

# TATIANA LLUENT

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French citizen

## ACADEMIC POSITIONS

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### ESMT– Berlin, Germany

2021-Present

Assistant Professor of Strategy

Volkswagen Group Junior Chair for Diversity in Organizations

## EDUCATION

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### 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

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### 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"

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. & Song, J. "Female entrepreneurs' communication of their ventures"

Lluent, T. "Female Representation in Politics and Female Career Outcomes"

Lluent, T. "Female Entrepreneurs' Failure and Access to Resources for Other Female Entrepreneurs"

## TEACHING INTERESTS

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

## TEACHING EXPERIENCE

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### ESMT

#### **Instructor**

- Human Factor of Innovation – MiM 2021 – Present
- Women's Leadership Excellence Program – Executive Education 2021 – Present

### Duke University

#### **Guest Lecturer**

- Business Ethics 2019

#### **Teaching Assistant for MMS, MBA & Executive Education**

- 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, GRANTS & FELLOWSHIPS

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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 & WORKSHOPS

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#### **Peer-reviewed Presentations**

SMS Annual Conference, 2022 (accepted)

Academy of Management, OMT Paper Session, 2022 (accepted)

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

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**

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

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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

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### 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

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### Languages

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

### Computational

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

## INDUSTRY EXPERIENCE

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### 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

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### Aaron “Ronnie” Chatterji

Mark Burgess & Lisa Benson-Burgess  
Distinguished Professor  
Fuqua School of Business, Duke University 100  
Fuqua Drive, Durham, NC 27708  
(919) 660-7903  
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### Scott Rockart

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