CURRICULUM VITAE

Alice, Arusyak ZAKARYAN
Google Scholar page Personal Website

Grenoble Ecole de Management
12 Rue Pierre Semard, 38000 Grenoble
arusyak.zakaryan@grenoble-em.com

Nationalities: Armenian and French
Languages: English and French (fluent), Russian (good), Armenian (native)

RESEARCH OVERVIEW

My research interests broadly cover organization studies, innovation and science & technology studies. The first stream of my work investigates organizational learning from failures, successes and near-misses. A second line of research focuses on the management of innovation and technology with particular emphasis on knowledge networks, search and invention termination. In my more recent work, I apply the gender perspective to study science and innovation. I seek to understand, in particular, the effect of scientist's and inventor's gender on the development and adoption of scientific knowledge, innovations and technologies.
My research focuses primarily on the biomedical sector.

EXPERIENCE

2019 September – present Assistant Professor at Grenoble Ecole de Management.
Department of Management Technology and Strategy
Grenoble, France

EDUACATION

2013 – 2019 PhD in Management at SKEMA Business School,
Doctorat en Science de Gestion Université de Côte d'Azur
Thesis title*: "Dealing with experience: Learning from failure and success and innovation outcomes from internal knowledge search"*

- Thesis shortlisted for Grigor McClelland Doctoral Dissertation Award 2020

Visiting scholar
2017 – Drexel University, LeBow College of Business, Philadelphia, Pennsylvania, USA

2013 – 2015 Master of Research in Management Science
SKEMA Business School, Sophia Antipolis, France

2009 – 2013 Bachelor's degree in Accounting & Financial Management (with honors)
Double degree from University Jean Moulin Lyon 3, Lyon France and French University in Armenia, Yerevan, Armenia

RESEARCH

Publications

Zakaryan A. (2024). Exploration and the termination of inventions: the role of the structure of

the firm's knowledge base and its failure experience. *Industry and Innovation.*

Iurkov V., Koval M., **Zakaryan A**. (2023). The role of network community characteristics for firms' rapid business scaling. *Technological Forecasting and Social Change*, 196, 122838.

Zakaryan A., Tzabbar D., Cirillo B. (2023). Mind the time: failure response time, variations in the reasons for failures, and learning from failure. *Industrial and Corporate Change*, 32(6), 1245-1266.

Zakaryan A. (2023). Organizational knowledge networks, search and exploratory invention. *Technovation,* 122, 102680.

Working papers

Zakaryan A., Mei M.Q., Jacob J. A Gender Perspective on Invention Selection: Evidence from Patent Terminations in Biopharmaceutical Firms. Stage: submitted to a journal.

Zakaryan A. and Khanna R. Scientist's gender and the impact of biomedical research. Stage: preparing for submission.

Genet C., Guo X., **Zakaryan A.** and Zhang J. The Impact Compass: Mutual Shaping of Scientists' Perceptions of Social Impact and Academic Engagement. Stage: revising the manuscript.

Zakaryan A., Tzabbar D., Cirillo B., Breschi S. Can Success arrive too soon? The effect of early initial success on venture's innovation behavior. Stage: theory building and data analysis.

Work in Development

The development of new technologies and products: the role of search and human capital (with Khanna R.)

Quality compliance following near-failures. Evidence from FDA investigations in drug manufacturing plants.

Gender dynamics in the diffusion of scientific knowledge. (with Chen M.)

Academic mentorship and gender in the field of life sciences.

Conference presentations and invited talks

Inventor gender and termination of patented inventions in biopharmaceutical firms (with Mei M.Q. and Jacob J.). *Academy of Management annual conference*, July 2025, Copenhagen, Denmark.

Scientist's gender and the impact of biomedical research (with Khanna R.). *International Conference on the Science of Science and Innovation (ICSSI),* June 2025, Copenhagen, Denmark.

Inventor gender and termination of patented inventions in biopharmaceutical firms (with Mei M.Q. and Jacob J.). ETH Zurich, Chair of Technology and Innovation Management, July 2024, Switzerland.

Inventor gender and termination of patented inventions in biopharmaceutical firms (with Mei M.Q. and Jacob J.). *DRUID conference,* June 2024, Nice, France.

Quality compliance following near-failures. Evidence from FDA investigations in drug manufacturing plants. *AGECSO conference 2024*, May, Paris, France

Inventor gender and termination of patented inventions in firms (with Mei M.Q. and Jacob J.). Institut Pasteur, March 2024, Paris, France.

Generation of scientific and societal impact from research: How do scientists navigate multiple goals? (with Genet C., Guo X. and Zhang J.). *Workshop on Socio-economic Impact Assessment of Light Sources* co-organized by European Synchrotron Radiation Facility (ESRF) and GEM, January 2024, Grenoble, France.

Quality compliance following near-failures: Evidence from FDA investigations in drug manufacturing plants. *British Academy of Management Conference,* September 2023, Brighton, UK.

Quality compliance following near-failures: Evidence from FDA investigations in drug manufacturing plants. *Carnegie School Organization Learning Conference*, May 2023. Kartause Ittingen, Switzerland.

Can Success arrive too soon? The effect of early initial success on venture's innovation behavior (with Tzabbar D., Cirillo B., Breschi S.). *Carnegie School Organization Learning Conference 2022*. Asilomar Conference Grounds, Pacific Grove, CA, United States.

Organizational knowledge networks, exploratory innovation and terminations of inventions. *Strategic Management Society annual conference 2021*, virtual Toronto, Canada.

Organizational learning from near misses. Evidence from FDA investigations in drug manufacturing plants. *Carnegie School of Organizational Learning conference 2021* (virtual).

Can success arrive too soon? The effect early success on future breakthrough generation (with Tzabbar D., Cirillo B. and Breschi S.). *Carnegie School of Organizational Learning Conference 2019*, Asilomar Conference Grounds, Pacific Grove, CA, United States.

The role of time in learning from failures (with Tzabbar D. and Cirillo B). *Academy of Management annual conference 2019*, Boston, United States.

Can success arrive too soon? The effect early Success on future breakthrough generation. *Academy of Management Specialized Conference 2018 "From Start-up to Scale-up",* Tel Aviv, Israel.

The double-edged sword of experience in learning from failure: the role failure recovery duration (with Cirillo B. and Tzabbar D.). *Strategic Management Society annual conference 2018*, Paris, France.

The double-edged sword of experience in learning from failure: the role failure recovery duration (with Cirillo B. and Tzabbar D.). *Carnegie School of Organizational Learning conference 2018*, Asilomar Conference Grounds, Pacific Grove, CA, USA.

The double-edged sword of experience in learning from failure: the role failure recovery duration (with Cirillo B. and Tzabbar D). *Symposium sponsored by STR, TIM and OMT divisions at the Academy of Management annual conference 2018*, Chicago, IL, USA.

Organizational learning and knowledge structures: The interplay between experiential and cognitive search (with Cirillo, B.). *Academy of Management annual conference 2017,* Atlanta, GA, USA.

Organizational learning and knowledge structures: The interplay between experiential and cognitive Search (with Cirillo B.). *DRUID Academy Conference 2017*, University of Southern Denmark, Odense, Denmark.

AWARDS AND FELLOWSHIPS

2025-2026	Best reviewer award, Industry and Innovation journal
2025	*"Inventor gender and termination of patented inventions in firms"* paper included in the "best papers" proceedings of the Academy of Management Annual Meeting 2025
2020	PhD thesis shortlisted for Grigor McClelland Doctoral Dissertation Award
2016 - 2019	3 years Doctorate Fellowship, University Côte d'Azur
2013 - 2016	PhD Assistantship, SKEMA Business School

ACADEMIC SERVICES

Academic event organization, discussant and chair roles

2025	*Co*-Organizer of Paper Development Workshop (PDW) entitled *"Innovating for All: The role of diversity in shaping research and innovation outcomes"* sponsored by TIM and STR divisions at the Academy of Management conference in Copenhagen Denmark
2019 – present	Co-organizer of a keynote session entitled *"Scholar's' Quest"* dedicated to Jim March's research and legacy during the Carnegie School Organizational Learning conference. (https://www.csolconference.org/)
2018	Organizer of symposium entitled *"Learning from and Forgetting Successes and Failures"* sponsored by STR, TIM and OMT divisions at the Academy of Management conference
2017	Discussant-chair of a paper session on "*Mobility and Innovation".* at the Academy of Management conference, 2017

Peer Review

Ad hoc reviewer for Organization Science, Industrial and Corporate Change, Industry and Innovation, Technological Forecasting and Social Change, R&D Management

TEACHING AND COURSE SUPERVISION

Grenoble Ecole de Management

2019 - present	**"**Strategic Management" (MSc core course). Course supervisor and teacher. Language: English.
2020 - 2024	"Strategy and Business Models" (French graduate program- Programme Grande Ecole). Teacher. English and French.
2021 - present	"Innovation and Creativity Management" (French graduate program- Programme Grande Ecole). Teacher. English and French.
2021 - 2024	"Company Transformation" (French graduate program- Programme Grande Ecole). Course co-developer and teacher. English and French.
2022 - present	"Strategic Management" course (Bachelor program). Course developer and supervisor. French.
2024-present	"Technology Management and Sustainable Innovation" (French graduate program- Programme Grande Ecole). Teacher. English.

SKEMA Business School

2016	"Strategy" (MSc program), Instructor and Teaching assistant,
2015	"Globalization" (MSc program), Teaching assistant SKEMA Business School
2013, 2014	Business Simulation game animator (MSc program), Teaching assistant SKEMA Business School

SUPERVISION

2021 - 2024	*Co-supervisor*, doctoral thesis, PhD in Business Administration program, Grenoble Ecole de Management
2023-present; 2020 - 2022	*Co-supervisor*, doctoral thesis, Doctor of Business Administration (DBA) program, Grenoble Ecole de Management
2019 - present	*Supervisor* for multiple Master theses, Grenoble Ecole de Management