

Grossman School of Business
The University of Vermont
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DROR ETZION

Academic appointments

University of Vermont

2023 – Professor.
Steven Grossman Endowed Chair of Sustainable Business.

McGill University

2008 – 2023 Strategy and Organization Area, Desautels Faculty of Management.
Associate Member, Bieler School of Environment.
2018 – 2021 Desautels Faculty Scholar.
2017 – 2020, 2022 – 2023 Director, Centre for Strategy Studies in Organizations.
2015 – 2023 Associate Professor.
2013 – 2015 Faculty Fellow, Marcel Desautels Institute for Integrated Management.
2008 – 2014 Assistant Professor.

Other affiliations

2024 – Research Fellow. Arison Center for ESG, Reichman University
2014 – 2015 Visiting Scholar. emlyon.

Education

2008 Ph.D. Management.
University of Navarra - IESE Business School
1998 M.Sc. Geophysics and Planetary Sciences (cum laude).
Tel-Aviv University
1995 B.Sc. Physics (cum laude).
Ben-Gurion University

Publications

Articles in peer reviewed journals

- Stroehle, J. et al. Forthcoming. A Critical Examination of Corporate Environmental and Social Impact Measurement and Valuation. *Journal of Management Inquiry*.
- Luederitz, C., & Etzion, D. 2025. Generativity as a heuristic for impact-driven scholars addressing grand challenges. *Strategic Organization*, 23(1), 54–78.
- Schifeling, T., & Etzion, D. 2025. The business case for sustainability: Six takes on a cultural artifact. *Industry and Innovation*, 32(1), 12–23.
- Taimur, S., et al. 2024. Theorizing How the Three Horizons Approach Supports Transformative Learning: Insights from Advancing Climate Action in a Canadian Biosphere Reserve. *Ecology and Society*, 29(2).
- Luederitz, C., Animesh A., Rohrbacher, K., Li, T., Piper, A., Potvin C., Etzion, D. 2023. Non-monetary narratives motivate businesses to engage with climate change. *Sustainability Science*, 18:2649–2660.
- Moura, L. F., Pinheiro de Lima, E., Deschamps, F., Etzion, D., & Gouvea da Costa, S. E. 2023. Designing and implementing performance measurement systems based on enterprise engineering guidelines. *International Journal of Productivity and Performance Management*, 72(5): 1239-1265.
- Etzion, D. 2022. The proliferation of carbon labels. *Nature Climate Change*. 12(9): 770.
- Etzion, D., Gehman, J., & Davis G. F. 2022. Reimagining academic conferences: Toward a federated model of conferencing. *Management Learning*, 53(2): 350-362.
- Mikkelsen, G. M., Avidan, M., Conevska, A., & Etzion, D. 2021. Mutual reinforcement of academic reputation and fossil fuel divestment. *Global Sustainability*, 4.
- Etzion, D. 2020. Corporate engagement with the natural environment. *Nature Ecology & Evolution*, 4(4): 493.
- Etzion, D. 2020. Radical resource productivity as an inspiration for business model innovation: The case of Foodchain. *Journal of Business Models*, 8(1).
- Etzion, D., Kypraios, E., & Forgues, B. 2019. Employing finance in pursuit of the Sustainable Development Goals: The promise and perils of catastrophe bonds. *Academy of Management Discoveries*, 5(4): 530–554.
- Etzion, D. & Gehman, J. 2019. Going public: Debating matters of concern as an imperative for management scholars. *Academy of Management Review*, 44(2): 480-492.

- Avidan, M., Etzion, D. & Gehman, J. 2019. Opaque transparency: How material affordances shape intermediary work. *Regulation & Governance*, 13(2): 197-219.
- Etzion, D. 2018. Management for sustainability. *Nature Sustainability*, 1: 744–749.
- Schuler, D., Rasche, A., Etzion, D. & Newton, L. 2017. Corporate sustainability management and environmental ethics. *Business Ethics Quarterly*, 27(2): 213-237.
- Etzion, D., Gehman, J., Ferraro, F. & Avidan, M. 2017. Unleashing sustainability transformations through robust action. *Journal of Cleaner Production*, 170: 167-178.
- Etzion, D. & Aragon-Correa, J. 2016. Big data, management, and sustainability: Strategic opportunities ahead. *Organization & Environment*, 29(2): 147-155.
- Ferraro, F., Etzion, D. & Gehman, J. 2015. Tackling grand challenges pragmatically: Robust action revisited. *Organization Studies*, 36(3): 363-390.
- Winner, bi-annual *Roland Calori Prize* for best article published in *Organization Studies* (2017).
- Etzion, D. & Pe'er, A. 2014. Mixed signals: A dynamic analysis of warranty provision in the automotive industry, 1960- 2008. *Strategic Management Journal*, 35: 1605-1625.
- Etzion D. Diffusion as classification. 2014. *Organization Science*, 25(2): 420-437.
- Delmas, M., Etzion, D., & Nairn-Birch, N. 2013. Triangulating environmental performance: What do corporate social responsibility ratings really capture? *Academy of Management Perspectives*, 27(3): 255-267.
- Gehman, J., Mastroianni, D., Grant, A., & Etzion, D. 2012. An analysis of unconventional gas well reporting under Pennsylvania's Act 13 of 2012. *Environmental Practice*, 14(4): 262-277.
- Etzion, D. & Ferraro, F. 2010. The role of analogy in the institutionalization of sustainability reporting. *Organization Science*, 21(5): 1092–1107.
- Etzion, D. & Davis, G. F. 2008. Revolving doors? A network analysis of corporate officers and U.S. government officials. *Journal of Management Inquiry*, 17(3): 157-161.
- Martí, I., Etzion, D. & Leca, B. 2008. Theoretical approaches for studying corporations, democracy and the public good. *Journal of Management Inquiry*, 17(3): 148-151.

Etzion, D. 2007. Research on organizations and the natural environment, 1992-Present: A review. *Journal of Management*, 33(4): 637-664.

Reprinted in John Jermier (Ed.), *Corporate environmentalism and the greening of organizations*. 2013. Sage.

Other publications

Frigotto, M.L., Tomaselli, A., Etzion, D. Forthcoming. Resilience pathways towards sustainability: A configurational approach. *Research in the Sociology of Organizations*.

Baudoin, L., Etzion, D. 2024. Participation. In Phoebe Koundouri (Ed.) *Elgar Encyclopedia of Water Policy, Economics and Management*. Edward Elgar.

Gehman, J., Etzion, D., & Ferraro, F. 2022. Robust action: Advancing a distinctive approach to grand challenges. *Research in the Sociology of Organizations*, 79, 259-278.

Mintzberg, H., Etzion, D. & Mantere, S. 2018. Worldly strategy for the global climate. *Stanford Social Innovation Review*, 16(4): 42-47.

Potvin, C., et al. 2017. Re-Energizing Canada: Pathways to a Low-Carbon Future. Report commissioned by *Natural Resources Canada* (NRCan).

Etzion, D., Avidan, M., Franks, K., Ruderman, S. & Gehman, J. 2016. The effectiveness of fracking disclosure regimes in Canada. Report for *Social Sciences and Humanities Research Council's Imagining Canada's Future* initiative.

Etzion, D., Delmas, M., & Nairn-Birch, N. 2014. CSR ratings: Does more information add more value? *Corporate Knights*, 13(1): 56.

Etzion, D. 2009. Creating a better environment for finance. *MIT Sloan Management Review*, 50(4): 21-22.

Etzion, D. 2009. Signal dynamics: An industry level analysis of the diffusion of environmental management systems. In George T. Solomon (Ed.), *Best Paper Proceedings of the Sixty-Ninth Annual Meeting of the Academy of Management*.

Awards and honors

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| 2024 | University of Vermont SI-MBA Faculty Member of the Year. |
| 2022 | Runner-up, ONE-SIM Outreach Award, <i>Academy of Management</i> . |
| 2018 | Ideas Worth Teaching Award. <i>Aspen Institute, Business and Society Program</i> . (Sustainability & Environmental Accounting Course). |
| 2014 | 1st Prize, Case Writing Competition. Communauto: A big idea for a big market (w. Raymond Paquin, James Povitz and Ben Gruber - 5,000 CHF). <i>oikos</i> (Social Entrepreneurship Track). |

2014	People's Choice Award. Community vulnerability and facility siting: The case of Marcellus shale gas exploration and production, 2004-2012 (with Joel Gehman). <i>ARCS annual conference</i> .
2014	Finalist, Giarratani Rising Star Award, <i>Industry Studies Association</i> .
2013	Emerging Scholar Award (\$500 US). <i>Academy of Management's Organization and Natural Environment Division (ONE)</i> .
2011	1st Prize, Case Writing Competition. Better Place: Shifting paradigms in the automotive industry. (w. Jeroen Struben – 5,000 CHF). <i>oikos (Social Entrepreneurship Track)</i> .
2009	Doctoral Dissertation Award. <i>Academy of Management's Organization and Natural Environment Division (ONE)</i> .
2009	Finalist, Doctoral Thesis Competition. <i>EDAMBA (European Doctoral Programmes Association in Management and Business Administration)</i> .
2007	Fellowship (\$1,500 US). <i>Booz Allen Hamilton/Strategic Management Society</i> .
2007	Dissertation Proposal Award (\$1,500 US). <i>Aspen Institute, Business and Society Program</i> .
2004 – 2008	Ph.D. Fellowship. <i>IESE Business School, University of Navarra</i> .
1993 – 2004	Rector's list. <i>Ben Gurion University</i> .

Grants

2022 – 2027	<i>Alliance Grant: ReCONstruct: Building Energy Retrofit Solutions for Canada</i> (w. PI Michael Jemtrud, \$4,875,000). <i>Natural Sciences and Engineering Research Council</i> .
2021 – 2024	<i>Partnership Development Grant. PIVOT: Mobilizing online platforms to promote climate action in Canadian Small- and Medium-Size Enterprises</i> (w. NFB, GEC, QNP, \$199,991). <i>Social Sciences and Humanities Research Council</i> .
2019 - 2023	<i>McGill Sustainability Systems Initiative. Sustainability transitions</i> . (w. Catherine Potvin, Jaye Ellis, \$1,120,000).
2018 – 2019	<i>Partnership Engage Grant. Evaluating sustainable strategy: Methods for querying and assessing corporate responses to sustainability surveys</i> (w. CDP, \$24,649). <i>Social Sciences and Humanities Research Council</i> .
2015 – 2016	<i>Knowledge Synthesis Grant. From availability to accessibility: Effectively using information disclosure to govern energy production</i> (w. Joel Gehman and Duncan Kenyon, \$22,766). <i>Social Sciences and Humanities Research Council</i> .

2015 – 2019	<i>Insight Grant.</i> An exploration of organizational response variation to institutional complexity in fracking (w. PI Joel Gehman and Michael Lounsbury \$293,108). <i>Social Sciences and Humanities Research Council.</i>
2015 – 2018	<i>Partnership Development Grant.</i> An impactful multidimensional partnership for social innovation and entrepreneurship: The social innovators' integration lab (w. PI Emma Vaast, et. al., \$199,650). <i>Social Sciences and Humanities Research Council.</i>
2013 – 2015	<i>Insight Development Grant.</i> Predatory selection: An analysis of cultural vulnerability and opportunity exploration in unconventional gas well drilling (w. Joel Gehman \$70,729). <i>Social Sciences and Humanities Research Council.</i>
2009 – 2013	<i>Standard Research Grant.</i> An industry level view of environmental performance (\$93,569). <i>Social Sciences and Humanities Research Council.</i>

Invited research presentations

2025	Monash
2024	Queensland
2023	Stanford; Princeton; Warwick; Maynooth
2022	Vermont; Montpellier Business School; emlyon
2021	St.Gallen; Trento; IESEG
2020	ESADE
2018	HEC Montreal
2017	University of Ottawa
2016	Memorial University of Newfoundland
2015	Grenoble School of Management; University of Amsterdam; ESSEC
2014	Audencia Nantes; HEC Lausanne; Hebrew University of Jerusalem
2013	INSEAD
2012	University of Western Ontario
2011	Tel Aviv University; Hebrew University of Jerusalem
2010	IESE Business School
2009	Weizmann Institute of Science
2006	Pompeu Fabra

Keynotes and conference presentations (selected)

2024	Sustainability: An engine for innovation and business success. <i>Ben Gurion University, National Institute for Climate and Environmental Policy.</i>
2024	The limits set by the new European Regulation on sustainability, and how they affect companies. <i>Festival Economia Trento.</i>
2022	The PIVOT Project. <i>Keynote. Conference CLIMATE CONNECT, Montpellier Business School.</i>
2022	Communicating the urgency of planetary health. <i>Canadian Science Writers Association.</i>
2021	Walking the talk and talking the walk about the climate crisis. <i>EGOS subplenary.</i>
2021	Societal platforms: Between markets and grand challenges. <i>Strategic Management Society, Knowledge and Innovation Virtual Series.</i>
2021	Digital Strategizing for Grand Challenges. <i>AOM Showcase Symposium.</i>
2020	Tackling grand challenges and broadening our sight beyond neoliberalism. <i>AOM All Academy Symposium.</i>
2020	The entrepreneurial ecosystem for the promotion of the circular economy. <i>Keynote. Industrial Pact of the Metropolitan Region of Barcelona.</i>

Media (selected)

2022	CBC. Why environmentalists went after Canada's biggest bank for alleged greenwashing. October 16.
2021	National Observer. Project highlights sustainability moves by small businesses. May 13
2021	Toronto Star. Canadian universities must divest from fossil fuel firms. October 3.
2020	La Vanguardia. Profile in <i>La Contra</i> section. August 13.

Teaching cases

- Etzion, D. 2025. Solidaridad.
- Etzion, D. 2022. Sailcargo: Proving the value of clean shipping.
- Etzion, D. 2020. Foodchain: The power of lean. **SAGE Business Cases.**

Paquin, R., Etzion, D., Povitz, J. & Gruber B. 2014. Communauto: A big idea for a big market. *Case Research Journal* 34(3), special issue on Business and Sustainability (Summer, 2014).

Etzion, D. & Struben, J. 2011. Better Place: Shifting paradigms in the automotive industry.

Reprinted in *Case Studies in Social Entrepreneurship – The oikos Collection* volume 4. 2014. Greenleaf Publishing.

Academic service

2025	Co-organizer, GW-CIBER Summer Doctoral Institute on Tackling Grand Challenges
2023, 2024	Co-chair, Organizations and Environmental Sustainability Conference, Stanford.
2018 – 2022	Senior Editor, Organization Studies.
2018	Sub-theme co-convenor, “Institutions, Innovation, Impact: Grand Challenges”, EGOS colloquium, Tallinn (w. Silvia Dorado and Marc Ventresca).
2018 – 2019	Partnership Engage Grants (PEG) committee member, Social Sciences and Humanities Research Council.
2016 – 2018	Chair, oikos Case Competition, Social Entrepreneurship Track
2013 – 2016	Associate Editor, Organization & Environment.
2013 – 2018	Editorial Board, Organization Studies.
2016 – 2020	Editorial Board, Journal of Management and Governance.
2012, 2016, 2020, 2022	Scientific Committee, GRONEN Research Conference.
2011 – 2014	Advisory Board, Trottier Institute for Sustainability in Engineering and Design (TISED), McGill Faculty of Engineering.
2011	Co-organizer, Unpacking Sustainability Metrics mini-conference, HEC-McGill.

Administrative service

2023 – 2025	International Faculty Advisory, University of Vermont
2022 – 2023	Academic staff representative, McGill Pension Administration Committee
2018 – 2021	VP Finance, McGill Association of University Teachers.

Postdoc

2020 – 2023	Christopher Luederitz.
2017 – 2018	Louisi Moura (Visiting).

PhD students

2013 – 2020	Miron Avidan (Chair).
2018 – 2020	Amir Nosrat (Co-Chair).

Courses taught

<i>University of Vermont</i>	Business and Society (undergraduate: 2025 –). Sustainable Business (undergraduate capstone: 2024 -). Systems Thinking for Sustainability (MBA: 2024 -). Sustainable Strategy II (MBA: 2024 -).
<i>McGill University</i>	Strategies for Sustainability (undergraduate elective: 2015 - 2023). Sustainability & Environmental Accounting (undergraduate elective: 2015 - 2017). New Paradigms in Strategic Management (PhD: 2016). Strategies for Sustainable Development (MBA: 2009 -). Social Context of Business (core undergraduate: 2009-2012). Not for Profit Consulting (Joint MBA/undergraduate: 2010-2013). Markets and Globalization (core MBA: 2012-2013).
<i>Hebrew University of Jerusalem</i>	Strategies for Sustainable Development (MBA: 2014-2015; 2018-2019).
<i>Pompeu Fabra University</i>	Sustainable Development as Competitive Strategy (MBA elective: 2006-2008).
<i>EADA</i>	Sustainable Development as Competitive Strategy (Masters program core, 2008).
<i>IES Barcelona</i>	Sustainability: Challenges and Responses (Undergraduate elective: 2007-2008).

Professional experience

<i>The Natural Step</i>	Business development and consultancy (2003-2004).
<i>Interwise</i>	Director of strategic alliances (1999-2002).
<i>MINT Technologies, Amdocs</i>	Programmer / project manager (1995-1999).