

Alentina VARDANYAN

Assistant Professor
Department: Management
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

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

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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 |