

*Curriculum Vitae — July 2023*

**Tomé Salgueiro**

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**ACADEMIC APPOINTMENTS**

Lerner School of Business, U. Delaware – Assistant Professor of Entrepreneurship	2023 – Present
Nova School of Business and Economics – Teaching Assistant	2019 – 2023
Faculty of Science of the University of Lisbon – Teaching Assistant	2013 – 2014

**EDUCATION**

Nova School of Business and Economics	Ph.D., Management	2018 – Present
INSEAD	Visiting Ph.D. Student	2021 – 2022
Rotterdam School of Management, Erasmus	Ph.D. Summer School	2021
Nova School of Business and Economics & EM Strasbourg Business School	MSc., International Management	2016 – 2018
Faculty of Science University of Lisbon	M.Eng., Energy and Environment	2012 – 2015
Faculty of Science University of Lisbon	B.Eng. Energy and Environment	2009 – 2012

**HONORS AND AWARDS**

Selected finalist for the Forum de Administradores e Gestores de Empresas (FAE) Annual Case Study Competition.	2021
Selected as the Portuguese Delegate for the “I-LEAD” United States Department of State Program.	2016
Recipient of the 2015 IAESTE nomination to represent the Faculty of Science of the University of Lisbon in the USA.	2015

**GRANTS**

Foundation for Science and Technology - SFRH/BD/148333/2019 (Scholarship Holder, €50.000)	2019 - 2023
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**PUBLICATIONS**

Articles

1. Salgueiro, T., Mezas, S., Zózimo, R. and Alves-Martins, M. 2022. The Legal Infrastructure for Hybrid Organizations: The Case of Portugal, 1990-2019. Academy of Management Proceedings
2. (Working Paper) Salgueiro, T., Mezas, S., Zózimo, R. and Alves-Martins, M. 2022. The Organizational Politics of Legal Change: The Case of Hybrid Organizations in Portugal, 1990-2019. (Target Journal: *Organization Studies*)

3. (Working Paper) Salgueiro, T., Zózimo, R. and Cunha, MP. 2022. Navigation without drift: The Role of Congruence Between Means and Ends in Hybrid Organizations? (Target Journal: *Academy of Management Journal*)
4. (Working Paper) Salgueiro, T. 2022. Breaking the Mold: How Social Organizations (Un)learn Institutional Logics Through a Business School Program. (Target Journal: *Academy of Management Learning and Education*)

#### Reports, Case Studies, and Other

1. Salgueiro, T., Mezas, S., Zózimo, R. and Alves-Martins, M. 2022. In-Class Case Study: “*Faixas*”
2. Salgueiro, T., Roblick, J. 2021. In-Class Case Study: “*How companies in the regenerative movement manage organizational tensions: the case of Guayaki yerba mate*”.
3. Salgueiro, T., Glosauer, V. 2020. Case Study: “*Certification as a Force for Good? Fair bazaar’s journey towards becoming a B Corp*”
4. Salgueiro, T. 2020. Leadership Observatory Report 2020: Paradoxical Management Challenges

#### Thesis

1. (Working Progress) Salgueiro, T. 2018. Three Essays on Hybrid Organizations.
2. Salgueiro, T. 2018. Benchmarking Philanthropy in Europe.
3. Salgueiro, T. 2015. A Study of Solid Biofuel: The Role of Ashes in Combustion Processes.

### **SERVICE**

#### Academic Community

- Reviewer for the Business Research Quarterly Journal 2023 – Present
- Reviewer for the 2022 Business Association of Latin American Studies Annual Conference (BALAS) 2022
- Discussant at the Third Workshop on Responsibility, Sustainability and Social Entrepreneurship: The Cutting Edge of Hybrid Organizations. 2019

#### Institutional

- Elected PhD Student Representative, Nova School of Business and Economics 2021 – 2022
- Elected Student Representative to the Pedagogical Council, Faculty of Science of the University of Lisbon. 2012 – 2013

### **INVITED SCHOLARLY TALKS**

- 2021 Nova SBE’s “Impact Summit” – Invited to talk on the topics of Hybrid Organizations and Rethinking Capitalism.
- 2020 Nova SBE’s Impact Experience “Commercial Solutions for Social Problems” Session – Invited to moderate a debate between social entrepreneurs on the issue of refugee employment.

## **CONFERENCE ACTIVITIES**

1. 2022 (June) Presented paper “Navigation without drift: Do stakeholders penalize nonprofits that integrate market logics?”. European Forum on Paradox and Pluralism (EUFORPP) Rome Symposium 2022 – Rome, Italy.
2. 2022 (June) Presented paper “The Organizational Politics of Legal Change: The Case of Hybrid Organizations in Portugal, 1990-2019”. 4th INSEAD Doriot Entrepreneurship Conference (IDEC) – Fontainebleau, France.
3. 2022 (March – Initially scheduled for 2021 but delayed due to Covid) Presented paper “The Legal Infrastructure for Social Organizations: The Case of Portugal, 1990-2019”. INFORMS 2021 Organization Science Winter Conference – Online.
4. 2021 (November) Presented paper “The Legal Infrastructure for Social Organizations: The Case of Portugal, 1990-2019”. 18<sup>th</sup> Annual Social Entrepreneurship Conference – Online.

## **TEACHING EXPERIENCE**

### MBA courses

1. Social Entrepreneurship Elective – “Fáscas” In-Class Case Study (INSEAD).

### Post-Graduation Programs

1. StartUp Research Post-Graduation (Partnership between Nova School of Business and Economics and the Institute for Technology, Chemistry and Biology – ITQB/Nova)

### Undergraduate/Masters courses

1. Applied Social Entrepreneurship (Master’s in Management, MIM, Nova School of Business and Economics).
2. Performance & Progress (MIM, Nova School of Business and Economics).
3. Entrepreneurship with Impact (MIM, Nova School of Business and Economics).
4. FieldLab Thesis (Master’s in Impact Entrepreneurship & Innovation, MIEI, Nova School of Business and Economics).

### Executive Education, Workshops, and Other

1. Workshop “Creating and Managing Impact with Theory of Change” (LIDERA’s ClimateU – May 2022)
2. Seminar “Global Citizenship” (Global Alliance in Management Education CEMS MIM – January 2022).
3. Workshop “Social Enterprising in the 21<sup>st</sup> Century” (Social Food Enterprise Program – October 2021).
4. ESADE Summer School Course on “Leadership for Impact” & “Journey towards Sustainability” (Took place @Nova School of Business and Economics – July 2021)
5. Workshop “Hybrids, Shared Value, Problem Identification & Analysis” (Nova University Innovation’ “Starters Academy” – May 2021)
6. Seminar “Responsible Global Leadership” (Global Alliance in Management Education CEMS MIM – January 2021).

7. Workshop “Hybrids, Shared Value, Problem Identification & Analysis” (Social Ideation Bootcamp – June 2020)

### **CURRENT MASTERS STUDENT SUPERVISION**

- Bronwyn Hoskins-Davies, Nova School of Business and Economics & Frankfurt School of Finance and Management.
- Emery Khaira Kash, Nova School of Business and Economics.
- Linda Elberskirch, Nova School of Business and Economics.

### **SUPERVISION OF MASTERS THESES COMPLETED**

- Verena Glosauer, Nova School of Business and Economics.
- Julia Roblick, Nova School of Business and Economics.
- Lola Céline Hazard, Nova School of Business and Economics.
- Francesca Stabile, Nova School of Business and Economics.

### **NON-ACADEMIC EXPERIENCE**

Nova School of Business and Economics’ Leadership for Impact Knowledge Center – Operational Coordinator.	2019 – 2020
<ul style="list-style-type: none"> <li>▪ Launching and coordinating Nova’s Leadership observatory.</li> </ul>	
Nova University Rectory – External consultant	2018 – 2019
<ul style="list-style-type: none"> <li>▪ Designing Nova University’s Hospitality Institute.</li> </ul>	
Portuguese Central Bank – Trainee	2017
<ul style="list-style-type: none"> <li>▪ Assisting the Central Bank Statistics Department in data analysis.</li> </ul>	
California’s Tulare County Office of Education – Teaching Intern	2015 – 2016
<ul style="list-style-type: none"> <li>▪ Teaching at the Clemmie Gill School of Science and Conservation in an outdoor setting on the outskirts of Sequoia National Park.</li> </ul>	
National Laboratory of Energy and Geology and Instituto Superior Técnico – Lab Trainee	2014
<ul style="list-style-type: none"> <li>▪ Developing a master’s degree Thesis within the “BiomAshTech” project on the subject of biofuels.</li> </ul>	
EDP, Energias de Portugal – Lab Trainee	2014
<ul style="list-style-type: none"> <li>▪ Lab work at Sines thermoelectric power plant within the “BiomAshTech” project on the subject of biofuels.</li> </ul>	
Galp Energia - Companhia Logística de Terminais Marítimos and Enerfuel Logistics & Biofuel Production – Summer Trainee	2013
<ul style="list-style-type: none"> <li>▪ Supporting the factory management teams and the Environment, Quality and Safety Department.</li> </ul>	

### **PRESENCE IN MEDIA**

Works mentioned in media (Click to open)

- Da retenção de talento à diversidade ou às alterações climáticas. Estes são os desafios que os “novos” líderes têm pela frente – ECO (sapo.pt)
- Maioria dos líderes portugueses continua a investir na sua formação, diz estudo (linktoleaders.com)
- A liderança aprende-se? Estudo mostra que 52% dos gestores considera “ter nascido com perfil de líder” – Executive Digest (sapo.pt)
- Relatório do Observatório de Liderança 2020 apresenta os maiores desafios dos líderes | Executiva
- Estes são os os maiores desafios dos líderes atuais segundo o Observatório de Liderança da Nova SBE | Flead
- Estudo revela os maiores desafios dos líderes actuais – Human Resources (sapo.pt)
- Estes são os maiores desafios dos líderes atuais - RHmagazine
- Dois dedos de conversa: <https://www.rtp.pt/play/p6381/e525746/dois-dedos-de-conversa>.
- [Pode Portugal ser um líder no Empreendedorismo Social?](#)