

**SOPHIE LANDRIEUX-KARTOCHIAN**  
CURRICULUM VITAE

skartochian3@gatech.edu

**EDUCATION**

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- 2004            **Ph.D. in Business Administration**  
Université Paris 1 Panthéon-Sorbonne, Paris  
Thesis Title : *“Plafond de verre et gestion de carrière des femmes cadres : analyse comparée du cas d’une grande entreprise de conseil”*  
Thesis Supervisor : Professeur Jean-François Amadiou
- 1997-2001    **Magister Degree in Economics and Business**  
Ecole Normale Supérieure de Cachan, Paris
- 2000-2001    **M.A. in Human Resources and Industrial Relations**  
Université Paris 1 Panthéon-Sorbonne, Paris
- 2000            **Agrégation d’Economie-Gestion**  
French national teaching certification in Economics and Business
- 1997-1999    **M.S. in Management**  
Université Paris 12, Paris
- 1995-1997    **Associate of Arts in Economics**  
Université Paris 1 Panthéon-Sorbonne, Paris

**ACADEMIC POSITIONS**

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- 2021-present    **Lecturer of French**  
School of Modern Languages  
Georgia Institute of Technology
- 2012-2015    **French Lecturer for International Business**  
Department of World Languages and Cultures  
Georgia State University
- 2005-2008    **Assistant Professor of Business Administration**  
Department of Economics and Business Administration (UFR 06)  
Université Paris 1 Panthéon-Sorbonne, Paris
- 2001-2005    **Instructor of Business Administration**  
Department of Economics and Business Administration  
Université Paris 1 Panthéon-Sorbonne, Paris
- 2000-2001    **Instructor of Business Administration**  
IUT de Sceaux, GEA (France)

## **PUBLICATIONS**

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### ***Textbooks***

*Théorie des organisations*. 5<sup>ème</sup> éd., Gualino, collection Mémento LMD, 2020.

Guillot-Soulez, Chloé, et al. *Exercices de gestion des ressources humaines*. 13<sup>ème</sup> éd., Gualino, collection les Zoom's, 2021.

Josien, Samuel, and Sophie Landrieux-Kartochian. *L'essentiel du management des entreprises*. 8<sup>ème</sup> éd., Gualino, collection les Carrés, 2020.

Josien, Samuel, and Sophie Landrieux-Kartochian. *Management des entreprises*. 3<sup>ème</sup> éd., Gualino, collection les Zoom's, 2017.

### ***Book Chapters***

Guillot-Soulez, Chloé, and Sophie Landrieux-Kartochian. "Coimbatore Krishnarao Prahalad : L'articulation global/local et les marchés émergents". *Les grands auteurs en management international*, edited by Ulrike Mayrhofer, Editions EMS Management & Société, 2014, pp.239-258.

"Le plafond de verre". *Encyclopédie des Ressources Humaines*, edited by José Allouche et al., Vuibert, 2012, pp.453-458.

Belghiti-Mahut, Sophia, and Sophie Landrieux-Kartochian. "Le plafond de verre, encore et toujours". *Genre et GRH, les défis de l'égalité hommes-femmes*, edited by Annie Cornet et al., Vuibert, 2008, pp.105-124.

"Quel business case pour la féminisation des entreprises ?". *Le management de la diversité, Enjeux, fondements et pratiques*, edited by Isabelle Barth and Christophe Falcoz, L'Harmattan, coll. Recherches en Gestion, 2007, pp. 131-151.

### ***Articles (Peer-Reviewed)***

"Femmes aux commandes, entreprises performantes ?". *Travail, Genre et Sociétés*, n°23, Avril 2010, pp.171-180.

Guillot-Soulez Chloé, and Sophie Landrieux-Kartochian. "Stages et effets de réseaux". *Revue de gestion des ressources humaines*, n° 68, Avril 2008, pp.30-48.

"Les organisations face au plafond de verre. L'initiation de démarches d'égalité professionnelle". *Revue française de gestion*, n°173, Avril 2007, pp.15-30.

"Le plafond de verre : quelles sont les barrières à la carrière des femmes cadres en France ?". *Entreprise éthique*, n°23, Octobre 2005, pp.42-47.

Rojot, Jacques, et al., "Internal Mediation within the French Industrial Relations Context – the Cegetel Case". *Negotiation Journal*, vol.21, n°4, October 2005, pp.443-467.

"Femmes et performance des entreprises, émergence d'une nouvelle problématique". *Travail et emploi*, n°102, Avril-Juin 2005, pp.11-20.

## **Articles**

De Bry, Françoise, and Sophie Landrieux-Kartochian. “Les réseaux, facteurs de lissage de la diversité, le cas des réseaux féminins”. *Qualitative*, n°182, Novembre 2006, pp.28-33.

Guillot-Soulez, Chloé, and Sophie Landrieux-Kartochian. “Les stages en entreprise, plus qu’une première expérience professionnelle, un mode de réconciliation des jeunes et de l’entreprise ?”. *Personnel*, n°468, Avril 2006, pp.56-59.

## **Working Papers**

“La contribution des femmes à la performance : une revue de la littérature”. *Document d’études DARES*, n°83, Octobre 2004.

Landrieux – Kartochian, Sophie, and Chloé Guillot– Soulez. “Les stages, une des formes de la discrimination sexuelle dans le monde du travail ?”. *Les cahiers du CERGORS*, n°3, Septembre 2005.

“Au-delà du plafond de verre ? L’introduction de la dimension genre dans les politiques de gestion des ressources humaines”. *Les cahiers du CERGORS*, n°03/01, Janvier 2003.

## **Creative publications**

### **- Books :**

*L’invitation américaine*, Kindle Direct Publishing, 2019.

*Chroniques de l’Amérique au quotidien*. Phénix d’Azur Editions, 2017.

### **- Book chapter :**

“Juste une statistique”. *Les femmes nous parlent*. Collectif, Phénix d’Azur Editions, 2017.

## **CONFERENCE PAPERS AND PRESENTATIONS**

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### **Invited Talks**

“Conversation with French author Sophie Landrieux”. Alliance française d’Atlanta, January 15, 2020, Atlanta.

“La France en crise, perspectives sur la crise économique européenne”. Keynote address at the annual meeting of the AATF-GA, Wesleyan College, November 3, 2012, Macon.

“La performance féminine, l’émergence d’une nouvelle notion”, journée d’étude “Hommes-Femmes en entreprise : la performance, une question de genre ?”. Maison des Sciences de l’Homme Paris Nord, May 27, 2008, Paris.

“Les enjeux de la reconnaissance d’une performance féminine”, journée d’étude “Hommes-Femmes en entreprise : la performance, une question de genre ?”. Maison des Sciences de l’Homme Paris Nord, May 27, 2008, Paris.

“Manager au féminin, quelles spécificités ?”, 7<sup>ème</sup> journée du cycle “arts de la guerre et interprétation de la vie civile”, ESCP, March 8, 2007, Paris.

“Les politiques d’égalité au regard des performances économiques”. 6<sup>èmes</sup> Assises de la vente, IAE de Lyon, March 30, 2006, Lyon.

“Une illustration de l’utilisation du logiciel Modalisa”, Ecole Doctorale de Paris 1, Université Paris 1 Panthéon-Sorbonne, January 2006.

“La situation des femmes sur le marché du travail français”, Délégation de femmes responsables de Pékin, October 28, 2005, Paris.

“Le plafond de verre : du diagnostic aux plans d’action”. Club ANVIE “Mixité et égalité professionnelle”, June 16, 2005, Paris.

“Plafond de verre et gestion de carrière des femmes cadres”, IAE de Paris, May 10, 2005, Paris.

“Présentation d’une démarche de recherche”, Doctorat HEC, HEC, March 4, 2005, Jouy-en-Josas.

“Mixité et performance”. Réseau *Accent sur elles*, Accenture, October 13, 2004, Paris.

“La carrière des femmes vue par les hommes”. Réseau *Accent sur elles*, Accenture, September 28, 2004, Paris.

“De la mixité professionnelle à la performance”. Club ANVIE “Mixité et égalité professionnelle”, June 14, 2004, Paris.

### ***Conference Papers***

“Building real-life Business Language learning modules for the classroom”. SCOLT, March 5-7, 2015, Atlanta, GA.

Landrieux-Kartochian, Sophie and Chloé Guillot-Soulez. “Réseaux et insertion dans le monde du travail : le cas des stages”. *Actes du XVI<sup>ème</sup> Congrès Annuel de l’AGRH*, 2006, Reims, France.

Le Flanchec, Alice, et al. “Médiation en transformation du monde”. *Deuxième biennale internationale de la négociation*. Négocia, November 17-18, 2005, Paris.

“L’intérêt managérial des démarches d’égalité professionnelle, un exemple de (ré)conciliation de l’économique et du social ?”. *Actes du XV<sup>ème</sup> Congrès Annuel de l’AGRH*, 2005, Paris.

“Vers une nouvelle gestion de carrière des femmes cadres : Les politiques ‘women friendly’ en question.”. *Actes de la 3<sup>ème</sup> Journée du Groupe Thématique Carrière de l’AGRH*, pp.89-105, 2004, Paris.

“La gestion des ressources humaines à l’épreuve de la féminisation : quelles innovations ?”. *Actes du XIV<sup>ème</sup> Congrès Annuel de l’AGRH*, vol.2, pp.1627-1647, 2003, Nantes.

“La gestion des ressources humaines au cœur de l’articulation vie privée/vie professionnelle, une étude exploratoire sur les politiques ‘family friendly’ en France”. *Actes de la 2<sup>ème</sup> Journée du Groupe Thématique Carrière de l’AGRH*, 2003, Aix-en-Provence.

“Gérer la diversité des ressources humaines, un enjeu stratégique : l’intégration des femmes dans le management”. *Actes du XIII<sup>ème</sup> Congrès Annuel de l’AGRH*, vol. 2, pp.305-316, 2002, Grenoble.

## **TEACHING EXPERIENCE**

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*Georgia Institute of Technology, Atlanta, USA*

- **Advanced Business French I** – 34158 – FREN 3061 (Spring 2021)
- **French Conversation and Culture** – FREN 3120 (Summer 2021, Fall 2021)
- **French Culture I** – FREN 2001 (Fall 2021)
- **Elementary French I - FREN 1001** (Spring 2021, Summer 2021, Fall 2021)
- **Elementary French II – FREN 1002** (Fall 2021)

*Georgia State University, Atlanta, USA*

- **French for International Business I** – FREN 4053/6108 (Spring 2013, Spring 2014, Spring 2015)
- **French for International Business II** – FREN 4063/6109 (Fall 2012, Fall 2013, Fall 2014, Fall 2015)
- **Advanced Grammar and Translation** - FREN 4053/6135/7135 (Spring 2013, Fall 2014, Fall 2015)
- **Practicum** – FREN 4063 (Spring 2013, Fall 2013, Fall 2014, Fall 2015)
- **Independent Study** – FREN 4990 (Spring 2014)
- **Intermediate French I** – FREN 2001 (Spring 2015, Fall 2015)
- **Intermediate French II** – FREN 2002 (Spring 2015)
- **Elementary French I** – FREN 1001 (Fall 2012, Spring 2013, Fall 2013, Spring 2014)
- **Elementary French II** – FREN 1002 (Fall 2012, Fall 2013, Fall 2014)

*Université Paris 1 Panthéon – Sorbonne, France*

- **Human Resource Management** (Master 1 and Master 2 students)
- **Organizational Theories** (Master 1 students in initial and professional education)
- **Operations** (L3 students)
- **Macroeconomics** (L1 students)

*IUT de Sceaux, France*

- **Introduction to Management** (L1 students)

*Sofia University St. Kliment Ohridski, Bulgaria*

- **Diversity Management Seminar** (MBA - Seminar taught in English to Bulgarian professionals), April 2008

## **WORKSHOPS CONDUCTED**

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Professional development workshop for Demos, a global leader in learning and development : “La diversité, créatrice de valeur ?”, 30 juin 2008, Paris.

Professional development workshop for Demos : “La diversité, créatrice de valeur ?”, 29 juin 2007 Paris.

## **SERVICE**

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### **PROFESSIONAL CONTRIBUTION**

#### ***Manuscript Review and Editorial Service***

- Reviewer for the *Revue de Gestion des Ressources Humaines* since 2008.
- Reviewer for the *International Review of Case Studies in Management* since 2020.
- Reviewer for the AGRH annual conference since 2007.
- Reviewer for the conference “11èmes rencontres internationales de la diversité”, Université de Liège, December 10 and 11, 2015, Belgium.
- Editorial review board of *Engaging Language Learners through Technology Integration: Theory, Applications and Outcomes*, edited by Shuai Li and Peter Swanson, IGI Global, 2014.
- Reviewer for the conference “Diversity management: questions for social sciences”, EM December 2009, Strasbourg, France.
- Reviewer for the conference “Gender and diversity in management”, ESCP-EAP, January 2009, Paris.

#### ***Seminars / Panel Sessions organized and chaired***

- French Day – Fall 2021 : moderation of a round table “Futures in French”
- WLC Conference of April 2015 : member of the organization committee, chair of a two-hour session: “Career Opportunities for Students of World Languages and Cultures, constitution of the French and German panel of outside personalities, crash course in French
- France Atlanta 2015: “NGO work in French-speaking countries”, Guest speaker Rick Perera from CARE
- MCL Conference of April 2014 : chair of two sessions, constitution of the French and German panel of outside personalities, development with GSU Career Services of a session on international job search, crash course in French
- France Atlanta 2014 : “NGO work in French-speaking countries”, Guest speaker Leslie Jean-Pierre, from Peace Corps

#### ***Professional Service in Organization(s)***

- Board Member of the French American Chamber of Commerce, Atlanta chapter (2012-2013)

## **CAMPUS CONTRIBUTIONS**

### ***Departmental Service***

*Georgia Institute of Technology – School of Modern Languages*

- Promotion of the French Program (contribution to French Day)
- Moderation of the “table francophone”
- Mentoring of a GTA (Fall 2021)

*Georgia State University – World Languages and Cultures Department*

- French and International Business Concentration:  
Coordinator of French for the IB Concentration  
Advisement of students and placement of students in organizations for internships
- Curriculum development :  
Member of the curriculum Committee of World Languages and Cultures  
Participation to the revision of syllabi and testing materials for French 1001 to French 2002  
Revision of prerequisites and catalogue description of French for IB I and II
- French Lecturer and French Instructor search committees – Spring 2015
- Retention and recruitment effort :  
Promotion of the French programs (Meet and Greet of March 2014 of Graduate students, Panther preview, International week November 2014, Coordination of the volunteers during International week 2015, design of a flyer for the French Minor)  
Participation to the French Movie Club

*Department of Economics and Business Administration – Paris 1*

- Coordinator of student’s tutoring in Business (2005-2006)
- Coordinator of the research presentations of the CERGORS and of the *CERGORS Working Papers* (2005-2006)
- Co-coordinator of the CERGORS research presentations (2001-2005)

### ***College and University Service***

- Focus group on the review of the University Strategic Plan, GSU, October 2015
- Member of an orientation panel for new faculties, GSU, August 2015
- Co-coordinator for Paris 1 Panthéon-Sorbonne University of the Phénix Program, a national program between firms and universities to facilitate school-to-work transition (2006-2008)

### ***Interdisciplinary Activities***

- Coordinator of the IEML program (French)

## **PROFESSIONAL DEVELOPMENT**

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- Workshop, “Going Global: A Sustainable Development Goals Curriculum Design Workshop”, RCE Greater Atlanta, February 23, 2020.
- Certificate “Introduction to Management”, Mindedge Learning, HRCI, 2020.
- Certificate “Introduction to Leadership”, Mindedge Learning, HRCI, 2020.
- Certificate “Introduction to Entrepreneurship”, Mindedge Learning, HRCI, 2020.
- International Business - Globalization Workshops, GSU-CIBER – Atlanta, June 2015.
- SPHR certification review course - SHRM Atlanta, Spring 2011
- 2015 Southern Conference on Language Teaching: “All that Glitters is SCOLT: 50 years of Language Teaching and Learning”, March 5-7, 2015, Atlanta.
- Teacher Training at the High Museum of Atlanta, “Cezanne and the Modern: Masterpieces of European Art from the Pearlman Collection”, AATF-GA, Consulate General of France in Atlanta, November 7-8, 2014, Atlanta.
- Conference, “France-Atlanta - Business workshops,” Georgia Tech – The Academy of International Business Southeast USA Chapter - French Consulate, Atlanta, October 25, 2014.
- Brown Bag series, “Maximizing cross-cultural understanding, minimizing stereotypes: Three case studies”, GSU, MCL, Atlanta, October 22, 2014.
- Workshop, “Dr Joseph Goebel - Communication based teaching,” GSU, MCL, Atlanta, GA, January 8, 2014.
- Tutorial, “Desire2Learn,” GSU - The exchange, Atlanta, GA, November 28, 2013.
- Conference, “What does an encyclopedia do? Diderot and the Encyclopédie of 1751 - 1765,” GSU, MCL, Atlanta, November 18, 2013.
- Conference “Picasso, Braque, Léger et la littérature,” AAFT- GA, Atlanta, November 16, 2013.
- Conference “European Day of Languages,” Alliance française d'Atlanta, Atlanta, GA, September 26, 2013.
- Continuing Education Program, “CII - Five easy pieces - part 2,” CII - GSU, Atlanta, March 8, 2013.
- Continuing Education Program, “Creating a class webpage,” CII GSU, Atlanta, February 1, 2013.
- Continuing Education Program, “Five easy pieces,” CII / GSU, Atlanta, January 25, 2013.
- Workshop, “Effective classroom communication for international GTA/GLAs and faculty,” GSU - CII, Atlanta, GA, October 12, 2012.
- Seminar, “Economic Crisis: Greece and the EU at the Crossroads,” GSU Center for Hellenic Studies, Atlanta, GA, October 11, 2012.
- Workshop, “GSU new faculty workshop,” GSU, Atlanta, GA, September 20, 2012.



## **MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS**

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- SPHR (Senior Professional in Human Resources) certified since May 2011.
- SHRM (Society for Human Resource Management) – member.
- CERGORS, Paris 1 Panthéon-Sorbonne University – researcher.

## **LANGUAGE PROFICIENCY**

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- French: Native speaker
- English: Near-native proficiency
- German: Intermediate proficiency