Alentina VARDANYAN

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ESSEC Business School
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EMPLOYMENT

Full-time academic positions

2024 - Present Assistant Professor, ESSEC Business School, France

GRANTS AND HONORS

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

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

KYRIAKOU, H., HAEFLIGER, S., NICKERSON, J. and VARDANYAN, A. (2025). Subplenary Session on Creativity, Innovation, and Artificial Intelligence. In: *European Group for Organizational Studies (EGOS) Colloquium*. European Group for Organizational Studies (EGOS).

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: Academy of Management.

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.

VARDANYAN, A. (2025). Co-Creating with AI: How Social Comparisons with AI Affect Idea Integration. In: 2025 Theorizing Data and AI workshop. Amsterdam.

VARDANYAN, A. and RICHTER, A. (2025). Co-Creating with AI: How Social Comparisons with AI Affect Idea Integration. In: 2025 AIM. Los Angeles.

TEACHING EXPERIENCE

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