

Sophia Maria Kusyk

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Birth Date: 11.08.1975
Nationality: Canadian

RESEARCH INTERESTS

Entrepreneurship, Business Ethics, Organizational Behaviour

EDUCATIONAL BACKGROUND

Candidate for Doctor of Philosophy in Management. ESADE, Universidad Ramon Llull, Barcelona, Catalunya, Spain, 2008.

Bachelor of Arts, Honors in Business Administration. Richard Ivey School of Business, University of Western Ontario, London, Ontario, Canada, 1999.

PUBLICATIONS

Refereed Journal Articles

Kusyk, S., Lozano, J.M. (2007). *A four-cell typology of key social issue drivers and barriers of SME social performance*. Corporate Governance: The international journal of business in society. Emerald Publications: Vol. 7, No. 4.

Kusyk, S., Lozano, J.M. (2007). *Moving beyond the definitional debate: Metaphors with fuzzy definitions in the business and society field*. Business and Society. Sage Publications. (under review).

Zhang, Y., Straub, C., & Kusyk, S. (2007). *Making a life or making a living: Cross-cultural comparisons of business students work and life values in Canada and France*. Cross Cultural Management: An International Journal. Sage Publications: Volume 14, Issue 3.

Practitioner Journal Article

Kusyk, S., Dolan, S. and M. Diez. (2006). *Towards a new culture in occupational health and safety in SMEs in the construction sector: going beyond the law*. Madrid: CEF, Tabajo y Seguridad Social: Issue 278.

Book

Kase, K., Zhang, Y. and Kusyk, S., Matsubayashi, H. (2004). *Strategic management: An introduction*. EDUCATIS, Online MBA Teaching Materials.

Book Chapters

Kusyk, S. *Corporate Social Responsibility: a stakeholder approach to innovation*. (2007). in *Towards a model of enterprise responsibility*. Fernandez Fernandez, J.L and Villagra Garcia. ICAI-ICADE Press. (forthcoming).

Kusyk, S. with J.Espanyó. (2006). *An SME-HRM best practice case: Jordá*. in *CSR and SMEs: Betting on company excellence*. Murillo, D. and Lozano, J.M. Madrid: IPES-ESADE. ISBN: 84-88971-08-7.

Case Studies

Kusyk, S., Espanyó, J. (2007). *A SME Best practice business case: Bidones Egara*. ESADE, Institute for Social Innovation, Internal Paper. (forthcoming).

Kusyk, S., Espanyó, J. (2007). *A SME best practice business case: Home Personal Services*. ESADE, Institute for Social Innovation, Internal Paper. (forthcoming).

Kusyk, S., Espanyó, J. (2005). *A SME best practice business Case: Jordá*. ESADE, Institute for the Individual, Business and Society, Internal Paper.

Kusyk, S. (2002). *Hose Gonzales: First board meeting*. Ivey Publishing, Richard Ivey School of Business, University of Western Ontario. Case Writing Workshop.

Other Publications

Kusyk, S, Murillo, D., Lozano, J.M., &. (2006) *Benchmarking practices in public policy for engaging SMEs in CSR*. ISI Press.

Murillo, D., Kusyk, S. & Lozano, J.M. (2006) *200 CSR resources*. Catalan Provincial Government and Institute for the Individual, Business and Society (IPES), ESADE On-Line Resources.

Lozano, J.M., Kusyk, S., Espanyó, J. (2005). *Mapping the state of research of corporate social responsibility for small and medium sized companies in Europe*. ESADE, Internal Paper.

PRESENTATIONS

Invited Seminars

Tortosa and Camarles Chamber of Commerce: Tortosa, Spain. (2006, November). *CSR and innovation: An anatomy of two vital systems in management*. Forum on Innovation and SMEs.

University of Comillas: Madrid, Spain.(2006, October). *Barriers and drivers for SME-CSR engagement*. Ethics Chair SME and CSR Conference.

Refereed Conference Presentations

Kusyk, S., Lozano, J.M (2007, August). *Metaphors with fuzzy definitions in the business and society field*. Paper to be presented at the meeting of the Academy of Management, Philadelphia, U.S.A.

Kusyk, S., Lozano, J.M. (2007, June). *SMEs and CSR*. Paper presented at the International Academy for Business in Society, Florence, Italy.

Kusyk, S., Lozano, J.M. (2006, September). *A four-cell typology of key social issue drivers and barriers of SME social performance*. Paper presented at the European Academy of Business in Society, Milan, Italy.

Kusyk, S. (2006, August). *Stakeholder theory applied in the context of SMEs and human rights.*, Paper presented at Social Issues In Management Doctoral Consortium at the Academy of Management.: Atlanta, U.S.A.

Zhang, Y., Dolan, S., Straub, C., Kusyk, S. (2006, May). *Making a life or making a living: Cross-cultural comparisons of business students work and life values in Canada and France?* Paper presented at the European Academy of Management: Oslo, Norway.

Kusyik, S., Lozano, J.M and Bonet, E. (2005, May). *Hermeneutics in the business and society field*. Paper presented at the European Academy of Management: Munich, Germany.

Kusyik,S., Lozano, J.M. (2005, May). *The corporate social responsibility dilemma: Conflicting industry and society norms*. Paper presented at the doctoral consortium of the European Academy of Management : Munich, Germany.

COURSES DEVELOPED AND TAUGHT

2007-present *Corporate Governance*. Stockholm School of Economics. Latvia. Executive MBA Program.

2007- present *Corporate Social Responsibility and Business Ethics*. Barcelona Management Institute. MBA Program.

2006- present *Business in Society*. ESADE. Bologna MBA Program.

2004 – 2007 *Ethics and Justice*. ESADE. for Doctor of Philosophy in Management Program.

2006-2007 *Corporate Social Responsibility*. ESADE. Undergraduate Program.

2005-2007 *Business Ethics*. Barcelona Business School. MBA Program.

2005-2006 *Globalization and Integration*. Barcelona Business School. MBA Program.

RESEARCH PROJECTS

Kusyik, S, Murillo, D., Lozano, J.M., &. (2006) *Benchmarking practices in public policy for engaging SMEs in CSR*. Catalan Provincial Government and Institute for the Individual, Business and Society (IPES), ESADE.

Murillo, D., Kusyk, S. & Lozano, J.M. (2006) *200 CSR resources*. Catalan Provincial Government and Institute for the Individual, Business and Society (IPES), ESADE.

Murillo, D., Lozano, J.M., & Kusyk, S. (2006) *A public sector approach for engaging SMEs in CSR: U.K, Italy and Sweden*. Ministry of Industry, Spain and Institute for the Individual, Business and Society (IPES), ESADE.

Kusyik,S. & Dolan, S. (2006) *How to Reach optimum occupational health and safety in Spanish construction SMEs..* MAPFRE Fundación and Institute for Labor Relations (IEL). ESADE.

SERVICES TO ACADEMIA

2007 Session Chair. International Academy of Business and Society.

2005 – Present Reviewer and Member, Academy of Management.

2005 – Present Reviewer and Member, International Academy of Business and Society.

2005 – 2006 Ad-hoc Reviewer, Iber-American Academy of Management.

2004 – 2006 Book Editor, Saris, W. and Galhofer, I. (2006) *Survey Instruments*.

2004 – 2005 Vice-President of Doctoral Student Governance Body. European Doctoral

Association for Management and Business Administration Programs.

2004 – 2005 International Student Representative. ESADE Doctoral Student Society.

SCHOLARLY AWARDS & GRANTS

- 2007- 2008 Institute for Social Innovation Thesis Grant. Universidad Ramon Llull, ESADE, Barcelona, Spain.
- 2005-2006 Internal Competitive Grant for Research - Merit Renewal. *Incorporating Ethics into the Corporate Social Performance Model*. Universidad Ramon Llull, ESADE, Barcelona, Spain.
- 2004-2005 Competitive Grant for Research. *Creating a Tool for Improving Health and Safety in the Spanish construction sector*. MAPFRE , Madrid, Spain.
- 2004-2005 Internal Competitive Grant for Research. *Incorporating Ethics into the Corporate Social Performance Model* . Universidad Ramon Llull, ESADE, Barcelona, Spain.
- 1999 Graduate With Academic Distinction, University of Western Ontario, Richard Ivey School of Business, London, Ontario, Canada.
- 1995-1999 Dean’s Honor Role, University of Western Ontario, London, Ontario, Canada.
- 1995 Entrance Scholarship, University of Western Ontario, Huron College, London, Ontario, Canada.

PROFESSIONAL EXPERIENCE

- 2002 – 2003 **Assistant Executive Director**, The Brother Benno Foundation, Inc., full-time, Oceanside, California, U.S.A.
- 1999 – 2002 **Academic Relations Manager**, Ivey Publishing, Richard Ivey School of Business, full-time, London, Ontario, Canada.
- 1998 **Employer Developer**, Ontario Provincial Government, Summer full-time, London, Ontario, Canada.
- 1997 **Bilingual Customer Representative**, Oracle: The Assistance Group, Summer full-time, London, Ontario, Canada.
- 1995 – 1997 **Technical Computer Lab Assistant**, The University of Western Ontario, part-time, London, Ontario, Canada.
- 1994 – 1997 **Senior ParaMedic**, Canadian National Defense, part-time and Summer full-time, London, Ontario, Canada.

LANGUAGES

- English, University Degree.
- Spanish, ESADE Language School.
- French, French Language Certificate, University of Western Ontario, 1996.
- German, German Language Diploma, Government of Germany, 1994.