

TATIANA LLUENT

tatiana.lluent@esmt.org | [Personal website](#)

French citizen

ACADEMIC POSITIONS

ESMT– Berlin, Germany

2021-Present

Assistant Professor of Strategy

Volkswagen Group Junior Chair for Diversity in Organizations

EDUCATION

Duke University, Fuqua School of Business – Durham NC, USA

2021

PhD Program in Business Administration

Committee: Aaron Chatterji (Chair), Sharique Hasan, Scott Rockart, Ashleigh Rosette

IFP School – Rueil-Malmaison, France

2014

Master's Degree in Sustainable Development, Environment and Energy Economics

Thesis Advisors: Patricia Crifo and Matthieu Glachant

ESSEC Business School – Paris, France

2013

Master of Business Administration

Exchange program at UNC – Chapel Hill

RESEARCH

Research Interests

Organizational Inequality, Gender, Careers, Networks, Entrepreneurship

My main research interest lies in understanding the sources of persistent forms of gender inequality in the economy. I study the social and organizational processes that produce and perpetuate gender inequality in outcomes such as career advancement, wages, and participation in entrepreneurship. I am interested in understanding how gender norms and stereotypes emerge and evolve at the cultural, organizational and individual levels and how these affect access to economic resources and opportunities.

Working Papers

Lluent, T. “The Impact of National Culture on Firm Gender Diversity” (Job Market Paper)

Lecuona Torras, R., Lluent, T. & Cummings, J. “Workflow Networks, Formal Structure, and Employee Performance”

Lluent, T. “Befriend Thy Neighbor: Office Seating, Social Networks and Gender”

Research in Progress

Lluent, T. “Female Representation in Politics and Female Career Outcomes” – Quantitative study using a regression discontinuity design to investigate the impact of the political empowerment of women on female economic outcomes.

Lluent, T. "Female Entrepreneurs' Failure and Access to Resources for Other Female Entrepreneurs" – Quantitative study looking at how the failure of prominent female entrepreneurs affects investors' beliefs and funding decisions regarding other female entrepreneurs.

TEACHING INTERESTS

Strategic Management, Innovation, Entrepreneurship, Social Issues and Business

TEACHING & TA EXPERIENCE

ESMT

Instructor

- Human Factor of Innovation 2021 - Present

Duke University

Guest Lecturer

- Business Ethics 2019

Teaching Assistant for MMS, MBA & Executive Education Courses

- Social Issues and Business 2018 - 2019
- Foundations of Strategy 2015 - 2020
- Strategy Implementation 2018
- Emerging Markets 2016 - 2017
- Entrepreneurial Execution/Planning 2017

Duke I&E: Core Entrepreneurship Concepts Videos Series Project Lead 2020 - 2021

AWARDS & FELLOWSHIPS

Best Reviewer Award, Academy of Management Annual Conference, ONE Division, Atlanta, 2017

Bass Digital Education Fellowship, Duke University, 2020-2021

Preparing Future Faculty Fellowship, Duke University, 2018-2019

Duke University Graduate Fellowship, Duke University, 2015-2020

ACADEMIC PRESENTATIONS & ACCEPTED WORKSHOPS

Presentations

Academy of Management, OMT Paper Session, (2021, scheduled)

EGOS, Inequality, Institutions, and Organizations stream, (2021)

IE Doctoral Consortium, 2021

University of Edinburgh Business School Paper Development Workshop, 2021

Academy of Management, GDO Presenter Symposium, Co-organizer and Presenter, 2020

Management and Organizations Research at Emory (MORE) Doctoral Conference, (2020, cancelled)

East Coast Doctoral Consortium, Full Talk, Columbia University, (2020, cancelled)

Workshops

Academy of Management, OMT Junior Faculty Consortium, 2021

Academy of Management, OMT Doctoral Consortium, 2020

West Coast Research Symposium, Doctoral Workshop, Stanford University, 2019

SERVICE

Reviewing

- Ad Hoc Reviewer for the Strategic Management Journal, 2016-present
- Reviewer for the Academy of Management Annual Conference, 2017-present

Professional Associations

- Academy of Management (2017-Present)
- European Group for Organizational Studies (2021-Present)

SKILLS

Languages

French (native), English (fluent), Spanish (advanced), Italian (advanced), German (beginner)

Computational

Stata, R, Python, LaTeX, Qualtrics, Google Forms

INDUSTRY EXPERIENCE

Ernst &Young (EY) – La Défense, France

- *Cleantech and Sustainability Consultant* (Oct 2014 – July 2015)

Schneider Electric – Rueil Malmaison, France

- *Sustainability Strategy and Performance Analyst* (Sept 2013 – Sept 2014)

Oddo Securities – Paris, France

- *Equity Research – Socially Responsible Investment Analyst* (July 2012 – Dec 2012)

REFERENCES

Aaron “Ronnie” Chatterji

Mark Burgess & Lisa Benson-Burgess
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Fuqua School of Business, Duke University 100
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Ashleigh Rosette

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