

TATIANA LLUENT

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French citizen

ACADEMIC POSITIONS

ESMT– Berlin, Germany	2021-Present
Assistant Professor of Strategy	
Volkswagen Group Junior Chair for Diversity in Organizations	2021-Present
Faculty Representative, Advisory Committee	2022-Present

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	

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.

Peer-reviewed Proceedings

Seong, M., Gloor, J., Brands, R., Kuwabara, K., Ingram, P., Lluent, T., Carnabuci, G., Mestre, E.B., Engeler, I., Woehler, M., Stevenson-street, J. and Hart, C. (2023). *Building Diverse and Inclusive Social Networks: New Theories and Empirical Evidence*. Academy of Management Proceedings. 1st ed., vol. 2023.

Gounden Rock, A., Lluent, T., Galperin, R. V., Chan-Ahuja, S., Fernandez-Mateo, I., Nimczik, J., Carnabuci, G., Liu, M., Feldberg, A., Harrington, K. and L. McGinn, K. (2023). *Shaping Work from the Two Sides of the Labor Market: Supply & Demand-Side Views of Gender Inequality*. Academy of Management Proceedings. 1st ed., vol. 2023.

Lluent, T. (2022). *Befriend thy neighbor: Office seating, social networks, and gender*. Academy of Management Proceedings 2022 (1).
Best Paper Proceedings of the 2022 Academy of Management Meeting

Lluent, T., Rua-Gomez, C., Kleinbaum, A., Brands, R., Casciaro, T., Khattab, J., Quintane, E., Brashears, M., Gonzalez, H., Mannucci, P. V., McEvily, B., Patel, C., Van Knippenberg, D. and Ying Zhang, E. (2021). *Minorities & Networks: How stereotypes influence network utilization, position and evaluations*. Academy of Management Proceedings. 1st ed., vol. 2021.

Lluent, T. (2021). *The impact of national culture on firm gender diversity*. Academy of Management Proceedings, 1st ed., vol. 2021.

Lluent, T., Oh, J. J., Ferguson, J.-P., Hahl, O., Merluzzi, J., Stuart, C., Gilbertson, E., Hyun Moon, S., Phillips, D., Wade, J., and Young-Hyman, T. (2020). *New directions in gender and organizations: Closing the gender gap in career advancement*. Academy of Management Proceedings, 1st ed., vol. 2020.

Working Papers

Lluent, T. “The impact of national culture on firm gender diversity”

Lluent, T. & Carnabuci, G. “When Women are More Effective than Men at Brokering Structural Holes”

Lecuona Torras, R., Lluent, T. & Cummings, J. “Workflow networks, formal structure, and employee performance”

Research in Progress

Lluent, T. & Yang, T. “Organizational-level determinants of toxic work culture and gender inequality”

Lluent, T. & Zhang, E. “Gender differences in overwork”

Lluent, T. & Song, J. “Female entrepreneurs’ communication of their ventures”

Research in Pause

Lluent, T. “Female entrepreneurs’ failure and access to resources for other female entrepreneurs”

Lluent, T. “Female representation in politics and female career outcomes”

TEACHING INTERESTS

Strategic Management, Innovation, Entrepreneurship, Diversity, Social Issues and Business

TEACHING EXPERIENCE

ESMT

Instructor

- | | |
|--|----------------|
| • Human Factor of Innovation – MiM, MBA | 2021 – Present |
| • Women’s Leadership Excellence Program – Executive Education | 2021 – 2022 |
| • Leading Diversity in Organizations – MiM, MBA, Executive Education | 2022 – Present |
| • Business Leadership in Society – MiM | 2023 – Present |
| • Theses supervision: MiM & EMBA | 2021 – Present |

Duke University

Guest Lecturer

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|-------------------|------|
| • Business Ethics | 2019 |
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Teaching Assistant

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

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

AWARDS, GRANTS & FELLOWSHIPS

Above and Beyond the Call of Duty Award, Academy of Management Conference, OMT Division, 2023

Best Reviewer Award, Academy of Management Conference, ONE Division, 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 & WORKSHOPS

Peer-reviewed Presentations

Academy of Management, OB Presenter Symposium, Presenter, 2023

SMS Annual Conference, 2022

Academy of Management, OMT Paper Session, 2022

EGOS, Impact of Organizational Practices on Workplace Inequality & Diversity stream, 2022

Berkeley Culture Conference, 2022

Academy of Management, OMT Paper Session, 2021

EGOS, Inequality, Institutions, and Organizations stream, 2021

IE Doctoral Consortium, 2021

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

Workshops

ESSEC - AMJ Paper Development Workshop, 2023

ESADE-ESMT-Georgetown-INSEAD Strategy Workshop, 2022

Cornell University College of Business-ASQ Diversity Equity & Inclusion Writing Workshop, 2022

University of Edinburgh Business School Paper Development Workshop, 2022

Academy of Management, OMT Junior Faculty Consortium, 2021

University of Edinburgh Business School Paper Development Workshop, 2021

Academy of Management, OMT Doctoral Consortium, 2020

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

PUBLIC OUTREACH

Today's Global Leader Event Introductory Lecture, ESMT Berlin, 2023

Equal Pay in Iceland and Germany Roundtable, the Felleshus Nordic Embassies Berlin, 2021

Volkswagen Group Chair for Diversity in Organizations Inaugural Lecture, ESMT Berlin, 2021

SERVICE

Reviewing

- Ad Hoc Reviewer for Management Science, 2022-present
- Ad Hoc Reviewer for the Strategic Management Journal, 2016-present
- Reviewer for the Academy of Management Annual Conference, 2017-present

Professional Associations

- Strategic Management Society (2022-Present)
- European Group for Organizational Studies (2021-Present)
- Academy of Management (2017-Present)

SKILLS

Languages

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

Computational

Stata, R, Python, LaTeX, Qualtrics, Google Forms, M-Turk

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
Distinguished Professor
Fuqua School of Business, Duke University 100
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Scott Rockart

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Ashleigh Rosette

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