Paul GOUVARD

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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

2026 - Present	Associate Professor, ESSEC Business School, France
2024 - 2026	Assistant Professor, ESSEC Business School, France

Other affiliations and appointments

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

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 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

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.

DURAND, R. and GOUVARD, P. (2026). Semantic Surprise and Semantic Congruence as Antecedents of Legitimacy. *Research in the Sociology of Organizations*, 104.

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 2026	Strategic Management Journal
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