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## EDUCATIONAL BACKGROUND

- Ph.D. in Management, The Wharton School – University of Pennsylvania 2026 (Expected)
- Dissertation: Going Local: Corporations, Localities, and Stakeholder Issues
  - Committee: Witold Henisz (Advisor & Chair), Tyler Wry (Co-Supervisor), Aline Gatignon (HEC Paris), Leandro Pongeluppe
  - Exchange: INSEAD Strategy, France
- M.S. in Management Science, The Wharton School – University of Pennsylvania 2022
- M.S. in Applied & Resource Economics, University of Connecticut 2020
- B.S. in Applied & Resource Economics, University of Connecticut 2016
- Minor in Entrepreneurship
  - GPA: 4.00/4.00
  - Honors Scholar, Summa Cum Laude

## RESEARCH INTERESTS

Nonmarket and stakeholder strategy, Local communities, Social Entrepreneurship, ESG

## RESEARCH

### *A. Articles Published in Refereed Journals*

- [1] Bruno C, Henisz W. 2024. Environmental, social and governance (ESG) outcomes & municipal credit risk. *Business & Society*. • [United Nations PRI blog](#) • On journal's "Most Read" list as of July 17, 2025
- [2] Atz U<sup>S</sup>, Van Holt T, Liu Z<sup>S</sup>, Bruno C. 2023. Does sustainability generate better financial performance? Review, meta-analysis, and propositions. *Journal of Sustainable Finance & Investment*.
- [3] Bruno C, Shah F, Robbins G. 2025. An economic model of transboundary water agreements with groundwater and surface water interaction: Application to a US river basin with a history of conflict. *Water Resources Research*. • Published by American Geophysical Union (AGU): "Advancing earth and space sciences"

### *B. Working Papers with Re-submission Requests*

- [4] Bruno C\*, Cobb A\*, Werner T\*, Wry T\*. Organizational studies in an age of affective polarization. Revise & Resubmit at *Organization Science*.
- [5] Bruno C\*, Henisz W\*, Gracheva A<sup>S</sup>. Managing political risk: A multidisciplinary review and reconsideration. Revise & Resubmit at *Academy of Management Perspectives*.
- [6] Bruno C, Auslander J<sup>S</sup>, McGlinch J<sup>S</sup>. Stand by me: Evaluating the effects of heterogeneous stakeholder power and relational capital on corporate ability to manage financial distress. Reject & Resubmit at *Strategy Science*.

**C. Working Papers Under Review or Pre-Submission**

[7] Bruno C\*, Cobb A\*, Werner T\*, Wry T\*. Expectations, polarizing social issues, and criticism for corporate silence: Theory and evidence from Georgia's Election Integrity Act. Under review at *Academy of Management Journal*.

- Dissertation chapter 3
- Nominated for Strategic Management Society PhD Paper prize (2024)

[8] Varendh Mansson C<sup>s</sup>, Wry T, Bruno C. The unintended consequences of digital technology adoption in social enterprise. Under review at *Academy of Management Journal*.

[9] Bruno C, Miklian J, Hoelscher K. Enhancing ESG Integration in fragile, crisis, and conflict-affected settings. Under review at *Business Ethics, the Environment, and Responsibility*.

[10] Bruno C. Corporate headquarters departures, cohesion, and community welfare. Preparing to submit.

- Dissertation chapter 1

[11] Bruno C. Going local: Corporate adaptation to communities' most pressing social and environmental issues.

- Dissertation chapter 2

**D. Other Articles**

[12] Atz U\*<sup>s</sup>, Bruno C\*. 2023. Locating the future of ESG: The promise of geospatial data in advancing ESG research. *Sustainability and Climate Change*.

[13] Bruno C, Campbell B. 2016. Students' willingness to pay for more local, organic, non-GMO and general food options. *Journal of Food Distribution Research*.

**E. Reports and Other Materials**

[14] Bruno C\*, He A\*, Henisz W\*, Pollock J\*, Ulrich E\* & CPP Investment Insights Institute\*. 2023. The people factor: How investing in employees pays off.

[15] Babcock A\*, Barrymore N\*, Bruno C\*, He A\*, Henisz W\*, Sampson R\*, Shao X\*. 2022. Walking the talk: Valuing a multi-stakeholder strategy.

**F. Research in Progress**

- Ulrich E<sup>s</sup>, Bruno C. Social evaluation risks from cross-border M&A, stakeholder orientation, and market reactions.
- Yau T<sup>s</sup>, Wry T, Bruno C. Social entrepreneurship, mixed-gender startups, and media attention.

Google Scholar: 340 citations as of July 16<sup>th</sup>, 2025

\* Alphabetical order co-authorship, <sup>s</sup> PhD student, post-doc, or former PhD student co-author

**SERVICE AND PROFESSIONAL ASSOCIATIONS****A. Conferences and Other Field Activities**

- Journal Reviewer: *Management Science*, *Journal of Business Ethics*, *Local Government Studies*, *Administration & Society*, *Society and Business Review*

- Conference Reviewer: Alliance for Research on Corporate Sustainability, Strategic Management Society, Academy of Management (STR, OMT, & SIM divisions), Wharton-INSEAD Consortium
- Symposia: Co-organizer of AoM symposium (with Tiancheng Wang, INSEAD): “Firms’ Strategic Engagement with and Responses to Traditional and Social Media” (STR, SIM, & OMT divisions) (2025)
- Workshops: Organizer/support to Jerry Davis, Dan Levinthal, Phanish Puranam, and Lori Rosenkopf. Collective Impact Virtual Salon Dissertation Series (2023-2025) – Read my blog [here](#)

### ***B. Professional Affiliations***

- Stakeholder Strategy Interest Group, Strategic Management Society
- STR and OMT Division Member, Academy of Management
- Research Affiliate, Wharton Environmental, Social, and Governance (ESG) Initiative
- Research Affiliate, Wharton Impact Investing Research Lab
- Research Affiliate, Wharton Political Risk & Identity Lab

### ***C. Wharton, University of Pennsylvania Activities***

- Doctoral Executive Committee, student representative (Doctoral office elected: 2024-2025)
  - School-wide committee of PhD coordinators and dean of research
- Ombudsperson, Management Department (peer elected: 2022-2023)
- Social Chair, Management Department (2021-2022)

### ***D. University of Connecticut Activities***

- Graduate Student Representative – UConn Arboretum Committee (2018-2020)
- Graduate Student Representative – UConn Environmental Policy Advisory Council (2018-2020)
- Werth Entrepreneurship Mentor (2018-2020)
- Club Volleyball (President) (2014-2015)
- Resource Economics Club (President) (2013-2015)
- Peer Allies Through Honors (Mentor) (2013-2014)
- Sigma Phi Epsilon (Scholarship Chair) (2015)
- Phi Sigma Pi (Pledge Class President; Social Chair) (2013-2014)

## **AWARDS & OTHER HONORS**

### ***A. Research***

- Nominated for PhD Paper Prize, Strategic Management Society (2024)
- Best Reviewer Award, SMS Stakeholder Strategy Interest Group (2023)

### ***B. Grants and Funding***

- Wharton ESG Initiative – Impact Investing Research Lab, \$10,000 (with Tyler Wry (2025)
- UPenn Research Council Travel Grant, \$800 and \$1,100 (2024 and 2025)
- Wharton ESG Initiative (1/2) and Political Risk & Identity Labs (1/2), \$10,000 (2023)
- Wharton-INSEAD Alliance (with Xina Li and Tiancheng Wang), \$6,000 (2023)
- Daniel Levinthal Travel Award, \$500 and \$600 (2023 & 2024)
- Calvert Center for Responsible Investing Sponsorship of Wharton ESG Initiative (with Witold Henisz), \$100,000/year (2020 – 2022)

Awards prior to the Ph.D. program can be found on my LinkedIn page: <https://linkedin.com/in/christopherbruno15>

## INVITED AND REFEREED PRESENTATIONS & WORKSHOPS

### 2025

- Alliance for Research on Corporate Sustainability Annual Conference (ARCS)
- Strategy and the Business Environment Conference (SBE)
- Academy of Management Annual Meeting (multiple papers) (AOM)
  - Symposium: "Strategizing for Sustainability and Impact in Complex Environments"
  - Symposium: "Exploring and Expanding Research on Corporate Responsibility"
  - Co-organizer - Symposium: "Firms' Strategic Engagement with and Responses to Traditional and Social Media"
- Strategic Management Society Annual Conference (multiple papers) (SMS)
- Community on Social Innovation (COSI)
- Nonmarket Strategy Research Community Doctoral Conference

### 2024

- Strategic Management Society Annual Conference (SMS)
  - Nominated for PhD Paper Prize
- Academy of Management Annual Meeting
  - Symposium: "Navigating political polarization: Organizational challenges and strategic responses"
  - Paper presentation and moderator: "Growth and Degrowth in Nonprofits and Entrepreneurships" session (OMT)
- Strategy Science Conference
- European Group for Organization Studies (multiple papers)
- University of Delaware Management Research Summit
- Nonmarket Research Community Doctoral Conference
- Paul Lawrence Conference Doctoral Consortium at Harvard Business School
- INSPER Metricis (Brazil) - Virtual
- Oxford Centre for Corporate Reputation (co-author attended and presented)
- Yale Initiative for Sustainable Finance

### 2021-2023

- Alliance for Research on Corporate Sustainability (ARCS) PhD Workshop (2023)
- Wharton non-market strategy workshop (2022)
- Wharton-INSEAD consortium (2022)
- UN Principles for Responsible Investing (UNPRI) Academic Week (2021)

## TEACHING AND RELATED ACTIVITIES

### The Wharton School, University of Pennsylvania

- Co-Instructor, Essentials of Entrepreneurship (Academic Director: David Hsu), Summer 2025
- TA, Political & Social Environment of the Multinational Firm: ESG & Geo-strategy (TA, EMBA, with Vit Henisz), Spring 2025
- Guest Lecturer, Evaluating Evidence (Instrumental Variables, with Iwan Barankay), Spring 2024
- TA, Advanced Global Strategy (MBA and EMBA, with Zeke Hernandez), Fall 2021 - Summer 2023
- Recitation Instructor, Introduction to Management (with Xu Han), Fall 2022

## University of Connecticut

- TA, Intermediate Applied and Resource Economics, Fall 2019
- TA, Population, Food, and the Environment, Fall 2019
- TA, Principles of Agricultural and Resource Economics, Spring 2019
- Co-instructor (as Makerspace Fellow), Introduction to Making, Spring 2019
- TA, Economics of Energy, Climate, and the Environment, Fall 2018

## Other Teaching and Training Activities

- Created a management consulting case & case-competition between Aon (McLagan) and the University of Connecticut
- Co-developed new materials and led intern Excel training at Aon (McLagan)
- Former K-12 math and reading tutoring at Kumon
- Have managed over ten research assistants and advised several student theses (with Witold Henisz)

## WORK EXPERIENCE

**Strategy Consultant** - Perimeter 81, New York City, NY 2019-2020

- Perimeter 81 is a scaling software as a services (SaaS) startup founded in Tel Aviv, Israel that experienced multiple funding rounds and was acquired by Check Point (NASDAQ: CHKP)

**Consultant, Senior Analyst, Analyst, Intern** - Investment Management - Aon (McLagan) 2015-2019  
Stamford, CT; New York City, NY; London, UK (NYSE: AON)

- Human capital and operations management consulting for world's largest investors

**Operations Manager, Stamford Lead, Junior Mentor, Ambassador** 2014-2020  
UConn Innovation Quest (iQ), Storrs, CT and Stamford, CT

- Entrepreneurship programming: cross-campus startup competition and incubator - interview [here](#).
- Focused on system-level programming: connecting iQ to other entrepreneurship programs

## SELECTED MEDIA MENTIONS AND PROFESSIONAL APPEARANCES

- When does corporate silence backfire? Knowledge at Wharton – (expected summer 2025)
- Invited Judge – ESG Investing Awards (2024): Global industry awards for investment firms
- How municipal ESG performance can signal lower credit costs, Calvert / Morgan Stanley (2024)
- Companies that walk the talk on workforce investments..., Benefits Canada (2023)
- What companies can return when they don't just focus on shareholders, Institutional Investor (2022)
- Cited in leading impact investor letter to Municipal Securities Standards Board (MSRB) (2022)
- ESG factors in municipal finance – United Nations PRI blog (2021)
- Interviewed as subject matter expert in audit of multi-trillion-dollar asset manager

## PERSONAL

Married; Dog, cat and two birds; have a Twin; Airbnb Super-hosts; Master Gardener Certification (Penn State); Enjoy Sports (Basketball, Skiing, Fishing, Volleyball), Cooking, and Travel