

Paul GOUVARD

Assistant Professor
Department: Management
ESSEC Business School
3 avenue Bernard Hirsch
95021 Cergy-Pontoise
France

Email: paul.gouvard@essec.edu

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

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

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

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 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

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

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

