

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

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

Education

2016 **Ph.D. in Organization and Management Studies**, Copenhagen Business School (CBS).
Thesis title: *Realizing Corporate Responsibility: Positioning and Framing in Nascent Institutional Change*. 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. (2025). No Seat at the Table: How Territoriality Constrains Cross-Sector Collaboration in Disaster Response. *Journal of Business Ethics* (AJG3), 201, 303–326.
- Stöber, A., & Girschik, V. (2025). Cultivating dispersed collectivity: How communities between organizations sustain employee activism. *human relations* (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* (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)
- Appointed to Editorial Review Board of *Journal of Management Studies* (since 2026)
- 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)

Invited talks

‘Corporate Philanthropy in Times of War: Why do Corporations Donate?’ ESADE Barcelona, Institute for Social Innovation, 20 May 2025

‘What makes companies support humanitarian relief for Ukraine?’ University of Edinburgh Business School, Strategy Seminar, 19 February 2025

‘Pathways of Activist Influence for Corporate Responsibilization’ Organisation, Strategy and Accounting (OSA) research group seminar series at the Department of Management, Aarhus U, 11 November 2021

PhD education

PhD students	Helga Askgaard Estrup (CBS, ongoing) Katharina Salomon (WU Vienna, ongoing) Dorothee Nussbruch (CBS, first supervisor, completed: 2025) Francesco Caccioni (CBS, second supervisor, completed: 2025) Chiara Andreoli (CBS, first supervisor, completed 2024)
PhD assessment	Edmonia Baker (CBS, completed 2025) Shahzeb Abdali (ESADE Barcelona, 2026)
PhD courses	Case-Study Approaches to Theory Building (CBS, since 2018) Course co-coordinator and lecturer (with Jasper Hotho), 5 ECTS This course offers a hands-on learning experience about case study research design, theorizing, and writing papers for publication. The course and my teaching performance have consistently been evaluated with the highest scores (4.8-5 out of 5). Perspectives on Sustainable Development (CBS, since 2024) Lecturing on ‘Activism and sustainable development’ and ‘The nuts and bolts of the academic profession’
Other	GRONEN2026 PhD consortium. ‘Research feedback circles,’ ‘Managing your supervisor,’ and ‘Managing your mental health’ (Barcelona, 7-8 June 2026). Contributor to CBS’ EDAMBA (European Doctoral Programmes Association in Management and Business Administration) membership application (2025) Co-coordinator of the Early Career Seminar Series “Off-the-Record” at the Department of Management, Society and Communication, CBS, 2020-2022. Curator of the #ThinklistNext, an effort led by the University of Bath (Lead: Andrew Crane) aimed at amplifying the voices of doctoral researchers on social media, 2022.

Academic leadership and citizenship

Research leadership	Co-PI of Private-Sector Engagement in Humanitarian Action (HUMAC). VELUX Core-Group Programme, DKK 5.8 million (DKK 7.2 million with CBS co-financing of PostDoc, 2021-2025). Co-coordinator of the Sustainability Governance Research Group (with Jeremy Moon) at the Department of Management, Society and Communication, CBS, 2024-2026. Co-coordination of the research cluster “Communication, Organization, and Governance” at the Department of Management, Society and Communication, CBS, 2018-2019. Editor: Business of Society Blog. CBS Center for Sustainability Special issue editor: Corporate Change Agents for Sustainability Transforming Organizations from Inside Out. With Stefan Schaltegger (Leuphana), Hannah Trittin-Ulbrich (Leuphana), Thibault Daudigeos (Grenoble), and Ilka Weissbrod (TU Dresden), <i>Business Ethics, the Environment and Responsibility (BEER; AJG 2)</i>, published in Autumn 2023.
Workshop organization	Co-organizer of the HUMAC ‘Rethinking Research Impact’ workshop (with Jasper Hotho, 24 July 2025 CBS) Co-organizer of Professional Development Workshops for Academy of Management Annual Meetings: • Markets and Movements (with Elisa Alt and Todd Schiefeling, 2025) • External Research Funding: Best Practices and Untold Truths (with Lea Stadtler, 2025) • But That’s Normal: Rethinking Parenthood and the Normalization of Struggles in Management Academia (with Tanusree Jain, 2025) • Insider Social Change Agents: Integrating Research to Innovate for the Future (with Katrin Heucher, Grace Augustine, and Elisa Alt, 2024) Co-organizer of the CBS Sustainability – CBOS “mashup” workshop on scholarly influence and communication (with Sarah Glozer and Deborah Brewis, University of Bath), 22 April 2021, online. New Institutionalism across Borders: Workshop on Recent Developments in Institutional Theory and the MNC Research Context, Copenhagen, 30-31 October 2014. Funded by the Department of Business and Politics (DKK 39,020), CBS.
University service	Member of the Department Forum, Department of Management, Society and Communication, CBS, 2018-2022. Contributor to CBS’ EQUIS Accreditation (on request of CBS top management), 28 October 2020.

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)

<i>Perspectives on Sustainable Development</i>
Lecturing on 'Activism and sustainable development' and 'The nuts and bolts of the academic profession' |
| 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) |

For previous teaching responsibilities, please see my teaching portfolio.