

# Paul GOUVARD

Assistant Professor  
Department: Management  
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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

2024 - Present      Assistant Professor, ESSEC Business School, France

### Other affiliations and appointments

2020 - 2024      Assistant Professor of Organization Theory, University of Lugano, Switzerland

## GRANTS AND HONORS

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### Awards and Honors

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

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