

## **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

|            |                                                                                                                                                                                                                                                                                                                                                   |           |
|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 2025- 2030 | <b>Insight Grants</b><br>(with Weitzner, D., Freeman, E.)<br>Social Sciences and Humanities Research Committee, Canada <ul style="list-style-type: none"> <li>• <i>“Humanistic Stakeholder Theory and a Minimalist Ethics Litmus Test for Firm Purpose</i></li> </ul>                                                                             | \$190,790 |
| 2023- 2029 | <b>Insight Grants</b><br>Social Sciences and Humanities Research Committee, Canada <ul style="list-style-type: none"> <li>• <i>Social capital, corporate social responsibility, and corporate irresponsibility</i></li> </ul>                                                                                                                     | \$133,799 |
| 2019- 2027 | <b>Insight Grants</b><br>(with Salamon Deutsch, S., Halevy, Y.)<br>Social Sciences and Humanities Research Committee, Canada <ul style="list-style-type: none"> <li>• <i>Fostering Trust Between Leaders and Their Followers: A Signaling Framework</i></li> </ul>                                                                                | \$175,852 |
| 2020- 2025 | <b>Department of National Defense Research Initiative</b><br>(with Salamon Deutsch, S., Halevy, Y.)<br>Department of National Defense, Canada <ul style="list-style-type: none"> <li>• <i>Fostering Trust Between Leaders and Their Followers: A Signaling Framework</i></li> </ul>                                                               | \$60,000  |
| 2021- 2023 | <b>Insight Development Grants</b><br>(with Weitzner, D.)<br>Social Sciences and Humanities Research Committee, Canada <ul style="list-style-type: none"> <li>• <i>Identifying the instrumental logics imprinted in stakeholder theory</i></li> </ul>                                                                                              | \$45,675  |
| 2019-2020  | <b>Schulich School of Business Research Fellowship Award</b><br><ul style="list-style-type: none"> <li>• York University, Toronto, Canada</li> </ul>                                                                                                                                                                                              | \$3,000   |
| 2015- 2017 | <b>Insight Development Grants</b><br>(with Keyhani, M., Levesque, M.)<br>Social Sciences and Humanities Research Committee, Canada <ul style="list-style-type: none"> <li>• <i>The Performance and Exit Trade-offs of Start-ups</i></li> </ul>                                                                                                    | \$49,410  |
| 2014-2015  | <b>Small Research Grant</b><br>(with Weitzner, D)<br>Schulich School of Business, York University, Toronto, Canada                                                                                                                                                                                                                                | \$1,000   |
| 2014-2015  | <b>Schulich School of Business Research Fellowship Award</b><br>York University, Toronto, Canada                                                                                                                                                                                                                                                  | \$2,500   |
| 2010–2014  | <b>Standard Research Grant</b><br>(with Keil T., Laamanen T.)<br>Social Sciences and Humanities Research Committee, Canada <ul style="list-style-type: none"> <li>• <i>Size matters: Deconstructing the effects of agency theory, institutional theory, and behavioral learning theory in small and large mergers and acquisitions</i></li> </ul> | \$73,950  |

|           |                                                                                                                                                                                                                                                                         |          |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 2005-2006 | <b>Schulich School of Business Research Fellowship Award</b><br>York University, Toronto, Canada                                                                                                                                                                        | \$2,500  |
| 2004-2005 | <b>Small Research Grant</b><br>York University, Toronto, Canada                                                                                                                                                                                                         | \$3,500  |
| 2003–2007 | <b>Standard Research Grant</b><br>Social Sciences and Humanities Research Committee, Canada<br><ul style="list-style-type: none"> <li>• The Influence of Outside Directors' Stock-Based Compensation on Firms' Strategic Decisions and Financial Performance</li> </ul> | \$75,648 |
| 2003-2004 | <b>Small Research Grant</b><br>York University, Toronto, Canada                                                                                                                                                                                                         | \$2,000  |
| 2002-2005 | <b>Schulich School of Business Research Fund</b><br>York University, Toronto, Canada                                                                                                                                                                                    | \$75,000 |

## RESEARCH AND SCHOLARLY CONTRIBUTIONS

### Refereed Publications

Tabasi-Nejad, P. Deutsch Y. 2025. Beyond Dangling Carrots: The Effect of Policy Maker Motives on Their Response to Corporate Political Activity (CPA) *Academy of Management Review*

Weitzner, D., & Deutsch, Y. 2023. Harm Reduction, Solidarity, and Social Mobility as Target Functions: A Rortian Approach to Stakeholder Theory. *Journal of Business Ethics*, 186(3), 479-492.

- Won the 2022 Edward Freeman Best Paper Award, *Journal of Business Ethics*

Choi, T. J., & Deutsch, Y. 2023. The Two Sides of Community Political Conservatism and CSR: Exploring the Role of Community Social Connectedness. *Organization Studies*. 44(7): 1103–1125

Keil, T., Deutsch, Y., Laamanen, T., & Maula, M. 2023. Temporal Dynamics in Acquisition Behavior: The Effects of Activity Load on Strategic Momentum. *Journal of Management Studies*. 60 (1): 38-81

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 , *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**

Weitzner, D., Deutsch, Y. & Freeman, E. Algorithmic Supremacy or Humanist Stakeholder Theory: A Minimalist Ethics Litmus Test Approach to Solving Grand Challenges. Under review at *Strategic Entrepreneurship Journal*

Choi, J., Deutsch, Y., & Lee H. The Dark Side of Instrumental Stakeholder Orientation: Evidence from Sustainability Reporting and Corporate Misconduct Under review at *Strategic Management Journal*

Lee H. & Deutsch Y. Holding the Reins Too Tightly: Rethinking Decentralization in Digital Platforms Through Blockchain Governance and Knowledge Modularity.

Deutsch, Y, Salamon, S. D., Gorgulu, B. Vulnerability as strength: Trusting as a credible signal of competence.

Choi, J., Deutsch, Y., & Lee H. Up In the Air: Community Social Connectedness and Layoff Decisions in Uncertain Times.

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

Tabasi-Nejad, P. Deutsch Y. Corporate Political Activity, Marginality, and Societal Outcomes

### **Conference Presentations**

Choi, J., Deutsch, Y., & Lee H. In the shadows of materiality: An attention-based view on sustainability reporting standards and corporate misconduct. *European Group for Organizational Studies, Athens, 2025.*

Weitzner, D., Deutsch Y., Freeman, E. Seeing the Vulnerable and Marginalized: A Litmus Test for Humanistic Strategic Decision Making *Strategic Management Society conference, Palermo, 2025.*

Choi, J., Deutsch, Y., & Lee H. In the shadows of materiality: An attention-based view on sustainability reporting standards and corporate misconduct *36th IABS Annual Conference Maastricht, 2025*.

Tabasi-Nejad, P., & Deutsch Y. Corporate Political Activity, Marginality, and Societal Outcomes. *Academy of Management Conference Chicago, IL, 2024*

Choi, J., & Deutsch, Y., Social connectedness matters: Differing responses of local employers to an extreme context and unemployment rates. *European Group for Organizational Studies, Cagliari, 2023*.

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, Salamon, S. D., Gorgulu, B. Vulnerability as strength: Trusting as a credible signal of competence. 2025, Universidad ORT Uruguay, Montevideo, Uruguay

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**

- |            |                                                                                                       |
|------------|-------------------------------------------------------------------------------------------------------|
| 2026- 2029 | <b>Schulich School of Business Research Excellence Fellowship</b><br>York University, Toronto, Canada |
| 2023- 2026 | <b>Schulich School of Business Research Excellence Fellowship</b><br>York University, Toronto, Canada |
| 2023       | <b>Journal of Business Ethics R. Edward Freeman Best Paper Award</b>                                  |
| 2020       | <b>Schulich School of Business Research Excellence Fellowship</b><br>York University, Toronto, Canada |
| 2014       | <b>Schulich School of Business Research Excellence Fellowship</b><br>York University, Toronto, Canada |
| 2013       | <b>Nominee, Schulich Award for Teaching Excellence</b><br>York University, Toronto, Canada            |
| 2012       | <b>York University Annual Merit Award</b><br>York University, Toronto, Canada                         |
| 2012       | <b>Nominee, Schulich Award for Teaching Excellence</b><br>York University, Toronto, Canada            |
| 2010       | <b>York University Annual Merit Award</b><br>York University, Toronto, Canada                         |
| 2007       | <b>York University Annual Merit Award</b><br>York University, Toronto, Canada                         |

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|-----------|------------------------------------------------------------------------------------------------------------------------------|
| 2006      | <b>York University Annual Merit Award</b><br>York University, Toronto, Canada                                                |
| 2005      | <b>Nominee, Schulich Award for Teaching Excellence</b><br>York University, Toronto, Canada                                   |
| 2005      | <b>Schulich School of Business Research Fellowship Award</b><br>York University, Toronto, Canada                             |
| 2005      | <b>York University Annual Merit Award</b><br>York University, Toronto, Canada                                                |
| 2004      | <b>Nominee, Schulich Award for Teaching Excellence</b><br>York University, Toronto, Canada                                   |
| 2000      | <b>Runner-up Best Student Paper</b><br>Strategic Management Society Annual meeting, Vancouver, Canada                        |
| 1997–1999 | <b>Faculty of Graduate Studies International Tuition Scholarship</b><br>University of British Columbia, Vancouver, Canada    |
| 1997–1999 | <b>Sauder School of Business International Tuition Scholarship</b><br>University of British Columbia, Vancouver, Canada      |
| 1997–1999 | <b>Entrepreneurship Research Alliance Fellowship</b><br>University of British Columbia, Vancouver, Canada                    |
| 1997–1998 | <b>Rabbi Corson Fellowship</b><br>Hebrew University of Jerusalem, Jerusalem, Israel                                          |
| 1991      | <b>First Prize. Bank Leumi Investment Competition</b><br>Hebrew University of Jerusalem, Jerusalem, Israel                   |
| 1989      | <b>Fellowship for Contribution to Financial Reports of Non-profit Organizations</b><br>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 | <b>Business Essentials for Technology Entrepreneurs</b> <ul style="list-style-type: none"><li>• <i>Introductory course for undergraduate engineering students</i></li></ul> |
| 2010 | <b>Graduate Colloquium in Management</b> <ul style="list-style-type: none"><li>• <i>Colloquium for PhD students</i></li></ul>                                               |
| 2002 | <b>Entrepreneurship and New Firm Creation</b> <ul style="list-style-type: none"><li>• <i>Second year MBA students</i></li></ul>                                             |
| 2002 | <b>Entrepreneurship and New Venture Creation</b> <ul style="list-style-type: none"><li>• <i>Fourth year undergraduate business students</i></li></ul>                       |
| 1996 | <b>Introduction to Finance</b> <ul style="list-style-type: none"><li>• <i>An executive level course for managers of art organizations</i></li></ul>                         |
| 1994 | <b>Analysis of financial reports</b> <ul style="list-style-type: none"><li>• <i>An executive level course for Aerospace Industry project managers</i></li></ul>             |

**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
- 2007-2015. **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.*