

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, Magna 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

- 2018-present **Professor of Entrepreneurship and Strategic Management**
Schulich School of Business
York University, Toronto, Canada
- 2007-2018 **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

AREAS OF EXPERTISE

Corporate Governance, Executive Compensation, Inter and Intra Organization
Prosocial Behavior, Entrepreneurship, Signaling Theory, Acquisitions

RESEARCH GRANTS

2021- 2023	Insight Development Grants (with Weitzner, D.) Social Sciences and Humanities Research Committee, Canada <ul style="list-style-type: none">• <i>Identifying the instrumental logics imprinted in stakeholder theory</i>	\$45,675
2020- 2025	Department of National Defense Research Initiative (with Salamon Deutsch, S., Halevi, Y.) Department of National Defense, Canada <ul style="list-style-type: none">• <i>Fostering Trust Between Leaders and Their Followers: A Signaling Framework</i>	\$60,000
2019- 2025	Insight Grants (with Salamon Deutsch, S., Halevi, Y.) Social Sciences and Humanities Research Committee, Canada <ul style="list-style-type: none">• <i>Fostering Trust Between Leaders and Their Followers: A Signaling Framework</i>	\$175,852
2019-2020	Schulich School of Business Research Fellowship Award <ul style="list-style-type: none">• York University, Toronto, Canada	\$3,000
2015- 2017	Insight Development Grants (with Keyhani, M., Levesque, M.) Social Sciences and Humanities Research Committee, Canada <ul style="list-style-type: none">• <i>The Performance and Exit Trade-offs of Start-ups</i>	\$49,410
2014-2015	Small Research Grant (with Weitzner, D) Schulich School of Business, York University, Toronto, Canada	\$1,000
2014-215	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 <ul style="list-style-type: none">• <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
2005-2006	Schulich School of Business Research Fellowship Award York University, Toronto, Canada	\$2,500
2004-2005	Small Research Grant York University, Toronto, Canada	\$3,500

2003–2007	Standard Research Grant Social Sciences and Humanities Research Committee, Canada	\$75,648
	<ul style="list-style-type: none"> The Influence of Outside Directors' Stock-Based Compensation on Firms' Strategic Decisions and Financial Performance 	
2003-2004	Small Research Grant York University, Toronto, Canada	\$2,000
2002-2005	Schulich School of Business Research Fund York University, Toronto, Canada	\$75,000

RESEARCH AND SCHOLARLY CONTRIBUTIONS

Refereed Publications

Weitzner, D. & Deutsch Y. 2022. Harm Reduction, Solidarity, and Social Mobility as Target Functions: A Rortian Approach to Stakeholder Theory *Journal of Business Ethics* 1-14

- Won the *Journal of Business Ethics*' 2022 R. Edward Freeman *Journal of Business Ethics Philosophy in Practice Best Paper Award*

Keil, T., Deutsch, Y., Laamanen, T., & Maula, M. Online June 2022. Temporal Dynamics in Acquisition Behavior: The Effects of Activity Load on Strategic Momentum. *Journal of Management Studies*.

Keyhani, M., Deutsch, Y., Madhok, A., & Lévesque, M. 2022. Exploration-exploitation and acquisition likelihood in new ventures. *Small Business Economics*. 58(3), 1475-1496.

Weitzner, D., & Deutsch Y. 2019. Why the time has come to retire instrumental stakeholder theory. *Academy of Management Review*. 44(3): 694-698.

Choi, J., & Deutsch, Y. 2019. The Soft Side of Political Conservatism? The Bounded Effects of Political Conservatism on CSR. Best Paper Proceedings of the Academy of Management Conference, Boston, MA, USA.

Deutsch, Y, Salamon, S. D., Pe'er, A. 2017. 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, 331-362.

Keyhani, M., Deutsch, Y., Levesque, M., & Madhok, A. 2016 Built to last, profit or flip? The outcomes of exploration-exploitation for start-ups. Best Paper Proceedings of the Academy of Management Conference, *Anaheim, CA, USA*.

Weitzner, D. & Deutsch Y. 2015. Understanding motivation and social influence in stakeholder prioritization *Organization Studies*. 36(10): 1337-1360.

Keyhani, M., Deutsch, Y., Madhok, A., & Lévesque, M. 2014. Exploration - exploitation strategies and exit outcomes of new ventures. *Frontiers of Entrepreneurship Research*. 34(11): 3

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.

Bouquet, C., Crane, A, & Deutsch Y. 2009. The trouble of being average. *MIT Sloan management Review*. 50: 79-80.

Bouque, 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.

Salamon S. D., & 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*

Other Publications

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

Work in Progress

Choi, J., & Deutsch, Y. The Two Sides of Community Political Conservatism and CSR: Exploring the Role of Community Social Connectedness Conditional acceptance. *Organization Studies*

Deutsch, Y, Salamon, S. D., Gorgulu, B. Vulnerability as strength: Trusting as a credible signal of competence. Under review *Management Science*

Choi, J., & Deutsch, Y. Social Connectedness Matters: The Influence of Regional Social Capital on Unemployment Rates during the COVID-19 Crisis

Weitzner, D., & Deutsch Y., Inclusive Theories of the Firm, and the Need for a Human-centric Minimalist Ethics.

Deutsch, Y., Salamon, S. D. & Kalynychenko I. Prudent Distrust: A Threat Regulation Model

Conference Presentations

Weitzner, D., & Deutsch Y., Inclusive Theories of the Firm, and the Need for a Human-centric Minimalist Ethics. *Journal of Management Studies Conference, University of Cambridge, UK, 2022.*

Choi, J., & Deutsch, Y. The Soft Side of Political Conservatism? The Bounded Effects of Political Conservatism on CSR. *Academy of Management Conference, Boston, MA, USA, 2019.*

Keyhani, M., Deutsch, Y., Levesque, M., & Madhok, A. Built to last, profit or flip? The outcomes of exploration-exploitation for start-ups. *Academy of Management Conference, Anaheim, CA, USA, 2016.*

Weitzner, D., & Deutsch Y., Reconciling the social/economic tension: Issue prioritization in multi-objective organizations *Academy of Management Conference, Anaheim, CA, USA, 2016.*

Deutsch, Y, Salamon, S. D., Pe'er, 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.*

Salamon, S. D. & 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., & Salamon S. D. 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., & Salamon S. D. 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.*

Salamon S. D., & 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.*

Salamon S. D., & 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., & Salamon S. D. 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., & Salamon S. D. Be there or be square: A signaling perspective on new entrants' choice of location. 2007, University of Toronto, Toronto, ON, Canada.

Salamon S. D., 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

AWARDS AND HONORS

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| 2020 | Schulich School of Business Research Fellowship Award
York University, Toronto, Canada |
| 2014 | Schulich School of Business Research Fellowship Award
York University, Toronto, Canada |
| 2013 | Nominee, Schulich Award for Teaching Excellence
York University, Toronto, Canada |
| 2012 | York University Annual Merit Award
York University, Toronto, Canada |
| 2012 | Nominee, Schulich 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 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 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. 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

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

Strategic Management

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

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**
• *Fourth 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 Aerospace Industry project managers*

PROFESSIONAL SERVICE

Editorial Board

Organization Science

Ad –Hoc Reviewer

Academy of Management Journal
Academy of Management Perspective
Entrepreneurship Theory and Practice
Journal of Business Ethics
Journal of Business Venturing
Journal of Management Studies
Journal of Organizational Behavior
Organizational Studies
Strategic Management Journal
Strategic Entrepreneurship Journal

Mentor

Strategic Management Society's Initiative for Academic Collaboration in the Middle East and North Africa (IACMENA)

Ph.D. Examiner

Antti Niemi Aalto University, Espoo, Finland

R. Stace The University of Western Australia, Perth, Australia

OTHER WORK EXPERIENCE

- 2014-2019. **Board of Advisors**
Venture for Canada, Toronto, Canada
- 2007-present. **Board of Governors**
Canada Israel Chamber of Commerce, Toronto, Canada
- 2007-present. **Founder**
DSD consulting, Toronto, Canada
- 2007-2011 **Board of Advisors**
ChemiGreen Ltd., Toronto, Canada
- 2005-2008 **Founder and Board Member**
Israeli Business Forum in Canada, Toronto, 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
- 1993–1996 **Founder and Senior Partner,**
Deutsch, Amit, Chalfon CPA, Jerusalem and Tel-Aviv, Israel
- *Accounting firm, among other activities, 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**
Oranim Hostel, Jerusalem, Israel
- *Counselor for teenage girls at risk*
- 1984–1985 **Founder and Manager**
Ardag Fish Farms, Eilat, Israel
- *Israel's first fish farm in the open sea.*