



**Susana ESPER**

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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., Barin Cruz L., Gond J.-P., (2024), Engaging stakeholders during intergovernmental conflict: How political attributions shape stakeholder engagement, *Journal of Business Ethics*, 191(1), pp. 1-27

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

## Communications in refereed conferences

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### International

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

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### 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

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#### **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

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#### **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

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### **Award**

2019 Best Doctoral Dissertation Award, HEC Montréal, Canada