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Solange Charas, Ph.D. is a Distinguished Principal Research Fellow and Advisory Board member, Human Capital at The Conference Board, where she leads research and advisory initiatives focused on the financial materiality of workforce strategy. Her work helps boards, CHROs, and executive teams connect human capital investments to business performance, enterprise risk, capital allocation, and long-term value creation. She contributes to thought leadership, executive education, and member engagement on human capital analytics, workforce productivity, strategic workforce planning, and evolving regulatory and investor expectations.

Dr. Charas brings more than 35 years of experience as a CHRO, public company board director, and senior advisor. She is a full-time Professor of Professional Practice at Columbia University and serves on the International Organization for Standardization (ISO) TC-260 Human Capital Committee, contributing to global workforce measurement standards. An author of books and numerous academic and practitioner articles, a Forbes contributor, and a frequent conference speaker, she advises boards and executive teams on human capital governance, human capital materiality, and workforce-related risk and performance.

She holds a Ph.D. in Corporate Governance from Case Western Reserve University, an MBA in Accounting and Finance from Cornell University, and a BA in International Economics from the University of California, Berkeley.