

CURRICULUM VITAE
Verena Girschik

Associate Professor of Business and Society

Department of Management, Society and Communication
Copenhagen Business School
Dalgas Have 15, 2000 Frederiksberg, Denmark

Place of Birth: Peine, Germany
Data of Birth: 15 July 1985

Academic positions

Since 2022	Associate Professor , Department of Management, Society and Communication, CBS
2018 – 2022	Assistant Professor , Department of Management, Society and Communication, CBS
Spring 2016	Post-doctoral Research Assistant , Department of Organization, CBS
2016 – 2018	Assistant Lecturer , Copenhagen Business School
2012 – 2015	PhD Fellow , Department of Business and Politics, CBS

Visiting positions

Spring 2016	Visiting Researcher, Institute for Organization Studies (Renate Meyer), Department of Management, Vienna University of Economics and Business
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Education

2016	Ph.D. in Organization and Management Studies , Copenhagen Business School (CBS). Thesis title: <i>Realizing Corporate Responsibility: Positioning and Framing in Nascent Institutional Change</i> . A case study of Novo Nordisk and its Changing Diabetes activities in Indonesia. Fully funded by CBS. Supervisors: Peer Hull Kristensen and Eva Boxenbaum. Assessment committee: Renate Meyer (chair, WU Vienna), Shaz Ansari (Cambridge), and Joep Cornelissen (Rotterdam).
2011	M.Sc. (Research) in International Economics and Business , University of Groningen, Netherlands.
2011	B.A. in Philosophy of a Specific Discipline (Social Sciences) , University of Groningen, Netherlands
2008	B.Sc. (with Honours) Business Studies , University of Groningen, Netherlands

Published journal articles

- Nussbruch, D., & Girschik, V. (2024). No Seat at the Table: How Territoriality Constrains Cross-Sector Collaboration in Disaster Response. *Journal of Business Ethics* (FT50).
- Stöber, A., & Girschik, V. (2025). Cultivating dispersed collectivity: How communities between organizations sustain employee activism. *human relations* (FT50, AJG4), 78(9) 1093–1122.
- Schaltegger, S., Girschik, V., Trittin-Ulbrich, H., Weissbrod, I., & Daudigeos, T. (2024). Corporate change agents for sustainability: Transforming organizations from the inside out. *Business Ethics, the Environment & Responsibility* (AJG2), 33(2), 145-156.
- Girschik, V, Svystunova, L and Lysova, E (2022) Transforming Corporate Social Responsibilities: Toward an intellectual activist research agenda for micro-CSR research. *human relations* (FT 50, AJG 4), 57: 3-32.
- Girschik, V (2020). Managing legitimacy in business-driven social change: The role of relational work. *Journal of Management Studies* (FT 50, AJG 4), 57: 775-804.
- Girschik, V (2020). Shared responsibility for societal problems: The role of internal activists in reframing corporate responsibility. *Business & Society* (AJG 3), 59: 34-66.
- Hotho J and Girschik V (2019). Corporate involvement in humanitarian crises: Concepts, challenges, and areas for international business research. *critical perspectives on international business* (AJG 2), 15: 201-218.

Peer-reviewed book chapters

- Girschik V and Hotho J (2021). From avoidance to direct engagement: New avenues for research on MNEs and humanitarian crises. In: O. Bozkurt & M. Geppert (Eds.) *Research Agenda in International Business and Management* (pp. 175-194). Cheltenham: Edward Elgar.
- Schoeneborn, D and Girschik V (2021). CSR as a form of management communication. In: F. Cooren & P. Stücheli-Herlach (Eds.) *Handbook of Management Communication* (pp. 443-458). Berlin: De Gruyter-Mouton

Honors and awards

- Serving as Associate Editor of *Business and Society* (since Sep 2023)
- Serving as editor for the Academy of Management Annual Meeting, SIM division (2025)
- Ad hoc reviewing for *Journal of Business Ethics*, *Journal of Management Studies*, *Human Relations*, *Nature Globalization and Health*, *Social Forces*
- Best Paper Award, EIBA conference in Helsinki, 2024 (w. Jasper Hotho and Jakob Lutz)
- Best Reviewer Award, *Business and Society*, 2021
- Appointed to the Editorial Review Board of *Business and Society* (2021-23)

Published teaching materials

Maersk and the Mediterranean Migrant Crisis: Shipping in a Humanitarian Storm (with Francesco Caccioni and Jasper Hotho). Published with CBS PRME, available at.

<https://www.thecasecentre.org/products/view?id=192941>.

Partnering for Change (P4C): Novo Nordisk's Humanitarian Partnership with ICRC and the Danish Red Cross (with J Hotho and A Rasche). Published with CBS PRME, available at

<https://www.thecasecentre.org/products/view?id=178840>.

Current teaching responsibilities

Ph.D. courses	<i>Case-Study Approaches to Theory Development</i> Course co-coordinator and lecturer (with Jasper Hotho)
M.Sc. courses	<i>Business in a Changing World: German Perspectives</i> , M.Sc. Business, Language, and Culture, CBS Course coordinator and lecturer <i>International Business, Responsibility, and Communication</i> , Cand.merc. (kom), CBS Lecturer <i>International Business: Market and Non-market Strategies</i> , M.Sc. International Business and Politics, CBS Lecturer
B.Sc. courses	<i>Introduction to Sustainable Business</i> , B.Sc. Economics and Business, CBS Lecturer
Supervision	<i>MSc Thesis</i> , CBS (see Teaching Portfolio for details) <i>Internships</i> (across various MSc programs)