

Farah Kodeih

Full Professor · IESEG School of Management, Paris

Born 1984, Lebanon | French & Lebanese | Paris, France

CV updated March 2026



1. CURRENT POSITIONS

Full Professor · IESEG School of Management, Paris Head of the Management and Society Department (since Sept. 2025)	2019 –
Board Member , EGOS · Vice Chair (since July 2025)	2024 –

2. PREVIOUS POSITIONS

Visiting Professor , Management Studies · Aalto University School of Business, Helsinki	2016 – 2019
Assistant Professor , Strategy & Entrepreneurship · NEOMA Business School, France	2011 – 2016
Lecturer , Management Department, MBA Program · ESSEC Business School, Paris	2008 – 2011

3. EDUCATION

Ph.D. in Management · ESSEC Business School, Paris (<i>with distinction</i>)	2011
Visiting Ph.D. Student · University of Alberta, Canada (5 months, Prof. Royston Greenwood)	2011
M.Phil. in Management · ESSEC Business School, Paris	2008
Joint Master, Strategic HRM · IAE Grenoble / Grenoble École de Management	2007
M.Sc. in Management · Grenoble École de Management	2006

4. PUBLICATIONS

Journal Articles

- Kodeih, F.**, Schildt, H., Sandström, E., Ravasi, D., & Heikkilä, J. P. (2025). *Social Purpose Formation and Evolution in Nonprofit Organizations*. *Organization Science*.
- Schildt, H., & **Kodeih, F.** (2025). *The reproduction and evolution of institutional logics: A practice-centric perspective*. *Organization Theory*, 6(2).
- Raynard, M., **Kodeih, F.**, & Arjaliès, D. L. (2025). *Co-creating knowledge and shaping practice: The collaborative work of nascent occupations*. *Organization Studies*, 46(12), 1673–1706.
- Tarabichi, H., Schildt, H., & **Kodeih, F.** (2025). *Public sector innovation through nested experimental spaces: Reinventing the immigrant integration system*. *Research Policy*, 54(6), 105255.
- van der Giessen, M., Koptsyukh, A., **Kodeih, F.**, Alkhaled, S., Poberezhna, A., & den Boer, M. W. (2025). *From emergency relief to empowerment: Transitioning government-led social entrepreneurship practices to support Ukrainian refugees*. *Journal of Business Venturing Insights*, 24, e00559.
- Kodeih, F.**, Schildt, H., & Lawrence, T. B. (2023). *Countering indeterminate temporariness: Sheltering work in refugee camps*. *Organization Studies*, 44(2), 175–199.
- Raynard, M., **Kodeih, F.**, & Greenwood, R. (2021). *Proudly elitist and undemocratic? The distributed maintenance of contested practices*. *Organization Studies*, 42(1), 7–33.
- Kodeih, F.**, Bouchikhi, H., & Gauthier, V. (2019). *Competing through categorization: Product- and audience-centric strategies in an evolving categorical structure*. *Organization Studies*, 40(7), 995–1023.
- Kodeih, F.** (2016). *Managing occupational identity and institutional pressure within French business schools: Current challenges*. *Journal of Management Development*, 35(2), 280–292.
- Kodeih, F.**, & Greenwood, R. (2014). *Responding to institutional complexity: The role of identity*. *Organization Studies*, 35(1), 7–39.
- Greenwood, R., Raynard, M., **Kodeih, F.**, Micelotta, E., & Lounsbury, M. (2011). *Institutional Complexity and Organizational Responses*. *The Academy of Management Annals*, 5(1), 317–371.

■ *Responsible Research in Management Award (Kodeih, Schildt & Lawrence, 2023)*

■ *Academy of Management Annals Decade Award (Greenwood et al., 2011)*

Forthcoming

Kodeih, F., Raynard, M., & Bui, H. T. M. (Forthcoming). *The moral and emotional impact of well-intentioned policy on marginalized communities*. Research in the Sociology of Organizations.

Khilji, S. E., Mainard-Sardon, J., Benzekri, C., **Kodeih, F.**, & de La Vega, B. (Forthcoming). *Un-silencing the 'self' to decolonize MOS*. In *Reimagining work, workers, and workplaces*.

Chapters in Edited Books

Schildt, H., **Kodeih, F.**, & Tarabichi, H. (2020). *Field-level evaluation practices and practice experimentation*. Research in the Sociology of Organizations.

Kodeih, F. (2013). *From Historical Roots to Hybrid Identities*. In Drori, Höllerer & Walgenbach (Eds.), *Global themes and local variations in organization and management*. Routledge.

Papers Under Review

Sandström, E., **Kodeih, F.**, & Roulet, T. "When the helpers need help": Maintaining work meaningfulness in a deteriorating societal context.

Chliova, M., **Kodeih, F.**, & Lounsbury, M. *Building resilience in times of rising authoritarianism: Civil society organizations in Hungary*.

Polaki, H. J., Van Lent, W., & **Kodeih, F.** *Institutional translation ad infinitum: Localizing HIV/AIDS relief in Lesotho*.

Kutscher, G., **Kodeih, F.**, Schildt, H., & Raynard, M. *Navigating the moral maze of an escape room: Bridging cultural spheres in a political art project*.

Kodeih, F. *Neither Here Nor There: Confronting Internalized Colonialism*.

5. RESEARCH PROJECTS, SERVICE & SUPERVISION

Externally Funded Projects

"**Placing the displaced**" – institutional contradictions and emotional dynamics in fostering refugee entrepreneurship (Finland & Lebanon). *Academy of Finland*, 400K €. With H. Schildt (PI), E. Sandström, G. Kutscher. 2017 – 2022

Reviewing

Member of the Editorial Board of *Organization Studies*

Ph.D. Supervision

Emma Sandström, Aalto University School of Business (*defended*) · Hani Tarabichi, Aalto School of Science (*ongoing*) · Habofanoe Polaki, IESEG School of Management (*early involvement*)

6. SOCIETAL IMPACT

Practice-Oriented Publications

Kodeih, F. (2026). *The scholar's responsibility in a collapsing world*. HEC Grand Challenges Research Center Blog.

Schildt, H., & **Kodeih, F.** (2026). *What if? Reanalyzing our qualitative study with Skimle AI*. Skimle blog post.

Moriconi, S., **Kodeih, F.**, & Munoz, J. (2024). *Réfugiés : favoriser l'intégration sur le marché du travail par la reconnaissance des compétences*. The Conversation France.

Lawrence, T. B., & **Kodeih, F.** (2023). *Shelter from the storm: helping refugees find meaning amid uncertainty*. Oxford Answers, Saïd Business School.

Kodeih, F., & Schildt, H. (2020). *Due to coronavirus, we all have the opportunity to reflect on radical uncertainty*. Aalto University News.

Impact Seminars & Workshops

Impact workshop at IESEG on fostering refugee integration 2023

Impact seminar at Aalto University on refugee labour market integration, with researchers, social entrepreneurs, and non-profit leaders 2022

Workshop at the Ministry of Economic Affairs and Employment, Finland (TEM) on social impact bonds and immigrant integration 2020

Impact seminar in Helsinki on organising to deliver social value 2019