

# Alentina VARDANYAN

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Department: Management  
ESSEC Business School  
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## EMPLOYMENT

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### Full-time academic positions

2024 - Present      Assistant Professor, ESSEC Business School, France

## GRANTS AND HONORS

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### Awards and Honors

- 2022      Winner of the Best Dissertation-Based Paper Award by the OB Division, 82nd Annual Meeting of the Academy of Management
- 2019      Exceptional Teaching Award, Cambridge Judge Business School, United Kingdom
- 2017      MPhil Distinction, Cambridge University, United Kingdom

### Grants

- 2017      St. Catharine's College Benavitch Scholar, Cambridge University, United Kingdom

## PUBLICATIONS

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### Book chapters

VARDANYAN, A. (2021). A Human-Centered Approach to Artificial Intelligence in the Workplace. In: Joan Marques (ed.). *Business With a Conscience*. 1st ed. New York: Routledge, pp. 54-67.

### Conference proceedings

VARDANYAN, A., RICHTER, A. and HIRST, G. (2023). Artificial Intelligence and Creativity in Organizations: How Machine Learning Shapes Creativity. In: *Academy of Management Proceedings*. Briarcliff Manor, NY 10510.

VARDANYAN, A. (2022). Employee-AI Augmented Collaboration: A Qualitative Study of Fashion Designers and Stylists. In: *Academy of Management Proceedings*. Briarcliff Manor, NY 10510.

MANNUCCI, P.V., CUNNINGHAM, C., LIFSHITZ-ASSAF, H., TRUELOVE, E. and VARDANYAN, A. (2020). Advanced Technology and Creative Magic: How Technology Use Shapes the Creativity-Innovation Process. In: *Academy of Management Proceedings*. Briarcliff Manor, NY 10510.

### Conferences

VARDANYAN, A. (2025). Creative Autonomy in the Age of Generative AI: A Typology of Human–AI Creative Interaction. In: 2025 Joint AMR and Annals Idea Development Workshop. Malibu.

## TEACHING EXPERIENCE

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2024	People and Organizations, ESSEC Business School, France
2019	Organizational Behavior, Cambridge University, Royaume-Uni
2019	Business Leadership, Cambridge University, Royaume-Uni