

Paul GOUVARD

Assistant Professor
Department: Management
ESSEC Business School
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France

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RESEARCH INTERESTS

Organizational Theory, Economic Sociology, Strategy

EDUCATION

- | | |
|------|--|
| 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

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

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 Best PhD Paper Award at the SMS Conference in Paris |
| 2018 | Winner of the Most Interesting Paper Prize from the Behavioural Strategy division of the SMS Society |

Grants

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

PUBLICATIONS

Journal Articles

- AVERSA, P., GOUVARD, P. and MAKAROVA, M.A. (2026). The Social Attribution of Innovation: Uncovering the Heads Behind the Guillotine. *Academy of Management Journal*, In press, pp. 1-33.
- GOUVARD, P. and DURAND, R. (2024). Clearing Up Confusion: The Effect of Outlier Similarity on IPO Underpricing. *Organization Studies*, In press.
- 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

Editorial Board Membership

- Since 2025 Administrative Science Quarterly
- Since 2023 Academy of Management Review

Ad-hoc reviewer for :

- Academy of Management Journal, 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

- 2024 U. AYACHE (ESCP EUROPE), Thesis jury member
- 2024 A. V. TYULYUPO (ESSEC Business School), Thesis jury member
- A. DELEO (University of Lugano), Thesis director

Other research activities

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

TEACHING EXPERIENCE

- 2025 Corporate Strategy, ESSEC Business School, France
- 2025 ASBA Chair Case, ESSEC Business School, France

- 2024 Corporate Strategy, ESSEC Business School, France
- 2020 Corporate Strategy, Università della Svizzera Italiana, Suisse
- 2020 Field Project, Università della Svizzera Italiana, Suisse