

PERSONAL INFORMATION

Christel DUMAS



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 [Christel.dumas@ichec.be](mailto:Christel.dumas@ichec.be)

Sex Female | Date of birth 04/11/1976 | Nationality Belgian and US citizen

WORK EXPERIENCE

2008-present **Assistant professor in finance**

ICHEC Brussels Management School

- teach and develop capabilities of students in financial mathematics, financial management, corporate governance
  - supervise master student thesis (approx. 8 per year on topics related to sustainable finance)
  - facilitate dialogue and debate on sustainable finance in civil society, through conferences and media
- Business or sector* Education and research

2002-2008 **Corporate Governance Analyst and Team Lead**

ISS Europe/RiskMetrics Group, 181 Ch. De la Hulpe, 181, B-1170 Brussels, Belgium

- Create corporate governance material, processes and frameworks for institutional investors, companies and other market participants
  - Develop proxy research for institutional investors and engage with companies
  - Facilitate and create research as project leader for the "one share-one vote" study for the European Commission [http://ec.europa.eu/internal\\_market/company/docs/shareholders/study/final\\_report\\_en.pdf](http://ec.europa.eu/internal_market/company/docs/shareholders/study/final_report_en.pdf)
- Business or sector* Corporate Governance services

1999-2001 **Corporate Actions – Defaults and Investigation Analyst**

Euroclear Bank S.A / N.V, Boulevard du Roi Albert II 1. B-1210 Brussels, Belgium

*Business or sector* Clearance and Settlement

EDUCATION AND TRAINING

October 2009 to October 2015 **Doctor in Applied Economics**

Universiteit Gent, Gent Belgium

Thesis: Responsible investment mainstreaming: beliefs, tensions and paradoxes

Supervised by Lutgart van den Berghe (Guberna & ecoDa) and Céline Louche (Audencia, Nantes)

September 2008 to June 2009 **CAPAES (certificat d'aptitude pédagogique pour l'enseignement supérieur)**

Université Libre de Bruxelles (ULB), Brussels, Belgium

September 2003 to June 2004 **AESS (Agrégation de l'Enseignement Secondaire Supérieur)**

Université Libre de Bruxelles (ULB), Brussels, Belgium

September 1996 to June 1999 **Ingénieur Commercial et de Gestion (Human Resources, NGOs)**

Université Catholique de Louvain, Louvain-la-Neuve, Belgium

September 1997 to Dec. 1997 **Masters degree in business administration and management**

Erasmus Universiteit, Rotterdam, The Netherlands

PERSONAL SKILLS

Mother tongue(s) English and French

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
Dutch	B2	B1	A2	A2	A1

Communication skills

Excellent communication skills gained through my experience as professor, teaching large audiences in French and English on topics in finance, but also teaching communication skills. Numerous conferences given for professionals.

Organisational / managerial skills

- leadership (formerly responsible for teams of 5 to 15 people at ISS governance services)
- creativity (developed through research, and critical perspective on teaching methods)
- meeting skills and facilitating consent decision-making, including Sociocracy training
- strong analytical skills, developed daily in analysis of large sets of data, both quantitatively and qualitatively.

Digital competence

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
Proficient user	Proficient user	Proficient user	Independent user	Proficient user

- good command of office suite (Word, Excel, Power point, Sharepoint, OneDrive), daily use
- good command of organisation and presentation softwares (Xmind, Prezi, etc).
- good command of qualitative and quantitative research software (NVivo, Stata)

ADDITIONAL INFORMATION

Publications

- Dumas, C., & Louche, C. (2015). Collective beliefs on responsible investment. *Business & Society*, 0007650315575327. Impact Factor:1.468 | Ranking: Business 55 out of 115
- Dumas, C., & Michotte, E. (2014). Where do-gooders meet bottom-liners: Disputes and resolutions surrounding socially responsible investment. In *Socially Responsible Investment in the 21st Century: Does it Make a Difference for Society?* (pp. 119-148). Emerald Group Publishing Limited.
- Dumas, C. and Louche, C.,. 2012. Collective representations of responsible investment and their evolution between 1985 and 2010. In Leslie A. Toombs (Ed.), *Proceedings of the Seventy-second Annual Meeting of the Academy of Management (Boston)*, ISSN 1543-8643.
- Dumas, C. and Louche, C., (2011) Mimetec processes in Responsible Investment mainstreaming, IABS conference proceedings.

Manuscripts in progress

- Dumas, C. and Hoepner, A. (in progress). What factors matter for ESG ?
- Dumas, C and Louche, C. (in progress). A paradox perspective on the dynamics of responsible investment mainstreaming.
- Dumas, C., Poly, M. & McNett, C. (in progress). The paradox of risk.

Honours and awards

- 2009. FIR European research Grant.
- 2012. Sustainability prize for Papers of Excellence on Responsible Investment "From Occupy Wall Street to Mainstream: A Question of Beliefs and Coordination" by Christel Dumas, ICHEC Brussels Management School, Belgium and Dr. Celine Louche, Vlerick Leuven Gent Management School, Belgium.
- 2012. Academy of Management, Social Issues in Management Division Awards (AoM, SIM Division) Category: Best Paper in History of Corporate Responsibility – Runner-Up
- 2012. Best PhD Paper Award at the CBERN-PRI conference.
- 2015. Outstanding Author Contribution in the 2015 Emerald Literati Network Awards for Excellence. Winner.

Memberships

- Member of the Delphi Group developing a framework of material KPIs for ESG investing (2014-2016): Engaged with institutional investors in developing a framework of material KPIs for institutional investors wishing to invest sustainably, and to facilitated reporting and discussions with companies.**
- Member of the De Woot jury attributing prizes to the best master student thesis on sustainability.
- Member of the FIR jury attributing prizes to the best master student thesis on SRI.
- Reviewer for SIM and OMT divisions of the Academy of Management
- Reviewer for Organization Studies journal. Impact Factor:2.886 | Ranking: Management 25 out of 185

Courses

- 2015- present Financial Management, 300 students
- 2015 – present Mathématiques financières for engineers, (40 students)
- 2011-present Introduction à la Finance for bachelors, engineers as well as adults evening classes at ICHEC Brussels Management School (300 students)
- 2011 – present Corporate Governance seminar for CFA level master program at ICHEC Brussels Management School (40 students)
- 2010 SRI seminar for master students at ICHEC (20 students)
- 2008-2010 Financial Management for master exchange students at Clemson University Brussels Centre (25 students)
- 2008-2010 Financial Management teacher assistant for master students at ICHEC Brussels Management School (60 students)

University Services

- ICHEC Research Center, 2016-...Creating and developing a multi-function role to facilitate research within the institution.
- ICHEC scientific committee, 2014-ongoing. Advising the library on strategy and development to support research.
- Master thesis taskforce (2016). Rethinking the requirement of a master thesis, and pedagogical tools to reach these requirement.
- CSR seminar (2013-...). Creating and animating a CSR seminar for second year master students (100 students).
- COMBAC, 2012-2015. Active member of committee, representing Bachelor courses teachers.
- CEDHEC, 2011-ongoing. Elected representative of the ICHEC Brussels Management School teachers association.
- FairGreenCampus, 2009-2015. Active member of this teachers association aiming to sensitize and mobilize the teachers and students community for more sustainable and fair behaviors