



Ann-Sophie DE PAUW

Ph.D.in Applied Economics

**Assistant Professor, International Negotiation and Sales
Management**

as.depauw@ieseg.fr

EDUCATION

- 2013** Ph.D.in Applied Economics, Ghent University, Belgium
- 2009** Master in Educational Management, University of Antwerp, Belgium
- 2004** Academic Teacher degree, Ghent University, Belgium
- 2003** Master, Educational Sciences and Psychology, Ghent University, Belgium

PROFESSIONAL CERTIFICATION

- 2015** Accredited Mediator, Centre for Effective Dispute Resolution, United Kingdom

RESEARCH INTERESTS

Gender and diversity, Mediation and Dispute resolution, Social decision making, Social dilemmas

EMPLOYMENT EXPERIENCE

ACADEMIC:

- 2014 - 2014** Post-doctoral researcher, Ghent University, Belgium
- 2012 - 2013** Visiting PhD researcher in Social and Organizational Psychology, Leiden University, Netherlands
- 2010 - 2013** ICM Doctoral Research Fellow, Intercollegiate Centre for Management Sciences (ICM), Belgium
- 2010 - 2010** Visiting PhD researcher in the Dispute Resolution Research Centre (DRRC), Kellogg School of Management, USA
- 2008 - 2014** Research associate, Vlerick Business School, Belgium
- 2004 - 2005** Director of Pedagogy, Special Education BuSO Baken, Belgium
- 2003 - 2004** Lecturer, Sint-Geertruidinstituut, Belgium

PROFESSIONAL:

- 2005 - 2008** Coordinator Educational Policy, Vlaamse Scholierenkoepel (VSK), Belgium

COURSES TAUGHT

- Negotiation for international managers
- Student engagement and motivation
- Negotiation and conflict management in organizations, Executive mba
- Corporate social responsibility and sustainability, Grande ecole
- International negotiation, International mba
- Managing conflict through mediation, Grande ecole
- Mediation, Msc in negotiation for organisations
- Decision games and negotiation, Msc in negotiation for organisations
- Decision-making for managers, Grande ecole
- Negotiation research seminar, Grande ecole
- Practical negotiation skills

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

De Pauw A.-S., Olekalns M., Skratek S., Shestowsky D., (2019), The double helix of theory and practice: Celebrating Stephen J. Goldberg as a scholar, practitioner, and mentor, *Negotiation and Conflict Management Research*, 12(3), pp. 174-185

Deschacht N., De Pauw A.-S., Baert S., (2017), Do gender differences in career aspirations contribute to sticky floors?, *International Journal of Manpower*, 38(4), pp. 580-593

De Pauw A.-S., Baert S., Deschacht N., (2016), Do employer preferences contribute to Sticky Floors?, *ILR Review*, 69(3), pp. 714-736

Baert S., De Pauw A.-S., (2014), Is ethnic discrimination due to distaste or statistics?, *Economics Letters*, 125(2), pp. 270-273

De Pauw A.-S., Cools E., Vanderheyden K., (2011), Cognitive styles in an international perspective: Cross-validation of the Cognitive Style Indicator, *Psychological Reports*, 109(1), pp. 59-72

De Pauw A.-S., Venter D., Neethling K., (2011), The effect of negotiator creativity on bilateral negotiation outcomes, *Creativity Research Journal*, 23(1), pp. 42-50

Communications in refereed conferences

International

De Pauw A.-S., Jordaan B., (2017), *A multi-faceted role for mediators in disputes: Implications for practice and mediator training* 30th International Association of Conflict Management meeting, Berlin, Germany

De Pauw A.-S., (2016), *Negotiating your first job offer* 76th Academy of Management meeting, Anaheim, USA

De Pauw A.-S., (2016), *The effect of gender on negotiation outcomes: An inter-generational study on gender stereotypes, leadership, and negotiation outcomes* 6th International Biennial on Negotiation, Paris, France

De Pauw A.-S., (2016), *The effect of gender on negotiation outcomes: An inter-generational study on gender stereotypes, leadership, and negotiation outcomes* International Association of Conflict Management, New-York, USA

De Pauw A.-S., (2015), *Do employer preferences contribute to sticky floors?* 75th Academy of Management meeting, Vancouver, Canada

Other conference and seminar presentations

International

De Pauw A.-S., (2015), *Mediation in practice* 6th International Mediation conference, Paris, France

Grants

- 2010 Doctoral Fellowship in Management Science, Intercollegiate Centre for Management Sciences (ICM) (Belgium)
- 2008 Academic Research Fund, Vlerick Business School (Belgium)
- 2007 Academic Research Fund, Vlerick Business School (Belgium)
- 2007 Development of the TeamScan tool, Flanders District of Creativity (FDC) (Belgium)

SCIENTIFIC PRIZES AND AWARDS

Award

- 2012 Outstanding Student Paper , International Association of Conflict Management, USA

PROFESSIONAL MEMBERSHIPS

International Association of Conflict Management (IACM)

Academy of Management (AOM)

Centre for Effective Dispute Resolution (CEDR)

International Mediation Institute (IMI) - Member of the Academic Committee and the Executive Committee

EDITORIAL ACTIVITY

Reviewer in an academic journal

International Journal of Manpower

Journal of Business Ethics

Negotiation and Conflict Management Research

PROFESSIONAL SERVICE

Member of a professional working group

Development of the negotiation journal list (research department), France

Member of the scientific committee of an academic conference

International Association for the Study of the Commons (IASC)

Global Pound Conference Series of the IMI (International Mediation Institute)

Reviewer for an academic conference

International Association of Conflict Management conference

Academy of Management conference: selection of best paper award for Conflict Management Division

INSTITUTIONAL SERVICE

Committee Member

Vision group Meaningful Partnerships, IÉSEG School of Management, France

Vision group Students in Active Learning, IÉSEG School of Management, France

TLDC, IÉSEG School of Management, France

TLQC, IÉSEG School of Management, France

Project SIS (Student Information System), IÉSEG School of Management, France

EQUIS accreditation committee, IÉSEG School of Management, France

AACSB accreditation committee, IÉSEG School of Management, France

ICON, IÉSEG School of Management, France

Talents pilot group, IÉSEG School of Management, France

AMBA accreditation committee, IÉSEG School of Management, France

Project group Aurion, IESEG School of Management, France

Communication in press and professional association/event

Interview with journalist on cultural training at IESEG, IESEG School of Management, France

Interview with journalist for Magazine des Grandes Ecoles on 6 tips for successfull negotiation, IESEG School of Management, France

Co-Organizer of a workshop

Workshop on Student engagement and Motivation, IÉSEG School of Management, France

Course Coordinator

Coordination of the course Decision-making for Managers, IÉSEG School of Management, France

Coordination of the course Managing Conflict through Mediation, IÉSEG School of Management, France

Education support advisor

Competency development project, IÉSEG School of Management, France

PGE Master reform, IÉSEG School of Management, France

PGE Bachelor reform, IÉSEG School of Management, France

Head of a recruitment jury (orals)

Chairing the jury committee at the oral entrance exams, IÉSEG School of Management, France

Member of a program architecture committee

2015 - 2017 Member of program architecture committee, IÉSEG School of Management, France

Participation and coordination of the institute's programmes, IÉSEG School of Management, France

Participation in a pedagogical cafe

Tips and tricks in teaching activities, IÉSEG School of Management, France

Developing new pedagogical experiences, IÉSEG School of Management, France

Participation in a professional advisory board

Organization and chairing of the professional advisory board, evaluating the quality, structure and content of the institute's programmes in the negotiation track o, IÉSEG School of Management, France

Participation in recruitment of professors

Recruitment interview of Daisun Jang, IÉSEG School of Management, France

Recruitment interview Jennifer Kim, IESEG School of Management, France

Recruitment interview You Cheong Lee, IESEG School of Management, France

Participation in the development of an academic program

PGE Master reform, IESEG School of Management, France

PGE Bachelor reform, IESEG School of Management, France

IMBA evaluation faculty meeting, IÉSEG School of Management, France

Track committee Chair

2015 - 2017 Track chair, IÉSEG School of Management, France