

Jasper Hotho

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Research focus

Business and humanitarianism; Business and human rights; Corporate misconduct.

Education

Ph.D. in Economics and Business University of Groningen, The Netherlands	2009
M.Sc. in Business Administration (drs.), specialization International Business University of Groningen, The Netherlands	2004

Employment

Associate Professor , Copenhagen Business School Dept of Management, Society and Communication ('22 – ...) Dept of International Economics, Government, and Business ('18 – '22) Dept of International Economics and Management, ('13 – '18) <i>Visiting Professor</i> , WU Wien (Vienna U. of Economics and Business) Dept of Management, Institute for Organization Studies. Host: Prof. Dr. Renate Meyer	2013 – ... 2016
Assistant Professor , Copenhagen Business School Dept of Strategic Management and Globalization (SMG) <i>Visiting Research Fellow</i> , WZB - Social Science Research Center Berlin Institute for Internationalization & Organization. Host: Prof. Dr. Arndt Sorge	2009 – 2013 2011
Lecturer , University of Groningen Dept of Int. Business and Management, Faculty of Economics and Business	2008 – 2009
Ph.D. candidate , University of Groningen Dept of Int Business and Management, Faculty of Economics and Business	2004 – 2008

External funding

Private-sector Engagement in Humanitarian Action (CBS HUMAC; 2020) Principal applicant. Co-applicant: Verena Girschik. Velux Foundation Core-Group Programme. Co-financed by CBS for a total of DKK 7.200.000 / EUR 970.000.	DKK 5.800.000
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Various minor travel grants.

Journal publications

Hotho J, Minbaeva D, Muratbekova-Touron M and Rabbiosi L. 2020. Coping with favoritism in recruitment and selection: A communal perspective. *Journal of Business Ethics*, 165: 659–679.

Hotho J and Girschik V. 2019. Corporate involvement in humanitarian crises: Concepts, challenges, and areas for international business research. *critical perspectives on international business*, 15: 201-218.

Hotho J and Saka-Helmhout A. 2017. In and between societies: Reconnecting comparative institutionalism and organization theory. *Organization Studies*, 38: 647-666.

- Hotho J**, Lyles MA and Easterby-Smith M. 2015. The mutual impact of global strategy and organizational learning: Current themes and future directions. *Global Strategy Journal*, 5: 85-112.
- Hotho J**. 2014. From typology to taxonomy: A configurational analysis of national business systems and their explanatory power. *Organization Studies*, 35: 671-702.
- Hotho J**, Saka-Helmhout A and Becker-Ritterspach FAA. 2014. Bringing context and structure back into situated learning. *Management Learning*, 45: 57-80.
- Hotho J**, Becker-Ritterspach FAA and Saka-Helmhout A. 2012. Enriching absorptive capacity through social interaction. *British Journal of Management*, 23: 383-401.
- Becker-Ritterspach F, Saka-Helmhout A and **Hotho JJ**. 2010. Learning in multinational enterprises as the socially embedded translation of practices. *critical perspectives on international business*, 6: 8-37.

Chapters and contributions to edited volumes

- Holm A, **Hotho J**, Rabbiosi L. 2021. How stakeholders engage companies on misconduct: A configurational lens on stakeholder salience. Academy of Management Annual Meeting Best Paper Proceedings; 2021:1.
- Girschik V and **Hotho J**. 2021. Managing the unavoidable: New avenues for research on MNEs and humanitarian crises. In: O. Bozkurt & M. Geppert (Eds.) *A Research Agenda for International Business and Management*. Cheltenham: Edward Elgar, pp. 175-94.
- Saify A, Ordoobody J, and **Hotho J**. 2018. Coping with state-led unglobalization: A historical analysis of Iran's petroleum industry. In JM Munoz (Ed.) *Globalization Alternatives: Strategies for the New International Economy*. New York: Business Expert Press, pp. 61-72.
- Valentino A, Nell PC, and **Hotho JJ**. 2014. MNC headquarters as global network orchestrators: Insights from headquarters relocation patterns in Europe. In: T Devinney, T Pedersen and L Tihanyi (Eds.) *Advances in International Management*, pp. 299-323.
- Hotho JJ** and Pedersen T. 2012. Beyond the 'rules of the game': Three institutional approaches and how they matter for international business. In G Wood and M Demirbag (Eds.) *Handbook of Institutional Approaches to International Business*, Cheltenham: Edward Elgar, pp. 236-273.
- Hotho JJ** and Pedersen T. 2012. Institutions and international business research: Three institutional approaches and recommendations for future research. In: R van Tulder, A Verbeke and L Voinea (Eds.) *New Policy Challenges for European Multinationals*, Bradford: Emerald, pp. 135- 152.

Public reports and other output

- Hotho J**, Girschik V and Lutz J, 2023. How Europe's Largest Companies Supported Humanitarian Relief for Ukraine in 2022. Research Report. CBS HUMAC / Copenhagen Business School.
- Hotho JJ**. Internationalization Decisions: The Effects of Country Similarities and Familiarity Perceptions. PhD Dissertation. Enschede: Printpartners Ipskamp.

Work in progress

- Hotho J**, Girschik V, Thein HH. 2nd R&R at *Journal of Management Studies*.
- Holm A, **Hotho J** and Rabbiosi L. Submitted to *Strategic Management Journal*.
- Girschik V, **Hotho J** and Lutz J. In preparation for submission to *Administrative Science Quarterly*.
- Girschik V, **Hotho J** and Rasche A. Target: *Administrative Science Quarterly*.
- Caccioni F, Girschik V and **Hotho J**. Target: *Organization Theory*.

Ph.D. Supervision

Current

Jakob Lutz. Dept. of Management, Society and Communication, CBS. On human rights due diligence and leverage in the financial sector. Co-supervision with Karin Buhmann, MSC CBS. Expected submission: 2027.

Completed

Francesco Caccioni (2025). Dept. of Management, Society and Communication, CBS. On collective action in the context of the Mediterranean migration crisis. Primary supervisor; co-supervised with Verena Girschik, MSC CBS.

Kristina Kazuhara (2024). Dept. of Int. Economics, Government and Business, CBS. On biculturalism and bilingualism in multinational organizations. Primary supervisor; co-supervised with Mary Yoko Brannen, U. Victoria (Canada) and Mette Zøllner, Aarhus University.

Alison E. Holm (2021). Dept. of Strategy and Innovation, CBS. On stakeholder engagement on corporate misconduct. Co-supervision with Larissa Rabbiosi, CBS.

- Finalist AOM IM Division Best Dissertation Award

Lasse Bundgaard (2021). Dept. of Organization, CBS. Title: *Public Private Innovation Partnerships: Creating Public Value & Scaling Up Sustainable City Solutions*. Co-supervision with Susana Borrás, CBS.

Iwona Sulinska (2018). Dept. of Int. Economics and Management, CBS. Title: *Complexities of Social Capital in Boards of Directors*. Co-supervision with Bersant Hobdari, CBS.

Chair dissertation committee

Suhyon Oh. Dept. Of Management, Society and Communication, CBS. Title *Blending Purpose and Profit: How development finance institutions navigate development impact and commercial viability in a rapidly changing institutional environment*. To be defended September 2025.

Niels Fuglsang. Dept. of International Economics, Government and Business, CBS. Title: *The Politics of Economic Models An inquiry into the possibilities and limits concerning the rise of macroeconomic forecasting models and what this means for policymaking*. Defended December 2021. Placement: Member of European Parliament.

Jinsun Bae. Dept. of International Economics and Management, CBS. Title: *Producing Garments for Global Markets: Corporate social responsibility (CSR) in Myanmar's export garment industry 2011-2015*. Defended September 2018. Placed at Cornell University.

Olga Zarzecka. Dept. of Strategic Management and Globalization, CBS. Title: *Tie Content in Professional Networks*. Defended October 2016. Placed at Hong Kong University of Science and Technology.

Academic service

Journal engagement

Senior editor **Organization Studies** (2016 – 2022)

Responsible for handling a broad range of different types of submissions, including papers in comparative and international management, theory papers, multi- and cross-disciplinary

submissions, papers relying on configurational methods, and submissions using novel or unconventional methodological techniques. About 25-30+ papers annually.

Edit. board	Organization Studies; Journal of International Business Policy (2025—); Journal of Management (2012-2018); Journal of International Business Studies;
Reviewer	Academy of Management Journal; critical perspectives on international business; European Management Review; International Business Review; Industrial and Corporate Change; International Journal of Management Reviews; International Journal of Business Environment; Journal of Business Research; Journal of International Business Studies; Journal of International Humanitarian Action; Journal of International Management; Journal of Management; Journal of Management Studies; Journal of Strategy and Management; Organization Studies; Research Policy; Social Economic Review; Social Forces.

Special issues edited

Critical perspectives on international business (forthcoming). Special issue: Environmental Governance Gaps in Emerging Markets: Strategies for Addressing Institutional Voids and Mitigating Externalities; with Florian Becker-Ritterspach and Raghda El Elbrashi.

Organization Studies (2016). Virtual special issue: 'Perspectives: Comparative Institutionalism'; with Ayse Saka-Helmhout.

Global Strategy Journal (2015). Special issue: 'The mutual impact of global strategy and organizational learning', 2015; with Marjorie Lyles and Mark Easterby-Smith.

Conference and workshop organization

Co-organizer 'Interdisciplinary Research on Business, Human Rights, and Sustainability', Academy of Management, July 25, 2025.

'Rethinking Research Impact: From Dissemination to Real-World Change'. Copenhagen Business School, July 24 2025.

Mentor at the Paper Development Workshop 'Writing theory papers for Organization Studies', EGOS, Edinburgh, July 2019.

Facilitator AMR-OS Paper development workshop 'Writing theory papers for the Academy of Management Review and Organization Studies', EGOS, Tallinn, July 2018.

Facilitator AMR-OS Paper development workshop 'Writing theory papers for the Academy of Management Review and Organization Studies', EGOS, Copenhagen, July 2017.

'Absorptive capacity across levels: Micro-macro dynamics and organizational antecedents', Copenhagen Business School, November 15-16, 2012.

'Understanding absorptive capacity: Micro-foundations and micro-macro dynamics', Copenhagen Business School, April 1, 2011.

Professional recognitions and awards

- 2024 EIBA 2024 Best Paper Award, with V. Girschik and J. Lutz
- 2023 Emerald Best Reviewer Award, critical perspectives on international business
- 2016 Appointed Senior Editor for *Organization Studies*
- 2015 Best reviewer award, Academy of Management 2015 IM Division
- 2014 Appointed to Editorial Review Board, *Organization Studies*

- 2013 Appointed to Editorial Review Board, *Journal of International Business Studies*
- 2013 AIB Aalto University School of Economics 'That's Interesting!' Award, with Dana Minbaeva, Maral Muratbekova and Larissa Rabbiosi
- 2011 Appointed to Editorial Review Board, *Journal of Management*
- 2011 Emerald Highly Commended Paper Award, with F. Becker-Ritterspach and A. Saka-Helmhout
- 2010 Best reviewer award, Academy of International Business 2010
- Other External reviewer, Novo Nordisk Fonden
- External evaluator tenure and promotion, Maynooth University, Ireland
- External evaluator tenure and promotion, LUISS Guido Carli University, Rome
- External evaluator, Swiss National Science Foundation

Teaching and dissemination

Current teaching responsibilities – Core courses in bold, * marks created courses

- Ph.D. courses ***Case-Study Approaches to Theory Building**
Runs annually since 2018.
Coordinator and lecturer; co-coordinated with Verena Girschik. 5 ECTS.
Social Science Research Approaches: A Toolbox for Empirical Designs
Lecturer. Coordinated by Janine Leschke and Manuele Citi. 5 ECTS.
- M.Sc. courses ***International Business: Market and Non-market Strategies** (MSc IBP)
Coordinator and lecturer. 7.5 ECTS.
Managing risks and seizing opportunities in a turbulent world
Elective course. Lecturing. Coordinated by Peter Ørberg Jensen. 7.5 ECTS.

Supervision Ph.D. and M.Sc. thesis supervision

Past teaching (* marks courses created)

At Copenhagen Business School (non-exhaustive): *Advanced Methods in International Business and Politics (15 ECTS, MSc IBP); *Interdisciplinary Case-based Course (7.5 ECTS, MSc IBP); Corporate Political Responsibility (7.5 ECTS, MSc elective); Introduction to Sustainable Business (7.5 ECTS, BSc elective); Bachelor thesis seminars (BSc IBP); ISUP Summer School courses.

At University of Groningen (non-exhaustive) *Introduction to International Business; Managing International Business Organizations; Organization Design.

Teaching cases

- Caccioni F, Girschik V and Hotho J. Maersk and the Mediterranean Migrant Crisis; Shipping in a Humanitarian Storm, 2023. Published through CBS PRME.
- Hotho J and Girschik V. Teaching Note: Maersk and the Mediterranean Migrant Crisis; Shipping in a Humanitarian Storm, 2023. Published through CBS PRME.
- Girschik V, Hotho J & Rasche A. Partnering for Change (P4C): Novo Nordisk's Partnership with the International Committee of the Red Cross and the Danish Red Cross, 2021. Published through CBS PRME.

Girschik V, Hotho J & Rasche A. Teaching Note. Partnering for Change (P4C): Novo Nordisk's Partnership with the International Committee of the Red Cross and the Danish Red Cross, 2021. Published through CBS PRME.

Media appearances

'Microsoft, SpaceX, Airbnb and Others Offer Ukraine Assistance', D. Uberti, D. Roland & P. Haggin, *Wall Street Journal*, 3 March 2022.

Departmental service

2025 - ...	Departmental PhD Placement Officer Department of Management, Society and Communication.
2020 - 2022	Member Departmental Sounding Board A four-member departmental committee at the Dept. of International Economics, Government and Business providing feedback on and input to departmental policies and policy processes at the EGB department.
2020 - 2022	Departmental Teaching Coordinator Activities: facilitating departmental relations with teaching programs, identification and facilitation of teaching opportunities for new and established faculty, support in the development and restructuring of faculty's teaching portfolios, initiation of and feedback on teaching opportunities, and teaching-related on-boarding of new faculty.
2018 - 2022	Committee member of various departmental assessment and hiring committees Involvement in several recruitment processes at tenure-track assistant professorship and associate professorship level at the Department of Int. Economics, Government and Business.
2018 - 2019	EGB Research Seminar Coordinator Responsible for the organizing the departmental seminar series with external speakers at the Department of Int. Economics, Government and Business (EGB)
2014 - 2018	INT Research Seminar Coordinator Responsible for the organizing the departmental seminar series with external speakers at the Department of Int. Economics and Management (INT)
2011 - 2015	Member IBP Study Board Faculty representative on board of the BSc and MSc programme in International Business and Politics at Copenhagen Business School.
2010 - 2013	SMG Research Seminar Coordinator Responsible for the organizing the departmental seminar series with external speakers at the Department of Strategic Management and Globalization (SMG), Copenhagen Business School.