



Susana ESPER

Ph.D., in Administration, Management Assistant Professor, Strategy and Sustainability

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EDUCATION

2018 Ph.D., in Administration, Management, HEC Montréal, Canada

2011 MSc in Public Administration, University of Buenos Aires - School of Economics, Argentina

2005 BA in Political Science, University of Buenos Aires - School of Social Sciences, Argentina

RESEARCH INTERESTS

Sustainable development and CSR, Strategy, organizational management theory

COURSES TAUGHT

- Interview methods, Grande ecole (bachelor cycle)
- Partnerships for grand challenges, Grande ecole (master cycle)
- Sustainability and business, Grande ecole (bachelor cycle)
- Strategy and innovation, Grande ecole (master cycle)
- Business game, Grande ecole (bachelor cycle)
- Change management in sustainability strategies, Grande ecole (master cycle)
- Strategic management

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Esper S., Cabantous L., Barin-Cruz L., Gond J.-P., (2017), Supporting alternative organizations? Exploring scholars' involvement in the performativity of worker-recuperated enterprises, *Organization*, 24(5), pp. 671-699

Forthcoming

Esper S., Barin Cruz L., Gond J.-P., (2023), Engaging stakeholders during intergovernmental conflict: How political attributions shape stakeholder engagement, *Journal of Business Ethics*, -(-), pp. -

Communications in refereed conferences

<u>International</u>

Esper S., de Bakker F., Heuvinck N., (2020), "Dealing with Decoupling: CSR Managers' Motivations" paper to be presented in the Symposium "Overcoming the dichotomy in micro-level CSR research". The Academy of Management (AoM) Annual Conference, Vancouver, Canada

Esper S., de Bakker F., Heuvinck N., (2020), "Overcoming cherry picking: How CSR managers cope with selective decoupling" The European Group for Organization Studies (EGOS) colloquium, Hamburg, Germany

Esper S., Barin Cruz L., (2019), Controversies around CSR and sustainable development: The role of stakeholders in the spiral of hypocrisy 2019 Academy of Management Meeting, Boston, USA

Esper S., De Bakker F., Heuvinck N., (2019), *Managerial motivation and PCSR engagement: An experimental approach* Pre-Colloquium Development Workshop 08: Experimental Research in Organization Studies, European Group for Organizational Studies (EGOS) Colloquium, Edinburgh, United Kingdom

Esper S., De Bakker F., Heuvinck N., (2019), *The political engagement of corporations: Managerial responses to stakeholders' pressures* Business and Society Research Seminar 2019: Corporate Social Responsibility, Grand Challenges and Sustainability: The Business of Society?!, Amsterdam, Netherlands

Other conference and seminar presentations

International

Esper S., de Bakker F., Heuvinck N., (2020), "CSR as 'empty actions': How CSR managers perceive and cope with decoupling" 1. The conference of the International Association for Business and Society (IABS) 2020, Lisbon, Portugal

Refereed proceedings

Forthcoming

Esper S., Barin Cruz L., (2019), Controversies around CSR and sustainable development: The role of stakeholders in the spiral of hypocrisy, in: Academy of Management(Eds.) in *Proceedings of the 2019 Academy of Management Meeting, Academy of Management , New York*

Chapters in books

Published

Esper S., Gustavo Birollo G., Linda Rouleau L., (2021), Not dinosaurs but dynamos: the roles of middle managers in corporate social responsibility and sustainable development issues, in: Satu Teerikangas, Onkila, T., Koistinen, K., & Mäkelä, M(Eds.), Edward Elgar Research Handbook of Sustainability Agency, 978 1 78990 602 8, Edward Elgar Publishing, Cheltenham, chapter 4, pp. 62-74

GRANTS AND HONORS

Award

2019 Best Doctoral Dissertation Award, HEC Montréal, Canada