



Solange Charas, PhD

Distinguished Principal Research Fellow, The Conference Board
and
Founder & CEO, HCMoneyball

Solange Charas, Ph.D. is a Distinguished Principal Research Fellow, Human Capital at The Conference Board. She is the Founder and CEO of HCMoneyball, a SaaS-based solution which allows subscribers to use data to benchmark and optimize the efficiency and returns on HC investments.

Dr. Charas has over 30 years of consulting experience working with organizations across all industries, maturities, and sizes. Her focus is on enhancing strategic decision-making in the boardroom and C-Suite. She has served as a board director for both public and private for-profit organizations.

Solange received her Ph.D. from Case Western Reserve University and is currently an Adjunct Professor in the Masters of Human Capital Management programs at Columbia, NYU and USC. Her works have been published and cited in more than 175 academic and practitioner journals, including Harvard Business Review (HBR.org), Forbes.com, Los Angeles Times, The International Journal of Disclosure and Governance and The Corporate Board.