Ante GLAVAS

Professor

Academy: Transformation

Research center: SKEMA Centre for Sustainability Studies

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Research interests

Sustainability, Corporate Social Responsibility (CSR), micro-CSR, social intrapreneurship, work meaningfulness, work psychology

Education

2009	PhD in Organizational Behavior, Case Western Reserve University, United States of America

Experience

Full-time academic positions

Since 2024	Professor, SKEMA Business School, France
2018 - 2024	Associate Professor, University of Vermont, United States of America
2017 - 2018	Assistant Professor, University of Vermont, United States of America
2014 - 2017	Associate Professor, KEDGE Business School, France
2010 - 2014	Assistant Professor, University of Notre Dame, United States of America

Publications

Peer-reviewed journal articles

GLAVAS, A. and LYSOVA, E. (2025). Meaningful work and corporate social responsibility: Examining the interactions of a sense of calling with organizational- and job-level factors. *Journal of Occupational and Organizational Psychology*, 98(3), pp. e70045.

GLAVAS, A., HAHN, T., JONES, D.A. and WILLNESS, C.R. (2024). Predisposed, Exposed, or Both? How Prosocial Motivation and CSR Education Are Related to Prospective Employees' Desire for Social Impact in Work. *Business and Society*, 63(5), pp. 1252-1291.

HAHN, T., SHARMA, G. and GLAVAS, A. (2024). EmployeeCSR Tensions: Drivers of Employee (Dis)Engagement with Contested CSR Initiatives. *Journal of Management Studies*, 61(4), pp. 1364-1392.

AGUINIS, H., RUPP, D. and GLAVAS, A. (2024). Corporate social responsibility and individual behaviour. *Nature Human Behavior*, 8, pp. 219–227.

HEUCHER, K., ALT, E., SODERSTROM, S., SCULLY, M. and GLAVAS, A. (2024). Catalyzing action on social and environmental challenges: An integrative review of insider social change agents. *Academy of Management Annals*, 18(1), pp. 295–347.

AGUINIS, H., RUPP, D., SIEGEL, D., GLAVAS, A. and AGUILERA, R. (2024). Corporate social responsibility research: An ongoing and worthwhile journey. *Academy of Management Collections*, 3(1), pp. 1-16.

D'ARCY, J., ADJERID, I., ANGST, C.M. and GLAVAS, A. (2020). Too Good to Be True: Firm Social Performance and the Risk of Data Breach. *Information Systems Research*, 31(4), pp. 1200-1223.

GLAVAS, A. and FITZGERALD, E. (2020). The process of voluntary radical change for corporate social responsibility: The case of the dairy industry. *Journal of Business Research*, 110, pp. 184-201.

AGUINIS, H. and GLAVAS, A. (2019). On Corporate Social Responsibility, Sensemaking, and the Search for Meaningfulness Through Work. *Journal of Management*, 45(3), pp. 1057-1086.

GLAVAS, A. and RADIC, M. (2019). Corporate social responsibility: An overview from an organizational and psychological perspective. *Oxford Research Encyclopedia of Psychology*.

BLOCK, E.S., GLAVAS, A., MANNOR, M.J. and ERSKINE, L. (2017). Business for Good? An Investigation into the Strategies Firms Use to Maximize the Impact of Financial Corporate Philanthropy on Employee Attitudes. *Journal of Business Ethics*, 146(1), pp. 167-183.

JONES, D.A., WILLNESS, C.R. and GLAVAS, A. (2017). When Corporate Social Responsibility (CSR) Meets Organizational Psychology: New Frontiers in Micro-CSR Research, and Fulfilling a Quid Pro Quo through Multilevel Insights. *Frontiers in Psychology*, 8.

GLAVAS, A. (2016). Corporate Social Responsibility and Organizational Psychology: An Integrative Review. *Frontiers in Psychology*, 7, pp. 1-13.

PREUSS, L., BARKEMEYER, R. and GLAVAS, A. (2016). Corporate Social Responsibility in Developing Country Multinationals: Identifying Company and Country-Level Influences. *Business Ethics Quarterly*, 26(3), pp. 347-378.

GLAVAS, A. (2016). Corporate Social Responsibility and Employee Engagement: Enabling Employees to Employ More of Their Whole Selves at Work. *Frontiers in Psychology*, 7.

GLAVAS, A. and MISH, J. (2015). Resources and Capabilities of Triple Bottom Line Firms: Going Over Old or Breaking New Ground? *Journal of Business Ethics*, 127(3), pp. 623-642.

GLAVAS, A. and KELLEY, K. (2014). The Effects of Perceived Corporate Social Responsibility on Employee Attitudes. *Business Ethics Quarterly*, 24(2), pp. 165-202.

AGUINIS, H. and GLAVAS, A. (2013). Embedded Versus Peripheral Corporate Social Responsibility: Psychological Foundations. *Industrial and Organizational Psychology: perspectives on science & practice*, 6(4), pp. 314-332.

GLAVAS, A. and GODWIN, L.N. (2013). Is the Perception of 'Goodness' Good Enough? Exploring the Relationship Between Perceived Corporate Social Responsibility and Employee Organizational Identification. *Journal of Business Ethics*, 114(1), pp. 15-27.

AGUINIS, H. and GLAVAS, A. (2012). What We Know and Don't Know About Corporate Social Responsibility. *Journal of Management*, 38(4), pp. 932-968.

GLAVAS, A. (2012). Employee engagement and sustainability: A model for implementing meaningfulness at and in work. *Journal of Corporate Citizenship*, 46, pp. 13-29.

GLAVAS, A., SENGE, P. and COOPERRIDER, D. (2010). Building a green city on a blue lake: A model for building a local sustainable economy. *Journal of People & Strategy*, 33(1), pp. 26-33.

Book chapters

GLAVAS, A. (2021). Multiple pathways for scholarly impact. In: *Academic Odyssey*. 1st ed. Edward Elgar Publishing, pp. 110-127.

GLAVAS, A. and WILLNESS, C. (2020). Employee (dis)engagement in corporate social responsibility. In: Debbie Haski-Leventhal, Lonneke Roza, & Steven Brammer eds. *Employee Engagement in Corporate Social Responsibility*. 1st ed. SAGE Publications, pp. 10-27.

Professional articles

GLAVAS, A. (2002). Personalentwicklung – oder selbstentwicklung. *Lernende Organisation*.

GLAVAS, A. (2001). Leadership – Auf der reise zu sich selbst. *Lernende Organisation*.