

YUVAL DEUTSCH, Ph.D.

Schulich School of Business, York University 4700 Keele St., Toronto Ontario, Canada M3J 1P3
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EDUCATION

- 1997-2002 **Ph.D., Sauder School of Business, University of British Columbia, Canada**
Strategy and Business Economics Division
Thesis title: "Outside directors signaling, monitoring and compensation"
- 1990-1992 **M.A., Hebrew University of Jerusalem, Israel, *Cum Laude***
Business Administration
Specializations: Finance, Banking
- 1990 **C.P.A., Auditors' Council, Israel**
- 1986-1989 **B.A., Hebrew University of Jerusalem, Israel**
Economics and Accounting

ACADEMIC EMPLOYMENT HISTORY

- 2007-present **Associate Professor of Entrepreneurship and Strategic Management**
Schulich School of Business
York University, Toronto, Canada
- 2008 **Visiting Professor**
Business School
Queensland University of Technology, Brisbane, Australia
- 2002-2007 **Assistant Professor of Entrepreneurship and Strategic Management**
Schulich School of Business
York University, Toronto, Canada
- 2001 **Lecturer**
Sauder school of Business
University of British Columbia, Vancouver, Canada
- 1996-1997 **Lecturer**
Lahav - Executive Education, Recanati Business School
Tel Aviv University, Tel Aviv, Israel
- 1996-1997 **Lecturer**
Lecturer, Ramat-Gan College Of Law, Ramat-Gan, Israel

1994-1997 **Lecturer**
The Center for Management Development
The Hebrew University of Jerusalem, Israel

COURSES DEVELOPED

- 2013 **Business Essentials for Technology Entrepreneurs**
• *Introductory course for undergraduate engineering students*
- 2010 **Graduate Colloquium in Management**
• *Colloquium for PhD students*
- 2002 **Entrepreneurship and New Firm Creation**
• *Second year MBA students*
- 2002 **Entrepreneurship and New Venture Creation**
• *Forth year undergraduate business students*
- 1996 **Introduction to Finance**
• *An executive level course for managers of art organizations*
- 1994 **Analysis of financial reports**
• *An executive level course for project managers*

COURSES TAUGHT

PhD Level

Graduate Colloquium in Management

Executive Education

Corporate Governance
Analysis of financial reports
Financial accounting
Managerial accounting
Introduction to Finance

MBA Level

Entrepreneurship and New Firm Creation
Strategy Field Study
Global Leadership Consulting Program

Undergraduate Level

Entrepreneurship and New Venture Creation
Strategic Management
Introduction to financial accounting
Introduction to Microeconomics

INDUSTRY EXPERIENCE

- 2014-Present **Board of Advisors**
Venture for Canada, Toronto, Canada
- 2007-Present **Founder and Senior Partner**
DSD consulting, Thornhill, Canada
- 2007-present **Board of Governors**
Canada Israel Chamber of Commerce, Toronto, Canada
- 2007-2011 **Board of Advisors**
ChemiGreen Ltd., Toronto, Canada
- 2005-2008 **Founder and board member**
Israeli Business Forum in Canada, Toronto, Canada
- 1993–1996 **Founder and senior partner,**
Deutsch, Amit, Chalfon CPA, Jerusalem and Tel-Aviv, Israel
- *Among other activities, the firm provided services to the underwriting subsidiaries owned by the five major banks in Israel*
- 1993–1996 **Founder and senior partner,**
N.S.N. Consultants and Investments Ltd., Jerusalem and Tel-Aviv, Israel
- *Main Focus: the IPO industry*
- 1991–1993 **Chief Financial Officer**
Rotem Development & Construction Ltd., Jerusalem, Israel
- *Led the firm's IPO*
- 1990–1991 **Accounting Intern**
Cohen Frankel CPA, Jerusalem, Israel
- 1986–1989 **Counselor**
Hostel Oranim, Jerusalem, Israel
- *Counselor at at-risk teenage girls hostel*
- 1984–1985 **Founder and manager**
Ardag Fish Farms, Eilat, Israel
- *Israel's first fish farm in the open sea.*

AWARDS AND HONORS

- 2014 **Schulich School of Business Research Fellowship Award**
York University, Toronto, Canada

- 2013 **Nominee, Schulich MBA award for teaching excellence**
York University, Toronto, Canada
- 2012 **York University Annual Merit Award**
York University, Toronto, Canada
- 2012 **Nominee, Schulich BBA award for teaching excellence**
York University, Toronto, Canada
- 2010 **York University Annual Merit Award**
York University, Toronto, Canada
- 2007 **York University Annual Merit Award**
York University, Toronto, Canada
- 2006 **York University Annual Merit Award**
York University, Toronto, Canada
- 2005 **Nominee, Schulich MBA award for teaching excellence**
York University, Toronto, Canada
- 2005 **Schulich School of Business Research Fellowship Award**
York University, Toronto, Canada
- 2005 **York University Annual Merit Award**
York University, Toronto, Canada
- 2004 **Nominee, Schulich MBA award for teaching excellence**
York University, Toronto, Canada
- 2000 **Runner-up best student paper**
Strategic Management Society Annual meeting, Vancouver, Canada
- 1997–1999 **Faculty of Graduate Studies International tuition scholarship**
University of British Columbia, Vancouver, Canada
- 1997–1999 **Sauder School of Business International tuition scholarship**
University of British Columbia, Vancouver, Canada
- 1997–1999 **Entrepreneurship research alliance fellowship**
University of British Columbia, Vancouver, Canada
- 1997–1998 **Rabbi Corson Fellowship**
Hebrew University of Jerusalem, Jerusalem, Israel
- 1991 **First prize in the Bank Leumi investment competition**
Hebrew University of Jerusalem, Jerusalem, Israel

1989 **Fellowship for contribution to financial reports of non-profit organizations**
 Lifshitz Foundation, Tel Aviv, Israel

RESEARCH GRANTS

2015- 2017	Insight Development Grants (with Keyhani, M., Levesque, M.) Social Sciences and Humanities Research Committee, Canada • <i>The Performance and Exit Trade-offs of Start-ups</i>	\$ 49,410
2014	Small Research Grant (with Weitzner, D) Schulich School of Business, York University, Toronto, Canada	\$ 1,000
2014	Schulich School of Business Research Fellowship Award York University, Toronto, Canada	\$ 2,500
2010–2014	Standard Research Grant (with Keil T., Laamanen T) Social Sciences and Humanities Research Committee, Canada • <i>Size matters: Deconstructing the effects of agency theory, institutional theory, and behavioral learning theory in small and large mergers and acquisitions</i>	\$ 73,950
2003–2007	Standard Research Grant Social Sciences and Humanities Research Committee, Canada • <i>The Influence of Outside Directors' Stock-Based Compensation on Firms' Strategic Decisions and Financial Performance</i>	\$ 75,648
2005	Schulich School of Business Research Fellowship Award York University, Toronto, Canada	\$ 2,500
2002-2005	Schulich School of Business Research Fund York University, Toronto, Canada	\$75,000
2004	Small Research Grant York University, Toronto, Canada	\$ 3,500
2003	Small Research Grant York University, Toronto, Canada	\$ 2,000

AREAS OF EXPERTISE

Corporate governance, Executive Compensation, Entrepreneurship, Social Entrepreneurship, Signaling within and between organizations, Acquisitions, and Stakeholder theory

RESEARCH AND SCHOLARLY CONTRIBUTIONS

Refereed Journal Publications

Weitzner, D. & Deutsch Y. (Forthcoming) Understanding motivation and social influence in stakeholder prioritization *Organization Studies*

Deutsch Y., & Valente M. 2013. The Trouble with Stock Compensation, *MIT Sloan management Review*, 54 (4): 19-20.

Deutsch Y., & Valente M. 2013. Compensating outside directors with stock: The impact on non-primary stakeholders", *Journal of Business Ethics* , 116: 67-85.

Deutsch Y., Keil T., & Laamanen T. 2011. A dual agency view of board compensation: The joint effects of outside director and CEO stock options on firm risk. *Strategic Management Journal*. 32: 212-227.

Bouques, C., Crane, A, & Deutsch Y. 2009. The Trouble of Being Average. *MIT Sloan management Review*, 50: 79-80.

Bouques, C., & Deutsch Y. 2008. The Impact of Corporate Social Performance On a Firm's Multinationality. *Journal of Business Ethics* 80: 755-769.

Deutsch Y. 2007. The Influence of Outside Directors Stock- Option Compensation on Firm R&D. *Corporate Governance: An International Review* 15: 816-827.

Deutsch Y., Keil T., & Laamanen T. 2007. Decision-Making in Acquisitions: The Effect of Outside Directors' Compensation on Acquisition Patterns. *Journal of Management* 33: 30-56.

Deutsch Salamon S., & Deutsch Y. 2006. OCB as a Handicap: An Evolutionary Psychological Perspective. *Journal of Organizational Behavior*. 27: 185 – 199.

- *Recipient of SAS Interdisciplinary Research Award 2006.*

Deutsch, Y. 2005. The Impact of Board Composition on Strategic Decisions: A Meta-Analytic Review. *Journal of Management*. 31: 424-444.

Deutsch, Y., & Ross, T. 2003. You Are Known By the Directors You Keep: Reputable Directors As a Signaling Mechanism. *Management Science*. 49:1003-1017.

- *Runner-up best student paper Strategic Management Society Annual meeting, Vancouver, Canada*

Refereed Book Chapter

Deutsch, Y, Deutsch Salamon, S., Peer, A. (in press). Dancing with Wolves: A Signaling Model of De Novo Entrants' Location Choices. In Siegel D., Markman G., Guerber, A., Su, W, *Sustainability, Society, Business, Ethics, and Entrepreneurship*, World Scientific. USA.

Refereed Conference Proceedings (full article)

Keyhani, M., Deutsch, Y., Levesque, M., & Madhok, A. (Forthcoming)
Exploration-Exploitation Strategies and Exit Outcomes of New Ventures.
Frontiers of Entrepreneurship Research BCERC Proceedings

Other publications

Deutsch, Y., Levesque, M. 2014. Running ballistics on the Dragons' eight silver bullets, *The Globe and Mail*

Work in Progress

Deutsch Y., Keil T., Laamanen T. Maula M. V. J, Craving for the Big Deal? Escalation, De-Escalation and Momentum In Acquisition Behavior Under second review *Organization Science*

Weitzner, D. & Deutsch Y. Reconciling the Social Economic Strategic Tension: An Entrepreneurial Issue Prioritization Framework, Under second review *Journal of Management Studies*.

Deutsch Y., Keil T., Trapped within the method: The use of fixed-effects and random-effects models in strategic management. Reject and resubmit *Strategic Management Journal*

Keyhani, M., Deutsch, Y., Levesque, M., & Madhok, A. Exploration-Exploitation Strategies and Exit Outcomes of New Ventures.

Deutsch Salamon, S Deutsch, Y, Vulnerability as Strength: A Signaling Model of Trusting.

Deutsch Salamon, S. & Deutsch, Y. The Cost of Accountability

Conference Presentations

Deutsch, Y, Deutsch Salamon, S., Peer, A. Dancing with Wolves: A Signaling Model of De Novo Entrants' Location Choices presented as part of the Sustainability, Social Issues, and Entrepreneurship symposium. *Academy of Management's Conference, Vancouver, Canada, 2015*

Weitzner, D. & Deutsch, Y. Understanding motivation and social influence in stakeholder prioritization *Academy of Management's Conference, Vancouver, Canada, 2015*.

Deutsch Salamon, S Deutsch, Y, Vulnerability as Strength: A Signaling Model of Trusting *Inequality, Trust and Ethics: Insights from Economics and Behavioral Ethics conference London, UK, 2015*

Weitzner, D. & Deutsch Y. Reconciling the Social Economic Strategic Tension: An Entrepreneurial Issue Prioritization Framework, *Journal of Management Studies workshop, Denver, CO, USA, 2015.*

Weitzner, D. & Deutsch Y., Stakeholder Welfare Maximization and Competitive Advantage in Turbulent Environments, *Academy of Management's Conference, Philadelphia, PA, USA, 2014*

Keyhani, M., Deutsch Y., Levesque M., Madhok A, Exploration-Exploitation Strategies and Exit Outcomes of New Ventures. *Babson College Entrepreneurship Research Conference, London, ON, Canada, 2014*

Deutsch Y., Keil T., Trapped within the method: The use of fixed-effects and random-effects models in strategic management. *Strategic Management Society conference, Tel Aviv, Israel, 2014.*

Weitzner, D., Deutsch Y., Trade-offs in Managing for Stakeholders: Power and Strategic Flexibility. *Strategic Management Society conference, Atlanta, GA, USA, 2013.*

Weitzner, D. & Deutsch Y. Inside-Out and Outside-In: An Integrative Framework of Stakeholder Salience. *Society of Business Ethics Conference, Orlando, FL, USA, 2013*

Weitzner, D. & Deutsch Y. A Stakeholder Salience Approach to Strategic Repositioning *Academy of Management Conference, Orlando, FL, USA, 2013*

Deutsch Y., Keil T., Laamanen T. Maula M. V. J, Craving for the Big Deal? Escalation, De-Escalation and Momentum as Antecedents of Large Acquisitions. *Strategic Management Society conference, Atlanta, GA, USA, 2013.*

Weitzner, D. & Deutsch Y., A Comprehensive Framework of Stakeholder Salience *Academy of Management Conference, Boston, MA, USA, 2012.*

Deutsch Y., Keil T., Laamanen T. Maula M. V. J. Going After the Big Fish – When Do Firms Escalate From Small to Large Acquisitions? *Academy of Management Conference, Boston, MA, USA, 2012.*

Deutsch Y., Pe'er A., & Deutsch Salamon S. Dancing with Wolves: A Signaling Model of Capability Based Location Choices of De Novo Entrants *AAG conference, New York City, NY, USA 2012.*

Weitzner, D., & Deutsch Y., Logics of Action in Stakeholder Engagement: A Unified Framework. *Strategic Management Society conference, Miami, FL, USA, 2011.*

Weitzner Deutsch Y., Stakeholder Saliency and the Normative-Instrumental Divide: A New Framework. *Academy of Management Conference, Chicago, IL, USA, 2009.*

Deutsch Y., Pe'er A., & Deutsch Salamon S. Be There or Be Square: A Signaling Perspective on New Entrants' Choice of Location. *Academy of Management Conference, Philadelphia, PA, USA, 2007.*

Deutsch Y., Keil T., & Laamanen T. Decision-Making In Acquisitions: Are the Wolves Watching over the Sheep? The Joint Effect of Board and CEO Incentives on Firm-Level Risk-Taking. *Academy of Management Conference, Philadelphia, PA, USA, 2007.*

Bouquet C. & Deutsch Y. The Impact of Corporate Social Performance on a Firm's Multinationality. *Academy of International Business Conference, Beijing, China, 2006.*

Deutsch Salamon S., & Deutsch Y. Self-Handicapping As a Signaling Vehicle. *Relational Models and Justice Conference, Toronto ON, Canada, 2006.*

Deutsch Y., & Valente M. The Effect of Outside Director Stock-Based Compensation on Corporate Social Performance. *Academy of Management Conference, Honolulu, HI, USA, 2005*

Reuber R., Fischer E., Melanson S., & Deutsch Y. Winning Designs: Reputational Changes in Technology-Based Firms. *Babson Kauffman Entrepreneurship Research Conference, Boston MA, USA, 2005.*

Deutsch Salamon S., & Deutsch Y. OCB as a Handicap: An Evolutionary Psychological Perspective. *Academy of Management Conference, New Orleans LA, USA, 2004*

Deutsch Y., Keil T., & Laamanen T. Outside Directors' Compensation: A Critical Determinant of Acquisition Behavior. *Strategic Management Society 23th Annual International Conference, Baltimore MD, USA, 2003.*

Deutsch Y. Outside Directors' Compensation and Firm Performance: Does Incentive Pay Matter? *Strategic Management Society 22th Annual International Conference, Paris, France, 2002.*

Deutsch Y. The Influence of Outside Directors' Incentive Pay on Firms' R&D. *Academy of Management Conference, Denver CO, USA, 2002.*

Deutsch Y. Meta-Analytical Reviews of Board Composition and Strategic Decisions. *Academy of Management Conference, Washington DC, USA, 2001.*

Deutsch Y., & Ross T. W. You Are Known By the Directors You Keep: Reputable Directors As a Signaling Mechanism. *Strategic Management Society 20th Annual International Conference, Vancouver BC,, Canada, 2000.* (Named runner-up in the Booz Allen/ SMS competition for the best student paper.)

Deutsch Y., & Amit R Do Independent Board of Directors Protect Shareholders' Interests? *Strategic Management Society 19th Annual International Conference, Berlin, Germany, 1999.*

Invited Presentations

Deutsch Y., Pe'er A., & Deutsch Salamon S. Be There or Be Square: A Signaling Perspective on New Entrants' Choice of Location. 2009, Queensland University of Technology, Brisbane, Australia

Deutsch Y., Pe'er A., & Deutsch Salamon S. Be There or Be Square: A Signaling Perspective on New Entrants' Choice of Location. 2007, University of Toronto, Toronto, ON, Canada.

Deutsch Salamon S., Deutsch Y. "OCB as a Handicap: An Evolutionary Psychological Perspective", 2004, Hebrew University of Jerusalem, Jerusalem, Israel.

Deutsch, Y., & Ross, T. 2001. You Are Known By the Directors You Keep: Reputable Directors As a Signaling Mechanism, York university, Toronto, ON, Canada

Deutsch, Y., & Ross, T. 2001. You Are Known By the Directors You Keep: Reputable Directors As a Signaling Mechanism. Concordia University, Montreal, Canada

Deutsch, Y., & Ross, T. 2001. You Are Known By the Directors You Keep: Reputable Directors As a Signaling Mechanism. Case Western Reserve University, Cleveland, OH, USA

PROFESSIONAL SERVICE

Editorial Board

Organization Science

Advisory Board

Sustainability, Ethics, Entrepreneurship Conference

Ad –Hoc Reviewer

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Journal of Business Ethics

Journal of Management Studies

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Organization Science
Entrepreneurship Theory and Practice

Ph.D. Examiner
Antti Niemi Aalto University, Espoo, Finland

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Academy of Management
Strategic Management Society