



## Stephen Gates

Professor  
Audencia Nantes Ecole de Management

Dr. Stephen Gates, CFA, is professor of strategy at Audencia Nantes Ecole de Management and the author of a series of reports on performance measurement: performance measurement during merger and acquisition integration, strategic performance measurement systems, performance measurement in European executive compensation, and human capital measurement. He is currently council director for the European Council on Corporate Strategy and the European Council on Investor Relations.

Gates was a principal researcher at The Conference Board from 1993 until 2005. A Certified Financial Analyst, he worked for seven years as an investment and securities analyst at JP Morgan Chase and Crédit Agricole Indocam.

Gates holds a Ph.D. and MBA from New York University's Stern School of Business, where he taught graduate courses in international business strategy, as well as at various business schools in France (HEC, ESCP-EAP, EM-Lyon and EDHEC). His publications have appeared in such journals as *MIT Sloan Management Review*, *Long Range Planning*, *World at Work*, *Journal of Applied Corporate Finance*, and *Journal of International Business Studies*. He is a member of the Academy of Management and the Association for Investment Management and Research.