

# Paul GOUVARD

Assistant Professor  
Department: Management  
ESSEC Business School  
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France

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## RESEARCH INTERESTS

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Organizational Theory, Economic Sociology, Strategy

## EDUCATION

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|------|--|
| 2020 | PhD in Management, HEC Paris, France                           |
| 2016 | Master of Literature, Université Sorbonne Nouvelle, France     |
| 2015 | Master of Science in Management, ESSEC Business School, France |

## EMPLOYMENT

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### Full-time academic positions

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| 2024 - Present | Assistant Professor, ESSEC Business School, France |
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### Other affiliations and appointments

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| 2020 - 2024 | Assistant Professor of Organization Theory, University of Lugano, Switzerland |
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## GRANTS AND HONORS

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### Awards and Honors

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| 2022 | Recipient of the Above and Beyond the Call of Duty Award at AOM 2022                                 |
| 2022 | Fiegenbaum 2nd Best Strategy Paper Award at Israel Strategy Conference 2022                          |
| 2018 | Winner of the Most Interesting Paper Prize from the Behavioural Strategy division of the SMS Society |
| 2018 | Winner of the Best PhD Paper Award at the SMS Conference in Paris                                    |

### Grants

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| 2018 | Labex Ecodec PhD Fellowship, HEC Paris, France  |
| 2018 | Institute of Personality and Social Research Grant, Haas School of Business, United States of America |

## PUBLICATIONS

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### Journal Articles

GOUVARD, P. and DURAND, R. (2023). To Be or Not to Be (Typical): Evaluation-Mode Heterogeneity and Its Consequences for Organizations. *Academy of Management Review*, 48(4), pp. 659-680.

GOUVARD, P., GOLDBERG, A. and SRIVASTAVA, S. (2023). Doing Organizational Identity: Earnings Surprises and the Performative Atypicality Premium. *Administrative Science Quarterly*, 68(3), pp. 781-823.

### Book chapters

DURAND, R. and GOUVARD, P. (2022). An Audience-based Theory of Firms' Purposefulness. In: Lockwood, C. and Soublière, J.-F. eds. *Research in the Sociology of Organizations*. 1st ed. Leeds: Emerald Publishing Limited, pp. 193-216.

## OTHER RESEARCH ACTIVITIES

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### Ad-hoc reviewer for :

Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Organization Science, Organization Studies

### Affiliations

Since 2021 Member of EGOS, European Group for Organizational Studies, Belgium

Since 2016 Member of the Academy of Management, Academy of Management

### PhD Supervision

A. DELEO (University of Lugano), Thesis director

U. AYACHE (ESCP EUROPE), Thesis referee

### Other research activities

Since 2016 Reviewer for the Academy of Management Conference, Academy of Management

## TEACHING EXPERIENCE

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2020 Corporate Strategy, Università della Svizzera Italiana, Suisse

2020 Field Project, Università della Svizzera Italiana, Suisse