

## **Pablo D. Fernández**

Professor of Business, Society, and Economics

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### **EDUCATION**

- **Emlyon Business School, Lyon, France**  
PhD in Management. 2015
- **IAE Business School, Universidad Austral, Argentina**  
Executive MBA, Magna cum laude, 2007
- **Facultad de Ciencias Económicas, Universidad de Buenos Aires, Argentina**  
Degree in Economics, 2001

### **RESEARCH INTERESTS**

In organization studies his focus is on institutional theory and on topics related to power and resistance in and around organizations. He is currently studying processes of social inclusion in which marginalized actors seek to organize and work together to regain their many times neglected dignity. At a broader sociological level, he is interested in understanding the mediation between structure and agency.

### **PUBLICATIONS**

#### **Journal articles**

Picard, H., Fernandez, P.D., & Hjorth, D, (2024) Stuck in the Playground: A (failed) organizational entrepreneuring process. *Entrepreneurship & Regional Development*. (forthcoming)

del Rio, M.D., Fernández, P.D., Marti, I. and Willi, A. (2024), Constructing a World for Compassion: How Temporal Work Can Preserve Compassion in Extreme Contexts. *J. Manage. Stud.* <https://doi.org/10.1111/joms.1308>

Farchi, T., Logue, D., Fernández, P., & Vassolo, R. (2022). Freedom Behind Bars: The central role of emotions in naturalizing an analogy for social change. *Organization Studies*, 43(10), 1651–1675, <https://doi.org/10.1177/01708406211053214>

Farias, C., Seremani, T. & Fernández, P.D. (2021) Popular Culture, Moral Narratives and Organizational Portrayals: A Multimodal Reflexive Analysis of a Reality Television Show. *J Bus Ethics* 171, 211–226. <https://doi.org/10.1007/s10551-020-04460-1>

Farias, C., Fernández, P.D., Hjorth, D., & Holt, R. (2019) Organizational Entrepreneurship, Politics and the Political, *Entrepreneurship and Regional Development*. 31:7-8, 555-566, DOI: 10.1080/08985626.2019.1599186

Martin De Holan, P., Willi, A., & Fernández, P.D. (2019). Breaking the wall: Emotions and projective agency under extreme poverty. *Business & Society*. 58(5):919-962. doi:10.1177/0007650317745633

Fernández, P.D., Marti, I. & Farchi, T. (2016) Mundane Politics for and from the neighborhood. *Organization Studies*. 38(2):201-223. doi:10.1177/0170840616670438

Marti I., & Fernández, P.D. (2015). Entrepreneurship, togetherness, and emotions: A look at (after-crisis?) Spain. *Journal of Management Inquiry*. doi: 10.1177/1056492615579786

Marti I., & Fernández P. (2013). The Institutional Work of Oppression and Resistance: Learning from the Holocaust. *Organization Studies*, 34(8):1195-1223. doi: 10.1177/0170840613492078

### **Book Chapters**

Dorado, S. y Fernández, P. (2019) “Scaling up of social innovations. An institutional Framework”; in George, G., Baker, T., Tracey, P. and Joshi, H. (Eds.) *Handbook of Inclusive Innovation: The Role of Organizations, Markets and Communities in Social Innovation*, Edward Elgar, Cheltenham, UK

Fernández, P. (2016) “Back to work: Resisting *clientelism* in a poor neighborhood in Buenos Aires”. In Courpasson, D. & Vallas, S. (eds) *Sage Handbook of Resistance*, London: Sage

### **Book reviews**

Fernandez, P. D. (2020). Book Review: Revisiting Hannah Arendt The Human Condition. *Organization Studies*, 41(11), 1580–1584. <https://doi.org/10.1177/0170840619884035>

## **TEACHING EXPERIENCE**

### **MBA and Executive MBA**

- 2009-Present *Nonmarket strategies*, at IAE Business School
- 2019-2023 *Sustentabilidad y Cambio Social* (Sustainability and social change), at IEEM, Universidad de Montevideo, Uruguay
- 2024- *Innovación y pensamiento Futuro*. EGADE Business School, México

### **MSc – Grande Ecole**

- 2011-2013: Strategy at EMLyon, Lyon, France

## **MANAGEMENT ACTIVITIES**

- 2015-2021 Deputy Director Executive MBA at IAE Business School
- 2021-present: Associate Dean of Faculty at IAE Business School
- 2021-present: Director of Research at IAE Business School

## **SELECTED CONFERENCE PAPERS**

Dorado, S. Murcia, MJ, Fernandez, P.D, and Willi, A. (2023) Muddling through the institutional forces defining how social enterprises tackle wicked problems. EGOS, July 2023

Seremani, T., Fernandez, P.D., and Marti, I. (2023) A Pool Table, a Board, and the New South Africa: The Materiality of oppression and resistance. International Critical Management Conference.

Willi, A., Martin de Holan, P., Fernandez, P., Farchi, T. (2022). Exiting the labor limbo: emotional dynamics in modern-day liminality. EGOS, July 2022

Del Rio, MD., Fernandez, P.D., Martí, I., and Willi, A. (2022) Spaces of Compassion: Organizing Care at Good Samaritan Hospice. Proceedings, 2022, Academy of Management Proceedings

Paviera, C and Fernandez, P.D. (2020) “Organizing in the Shadows of the Law: Institutional Maintenance in the Informal Economy”. Academy of Management Global Proceedings, Volumen Mexico, 2020.

Willi, A, Fernandez, P., Farchi, T. (2020) The role of collective reflexivity in personal change. EGOS, 2020.

Fernandez, P.D., del Rio, D., Willi, A., Marti, I. (2019) Total care for total pain: organizing for compassion towards the other. EGOS, July 2019.

Martin de Holan, P., Fernandez, P and Willi, A. (2016) How misery impedes entrepreneurship: antecedents and constraints of entrepreneurial activity among the extremely poor. Babson College Entrepreneurship Research Conference, Oslo 2016

Martin de Holan, P., Willi, A., and Fernandez, P. (2016) Entrepreneurship of Misery. AOM Annual Meeting. August 2016.

Martin de Holan, P. Willi, A. and Fernandez, P. (2016) Emotional Balance and Institutional Work for Social Innovation. EGOS, July 2016.

Seremani, T. W. and Fernandez, P. (2015) "Playing at The White Shark: on institutions "on pause". Organization Studies Summer Workshop, May 2015

Fernandez P. and Forgues, B. (2015) The Material Side of Institutions: How Artifacts Impact Power Relationships in an Institutional Field. 11th Workshop on New Institutionalism in Organization Theory, March 2015

Marti, I. and Fernandez, P. (2014) Building togetherness: The case of the PAHs in Spain. EGOS, July 2014

Fernandez, P. and Marti, I. (2014) Back to work: the reconstruction of a political community in a poor neighborhood in Buenos Aires. EGOS, July 2014

Fernandez, P. Resisting through Work (2014): an Ethnography of a Workers Cooperative in La Matanza. 9<sup>th</sup> Organization Studies Summer Workshop on Resistance, resisting, and resisters in and around organizations, May 2014

Marti, I. and Fernandez, P. (2014) Building togetherness: The case of the PAHs in Spain Workshop on new forms of activism. EMLyon, April, 2014

Fernandez, P. and Marti, I. (2013) Engaging with and thinking dignity and indignation. EGOS, July 2013.

## **ACADEMIC AND VOLUNTEER SERVICE**

Editorial boards:

- Senior Editor at Organization Studies

Editorial review boards:

- Organization Theory
- Journal of Management Inquiry

Ad-hoc reviewer:

- Business & Society
- Journal of Business Ethics

- Business Ethics Quarterly
- Human Relations

Member, Academy of Management (AOM)

Member, European Group of Organization Studies (EGOS)

## **AWARDS**

2015 – Roland Calori Prize. Marti I. & Fernández P. (2013). The Institutional Work of Oppression and Resistance: Learning from the Holocaust. *Organization Studies*, 34(8):1195-122. The Roland Calori Prize is awarded bi-yearly for the best article published in the journal *Organization Studies* over the previous two years.