogical courses

Certificate

Jacobo Ramirez

Civil reg. no: 111169-2757

has successfully completed the

Assistant Professor Programme in Teaching and Pedagogical Competence
(In Danish: *Adjunktuddannelse i universitetspædagogisk kompetence - APP*)

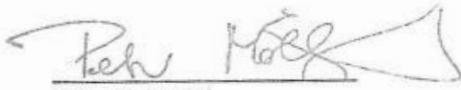
The programme consists of the following modules:

Study programme:

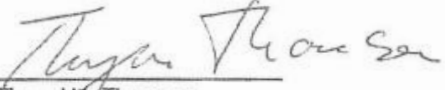
- a) Specific programme for assistant professors (2 course days and an assignment)
 - *Course planning, management and development*
 - *Teaching and learning paradigms*
 - *Possibilities and potentials in assessment and evaluation*
 - *Career planning and management at CBS*
- b) Mandatory courses (1 course day each)
 - *Master's thesis supervision*
 - *Oral examination and assessment - formal Danish rules, procedures and practical performance*
- c) Electives: (minimum requirement is 4 course days in total)
 - *Responsibilizing Management Education at CBS (1 day)*
 - *Case-based teaching (2 days)*
 - *Personal performance and impact when teaching and presenting (1 day)*
- d) A final assignment approved by a departmental advisor and a supervisor
 - *Assistant professor's written reflections of own learning*

Practical training
The practical training of an assistant professor at CBS involves mentoring by an experienced faculty member (the departmental advisor) from the assistant professor's own department, as well as by a senior pedagogical supervisor from CBS Teaching & Learning. Both the departmental advisor and the supervisor observe and evaluate the teaching activities of the assistant professor. The subsequent dialogue between the departmental advisor, supervisor and the assistant professor is designed to identify areas for improvement and self-development.

Copenhagen Business School, May 2016



Peter Molgaard
Dean of Research



Thyra Ulf Thomsen
APP Programme Director
CBS Teaching & Learning