

TATIANA LLUENT

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French citizen

ACADEMIC POSITIONS

ESMT– Berlin, Germany

Lecturer

2023-Present

ESMT– Berlin, Germany

Assistant Professor of Strategy

2021-2023

Volkswagen Group Junior Chair for Diversity in Organizations

2021-2023

Faculty Representative, Advisory Committee

2021-2023

INDUSTRY EXPERIENCE

OECD – Paris, France

- *Gender Analyst for the Just Transition in the Western Balkans project* (Jan 2024 – Present)

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)

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 Zhang, E. Y. (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

Fišar, M., Greiner, B., Huber, C., Katok, E., Ozkes, A., and the Management Science Reproducibility Collaboration (2023). "Reproducibility in Management Science." Note: Member of the Management Science Reproducibility Collaboration.

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

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."

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."

TEACHING INTERESTS

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

TEACHING EXPERIENCE

ESMT

Instructor

- Human Factor of Innovation – MiM, MBA 2021 – 2023
- 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

- **Theses supervision:** MiM & EMBA 2021 – 2023

Duke University

Guest Lecturer

- Business Ethics 2019

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 Fellehus 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

REFERENCES

Aaron "Ronnie" Chatterji

Mark Burgess & Lisa Benson-Burgess
Distinguished Professor
Fuqua School of Business, Duke University 100
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Gianluca Carnabuci

Professor of Organizational Behavior
Ingrid and Manfred Gentz Chair in Business and
Society
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gianluca.carnabuci@esmt.org