



## Hager Jemel-Fornetty, PhD

Professor – Speciality: Management

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## EDUCATION

- 2002      **Master’s Degree - Management**  
Ecole Supérieure de Commerce de Sfax, Tunisie, 2002
- 2003      *Master’s Degree - Strategy & Organization*  
Institut d’Administration des Entreprises de Lille – Université Lille 1, 2003
- 2010      **PhD in Management, with honors, *summa cum laude***  
Institut d’Administration des Entreprises de Lille – Université Lille 1, 2010  
Title : “social information and financial valuation of company stocks”  
Supervisor : Guy Van Loye

## PROFESSIONAL EXPERIENCE

### EDHEC BUSINESS SCHOOL

- **Professor of Management**, Since September 2017
- **Deputy Director of EDHEC Open Leadership Innovation Center**, March 2016-September 2017
  - Partnership relationship management and development
  - Team and stakeholders’ management
  - Project coordination and management
  - Communication and reporting management
- **Research and teaching**
  - Participation in the research projects carried out with the EDHEC Open Leadership partners (data collection, reports and research article writing)
  - Teaching in the BBA Program (BBA4 Management & Human Resources)

### ESC AMIENS AND FRANCE BUSINESS SCHOOL

- **Professor of management**, 2008 - 2015
  - Teaching
  - Coaching
  - Research
  - Management of external teachers

- **Director of the Graduate Program and Director Committee Member, 2012 - 2015**
  - Design and implementation of a new graduate program with a multi-sites team (the 5 campuses of France Business School: Amiens, Brest, Clermont-Ferrand, Tours et Poitiers)
  - Participation in the accreditation and evaluation process (CEFDG, AACSB)
  - Management of the relational, organizational and administrative issues linked to student life in coordination with the Scholarship office
  - Coordination and facilitation of the teachers and faculty members
  - Management of the pedagogical team
  - Budgetary and administrative Management
  - Coordination of the Graduate Program Committee (analysis of future job markets trends and transformations, evaluation of program offerings relevance and identification of area of future improvement)
  - Promotion and representation of the graduate program toward companies and partner Organizations
  
- **Head of pedagogical innovation department, 2013 – 2015**
  - Management of the pedagogical innovation and pedagogical platform teams
  - Awareness of teachers and students about innovative pedagogical practices (peer-to-peer learning, collaborative learning, blended learning, ...)
  - Reforming courses of Bachelor and graduate programs through the introduction of innovative pedagogical practices

#### **IAE DE LILLE – UNIVERSITE LILLE 1**

- **Research and teaching assistant, 2006-2008**
  - Teaching
  - Participation in the research projects

#### **EDHEC BUSINESS SCHOOL**

- **Research assistant, 2004-2006**
  - Teaching
  - Participation in the research projects of the department
  - Writing case studies

### **TEACHING & PEDAGOGICAL RESPONSIBILITIES**

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#### **Management, Organization and Strategy**

- Strategic Analysis – Master 1
- Project and Change Management – Bachelor 4
- Economic, Social & Environmental Analysis – Executive
- Organizational theory – Bachelor 2

#### **CSR & Corporate Governance**

- Corporate social performance – Master 2
- CSR stakes – Master 1
- Social Business – Master 1
- Corporate Social Responsibility & Corporate Governance – Executive

### **Financial reporting and Financial management**

- Corporate financial policy – Master 1
- Financial Statement Analysis – Master 1
- Financial Reporting and Investor relations management – Master 2
- Management control – Bachelor 3

### **Other pedagogical responsibilities Level**

- Coaching students conducting their entrepreneurial projects – Master 1, Master 2
- Supervision of student conducting their Master's thesis – Master 2
- Facilitation of Business games – Bachelor 3, Master 1
- Tutoring and coaching struggling students – Bachelor 3

*At : EDHEC Lille, IAE de Lille, ESC Amiens, France Business School, ESC Dijon, ISTC Lille*

### **Pedagogical innovation projects**

- 2013 - 2015 : In charge of the National Student's Entrepreneurship PEPITE Project (Plan Etudiants Pour l'Innovation, le Transfert et l'Entrepreneuriat) at ESC Amiens
- 2012-2014 : National coordinator for entrepreneurship , intrapreneurship and CSR projects and courses: dotted-line management of 20 Professors across 5 campuses. Recruitment and management of Professors' teams. Setting up of learning goals and course material, following up of course evaluations)
- 2012 - 2013 : member of the project team in charge of the Design and implementation of the new Graduate Program of France Business School

### **Case studies published**

- "Smart : An Automobile Revolution ?", (With Emmanuel Métais, Richard Pin, Pierre-Guy Hourquet et Olivier Masclef), The European Case Clearing House, 2005
- "La Royale: or the extraordinary revival of the French navy under Louis XIV", (With Emmanuel Métais, Pierre-Xavier Meschi et Pierre-Guy Hourquet) The European Case Clearing House, 2005

## **RESEARCH ACTIVITIES**

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### **Research interests**

- CSR (CSR challenges, social reporting and rating, corporate social performance)
- HR policies (Diversity, inclusion)
- Corporate social reporting and market information efficiency regarding ESG issues (Environmental, Social and governance issues)

### **Publications**

- "L'hypothèse d'efficience des marchés : glissement définitionnel et zones d'ombre", *Economies et Sociétés : Série "Entreprise et Finance"*, Août 2013, n°8 pp. 1423-1448
- "Changing the dominant convention : the role of emerging initiatives in mainstreaming ESG", chapter in *Finance and Sustainability: Towards a New Paradigm? A Post-Crisis Agenda*, edited by Sun et al., Emerald Publishers, October 2011 (With David Bourghelle et Céline Louche)

- “Sustainable Value: Corporate Responsibility and measuring the Financial and Non-financial performance of the firm”, EABIS Research Project Report, September 2009 (With David Grayson, Kenneth Amaeshi, Céline Louche, Francesco Perrini, Antonio Tencati), <http://www.investorvalue.org/docs/EabisProjectFinal.pdf>

### Manuscripts in progress

- “How crisis affects financial stakeholders’ preference for CEO leadership styles?”, to be submitted to : Journal of Management Studies or Journal of Business Ethics (With Valérie Petit, Hélène Bollaert & Philippe Foulquier).
- “Desperately seeking inclusive leadership definition: A systematic literature review on leadership and inclusion”, to be submitted to Journal of Business Ethics or Leadership Quarterly (With Valérie Petit & Sarah Saint-Michel)

### Conference Presentations

- Desperately seeking inclusive leadership definition: A systematic literature review on leadership and inclusion, International Leadership Association (ILA), 02-05 November 2016, Atlanta (With Valérie Petit)
- “La perception et l’utilisation des informations sociétales sur le marché financier français : les apports d’une étude qualitative exploratoire”, Workshop Governance & Ethical Finance, 16 December 2011, Paris.
- “The integration of ESG information into investment processes: Toward an emerging collective belief?”, RIODD Conference (Réseau International de Recherche sur les Organisations et le Développement Durable), 25-27 June 2009 Lille. (With David Bourghelle and Céline Louche)
- “The integration of ESG issues into firm’s financial valuation and traditional investment decisions: empirical evidences”, Oikos PRI Young Scholars Academy, 8-13 February 2009, Gais.
- “Does Social Responsibility Deter Shares from Higher Returns? An European Empirical Study”, Paris AFFI International Meeting (Association Française de Finance), 18-19 December 2006, Paris. (With Jean-Gabriel Cousin and Harvey Arbelaez)
- “Does Social Responsibility Deter Shares from Higher Returns? An European Empirical Study”, 22nd EGOS Colloquium The Organizing Society 6-8 July 2006, Bergen. (With Gabriel Cousin et Harvey Arbelaez)
- “La performance des valeurs socialement responsables”, RIODD Conference (Réseau International de Recherche sur les Organisations et le Développement Durable), 7-8 December 2006, Paris. (With Jean-Gabriel Cousin)
- L’impact des informations sociétales sur les cours boursiers”, Workshop Ethique et Finance, 9 December 2005, Université Catholique de Lille, Lille

### Other research activities

- Member of the organization committee of the workshop “ Ethical Finance & Governance”, Paris, 16 December 2011
- Member of the organization committee of the international annual conference of RIODD (Réseau International de Recherche sur les Organisations et le Développement Durable), 25- 27 June 2009 Lille
- Member of the European research project “ Corporate Responsibility, Market Valuation, and Measuring the Financial and Non-Financial Performance of the Firm”, funded by EABIS (European Academy of Business in Society) (2008-2009)