

Citizenship: French
Birthdate: 04/23/1992
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RESEARCH INTERESTS

Topics: social and cognitive categories, expertise, institutional theory
Empirical settings: venture capital, cultural industries
Methods: experiments, panel data, natural language processing (topic model)

EMPLOYMENT

The Hong Kong Polytechnic University (PolyU) – Faculty of Business | July 2020 – present
Assistant Professor in Management

EDUCATION

Ph.D. in Management Sciences, department of Strategy and Business Policy, HEC Paris | 2015-2020
Dissertation committee: Rodolphe Durand (HEC, thesis supervisor), Mauricio Zollo (Imperial College London, president),
Elisa Operti (ESSEC, reviewer), Giada di Stefano (Bocconi, reviewer)
Visiting Ph.D. student, Kellogg School - Northwestern University | *Host:* Edward (Ned) B. Smith
M.Phil. & B.A. in Philosophy, University of Paris Nanterre
M.Phil. in Sociology, University of Paris Sorbonne
M.Phil. in Organization Studies, University of Lyon Jean Moulin
M.Sc. in Management, EM Lyon
Undergraduate (Preparatory School) in Economics, Carnot Dijon

PUBLICATIONS (*) alphabetical order denotes equal contributions

- Cudennec A. & Durand R., 2022. Valuing Spanners: Why Category Nesting and Expertise Matter. *Academy of Management Journal*. Forthcoming (published online: <https://doi.org/10.5465/amj.2020.0042>)
- Boulongne R., Cudennec A. & Durand R. (*) 2019. "When Do Market Intermediaries Sanction Categorical Deviation? The Role of Expertise, Identity and Competition." *Research in the Sociology of Organizations*. Eds. Haack P., Sieweke J. and Wessel L. Issue on the "Microfoundations of Institutions" 65(A), pp. 67-84
- Cudennec A. 2018. "Under the Magnifying Glass: The Role of Expertise and Categorization on the Perception of Atypicality". *Academy of Management Best Papers Proceedings*
- Paper awarded as "Best Student Paper Award Finalist" at the AOM 2018 (OMT Division)

WORKING PAPERS (*) alphabetical order denotes equal contributions

- Cudennec A. & Huynh C.W. (*) [project on emotions and the evaluation of categorical atypicality – title blinded for peer review]. Under review, *Poetics (Special Issue on Covid-19)*
- EGOS 2021, ASA 2021
- Cudennec A. & Durand R. Differentiation or dispersion? A study on the valuation of early-stage US venture capital deals.
- AOM 2021
- Cudennec A. Categorical ambiguity and experts as authenticators.
- AOM 2021, ASA 2021
- Xiao M., Zhan X. & Cudennec A. Coping with competing institutional logics during policy implementation.
- AOM 2022

RESEARCH PROJECTS (*) alphabetical order denotes equal contributions

- Cudennec A. & Huynh C.W. (*). The role of #MeToo in the evaluations of cultural products.
Boulongne R. & Cudennec A. (*) Does it pay to certify a CSR initiative? An experimental investigation.

AWARDS & GRANTS

Awards

- 2018 ABCD Award for Excellence in Scholarly Reviews, OMT division, AOM Annual Meeting
- 2018 Best Student Paper Award Finalist, OMT division, AOM Annual Meeting
- 2011 Best Academic Research Project in Social Sciences, undergraduate level, EM Lyon

Grants

- 2022 Research grant (HK\$50,000, around €6,000, Hong Kong Polytechnic University)
Research grant (€1,000, HEC & French National Center for Scientific Research), with C.-W. Huynh
- 2020 Research grant (HK\$200,000, around €21,000, Hong Kong Polytechnic University — “start-up fund”)
- 2019 Research grant (€1,500, Ecole Polytechnique, ENSAE and HEC Paris — “Labex Ecodec”)
- 2019 Research grant (€1,000, HEC & French National Center for Scientific Research), with R. Boulongne
- 2019 Visiting Fellowship at Northwestern University (€2,500, HEC Paris)
- 2015 PhD Full Scholarship, 5 years (HEC Paris Foundation)

ACADEMIC PRESENTATIONS

Invitations

- 2021-2022 Korea University Business School
Hong Kong University Business School (*1-day informal research exchanges*)
- 2019-2020 Hong Kong Polytechnic University - Faculty of Business
IESE Business School
Rotterdam School of Management

International conferences

- Academy of Management (AOM) Annual Meeting | 2018, Chicago | 2019, Boston | 2020, 2021, 2022, virtual
- American Sociological Association (ASA) Annual Meeting | 2021, virtual
- European Group for Organizational Studies (EGOS) Annual Colloquium | 2019, Edinburgh | 2020, 2021, virtual

TEACHING EXPERIENCE

Teaching

The Hong Kong Polytechnic University (PolyU) – Faculty of Business | 2020 -

- Strategic Management (2 * 39h, in English, bachelor) — Assistant Professor

University of Paris I Panthéon Sorbonne – Faculty of Economics | Spring 2018

- Organization Theory (2 * 18h, in French, bachelor) — Instructor

Supervision

The Hong Kong Polytechnic University (PolyU) – Faculty of Business

Doctoral-level tutor: Xiao, Manlin | Fall 2021

M.Phil. report jury member: Xiao, Manlin | June 2021

HEC Paris | 2016-2020

MSc thesis supervisor for 11 students

MSc thesis jury member for 20 students

Assistantship

HEC Paris

- Course Development: ValueS-Based Strategy (18h, in coll. with R. Durand) | Fall 2018-2019
- Teaching Assistant: ValueS-Based Strategy, Corporate Strategy | 2017-2020
- Grading: Business Strategy, Statistics | 2016-2018

Training in teaching

ELI Global “Experiential Learning Teaching Method” — 3-week program (15 * 90 min) | Summer 2022

- Week 1 — **Harvard Business School**: Case method
- Week 2 — **Yale SM, Stanford Eng., West Point**: Experiential learning and teaching
- Week 3 — **Babson College**: Entrepreneurship teaching

MEMBERSHIP & SERVICE

Academic societies (alphabetical order):

Academy of Management (AOM) — Divisions: OMT, STR, ENT
American Sociological Association (ASA)
European Group in Organization Studies (EGOS)
Strategic Management Society (SMS)

Affiliations

Center for Leadership & Innovation, The Hong Kong Polytechnic University | 2020-
GREGHEC: Mixed research unit HEC & CNRS (French National Center for Scientific Research) | 2017-2020
Doctoral School of Institut Polytechnique de Paris | 2019-2020
Doctoral School of Paris-Saclay University | 2016-2019
Society & Organizations Institute (interdisciplinary research group at HEC) | 2015-2020

Ad-hoc reviewer (alphabetical order):

Academy of Management Journal, Entrepreneurship: Theory and Practice, European Management Review,
Journal of Management Studies, M@n@gement, Organization and Environment, Organization Science, Research
in the Sociology of Organizations, Strategic Management Journal, Strategic Organization

University service

The Hong Kong Polytechnic University (PolyU) – Faculty of Business

- Member of the Recruitment Committee | 2022-2023
- Jury member for admission to bachelor's program ("JUPAS" scheme) | 2021, 2022

OTHER PROFESSIONAL EXPERIENCE

McKinsey & Company (consulting firm) – Research Analyst (intern) | Paris (France) | 2014 (6 months)

Xerfi (publisher of economic studies)– Economic Research Analyst (intern) | Lyon (France) | 2013 (3 months)

Aguettant Asia Pacific (pharma. company) – CRM Analyst (intern) | Ho-Chi-Minh City (Vietnam) | 2012 (6 months)

MEDIA

France Culture, Entendez-Vous l'Éco (radio interview)

- « Gig Economy : les nouveaux tâcherons » | 11/2020

Le Figaro Étudiant

- Portrait | 11/2020

Les Echos « Le Cercle » (opinion pieces)

- « Travailleurs des plateformes » | 03/2020
- « Chercheurs, entrepreneurs, artistes » | 01/2017

France Culture, Les Carnets de l'Économie (radio interview)

- « Imaginez votre travail demain » | 07/2015

OTHER SKILLS & TRAINING

Languages **French:** native; **English:** fluent; **Spanish:** intermediate; **Mandarin Chinese:** beginner
Software **Stata, Python**
Training **Stanford University Online:** Machine Learning (Coursera certificate)
 Ecole du Louvre: Art History (auditor, one-year program)