

## STEPHEN MICHAEL IMPINK

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### EXPERIENCE

- 2023-** HEC Paris, Paris, France  
*Assistant Professor (tenure-track), Strategy and Business Policy*
- 2011-2018** Microsoft Corporation, Seattle and Singapore  
*Senior Manager, Windows/OEM*

### OTHER AFFILIATIONS

- 2023-** Hi! Paris AI Research Consortium, Faculty Affiliate  
**2019-** Boston University, Technology and Policy Research Initiative, Affiliate  
**2021-** Harvard University, Harvard Extension School, Instructor  
**2016-2017** Harvard University, GSAS, Weatherhead Center for International Affairs  
**2018-2020** Microsoft Corporation, Visiting Scholar, Human Resources

### EDUCATION

- 2018-2023** New York University, New York, New York  
*Ph.D., Strategy, Stern School of Business (2023)*  
*M.Phil (2022)*
- 2016** The University of Chicago, Chicago, Illinois and London, UK  
*MBA, Booth School of Business*
- 2010** Duke University, Durham, North Carolina  
*MA, Economics*
- 2007** University of Georgia, Athens, Georgia  
*BBA, Finance, Summa Cum Laude, 3.97/4*

### PUBLICATIONS

- Impink, S. M., Prat A., and Sadun, R. (2024) “Communication within Firms: Evidence from CEO Turnovers”. *Management Science*.
- Bessen, J., Impink, S., Seamans, R., and Reichensperger, L. (2022). “The Role of Data for AI Startup Growth”. *Research Policy*, 51(5).
- DeFilippis, E., Impink, S., Singell, M., Polzer, J. T., and Sadun, R. (2022). “The Impact of COVID-19 on the Nature of Work”. In *Nature Humanities and Social Sciences Communications*, 9 (1), 1-11.
- Bessen, J., Impink S., Seamans, R. (2022). “The Cost of Ethical AI Development for Startups”. In *Proceedings of 2022 ACM Conference on Artificial Intelligence, Ethics, and Society (AIES’22)*, August 1–3, 2022, Oxford, UK. ACM.
- Impink, S., Prat A., and Sadun, R. (2020). “Measuring Communications in Modern Organizations”. In *AEA Papers & Proceedings*, (110).

## WORKING PAPERS

Impink, S. M., “Both Sides of Cloud: More Standardized Tools and More Diverse Data Analytics”, Resubmitted (2nd round) to *Management Science*.  
[https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4200675](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4200675)

Bessen, J., Impink, S., Seamans, R., “The Role of Ethical Principles for AI Startups”.  
[https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4378280](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4378280), under review at *Management Science*

Impink, S.M., Raj, M., “The Role of ChatBots in Entrepreneurial Growth”.  
[https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4973431](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4973431), under review at *Management Science*

Impink, S.M., Miric, M., “Tradeoffs of Using Multiple IT Providers for Startup Growth”.  
[https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4977423](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4977423)

Impink, S.M., Wright, N.L., Lerner, J., Seamans, R., “Corporate Accelerators and Global Entrepreneurial Growth”

Impink, S.M. “The Unintended Influence of Resource Sharing on AI Industry Evolution”.  
[https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4977309](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4977309), under review at *Academy of Management Review* (special issue on AI)

Bessen, J., Impink, S., Seamans, R.,. “The Business of AI Startups”.  
[https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3293275](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3293275), in preparation for submission as a chapter to a handbook on AI and Strategy

Bessen, J., Impink, S., Seamans, R., and Reichensperger, L., “GDPR and the Importance of Data to AI startups”. [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3576714](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3576714)

## REPORTS

Bessen, J., Impink, S., Seamans, R. “Ethical AI Development: Evidence from AI Startups”. Brookings Center on Regulation and Markets Working Paper,  
<https://www.brookings.edu/articles/ethical-ai-development-evidence-from-ai-startups/>

## AWARDS AND GRANTS

HEC Paris Foundation Grant: 2024 (€25K)

HEC Paris S&O Institute Grant: 2024 (€5K)

Hi! PARIS Grant: 2023-2025 (€23K)

Microsoft Future of Work Grant, 2022 (\$20K), 2023 (€20K), 2024 (€27K)

Fubon Center for Technology, Business and Innovation Fellowship, 2022 (\$5K)

NYU Stern Management & Organizations Department Dissertation Grant, 2022 (\$3K)

Microsoft Future of Work PhD Fellowship, 2021(\$5K), 2022 (\$5K)

Gloria Appel Fellowship in Entrepreneurial Studies (NYU), 2022

Joseph H. Taggart Fellowship (NYU), 2022

NYU, Center for Global Economy and Business, Dissertation Grant, 2021, 2022 (\$6K)

NYU, Graduate Research Institute Fellowship, Berlin, 2020 (\$10K)

JP Morgan AI Fellowship Finalist, 2020

## PAPER PRESENTATIONS

- “Tradeoffs of Using Multiple IT Providers for Startup Growth”  
MAD (Wharton/Columbia), May 2024; DRUID (Nice), June 2024; UCL, June 2024
- “Corporate Accelerators and Global Entrepreneurial Growth”  
AOM, Aug 2024
- “Tradeoffs of Open Source Participation for AI Startups”  
Open Forum EU (Berlin), Nov 2023
- “Both Sides of Cloud: More Standardized Tools and More Diverse Data Analytics”  
WEFI Entrepreneurship Seminar, Dec 2021; ECDC (NYU/Columbia), April 2022;  
MAD (Wharton/Columbia), May 2022; CCC (Toronto), June 2022; SMS London,  
Sept 2022; NUS, Nov 2022; Singapore Management University, Nov 2022; HEC  
Paris, Nov 2022; Purdue, Dec 2022; TSE Digital Econ, Jan 2023; HEC Lausanne,  
March 2023; TSE Platforms Seminar, May 2023; AOM (Boston), Aug 2023; LBS,  
Nov 2023; INSEAD, Jan 2023; IESEG, April 2024
- “Supplier Resource Sharing and the Nascent Industry Development”  
EGOS, July 2022; SMS London, Sept 2022; USC AIM, March 2023; Strategy  
Science, June 2023; AOM, Aug 2023
- “Ethical AI development: Evidence from AI Startups”  
Harvard (WCFIA) Nov 2021; Boston University TPRI, Nov 2021, April 2022;  
September 2023; DRUID (Lisbon), June 2022; SMS Milan (Bocconi), June 2022;  
IDEC (INSEAD), June 2022; ACM AIES (Oxford), July 2022; AOM (Seattle), Aug  
2022; Cambridge (Judge); Dec 2022; S&O (HEC Paris), June 2023; SMS Toronto,  
Sept 2023; OECD (Paris), Nov 2023; Microsoft Research AICE, May 2024; Oxford,  
June 2024
- “Communication within Firms: Evidence from CEO Turnovers”  
Microsoft MSR, Sept 2018; ECDC (NYU/Columbia), April 2021; Ghoshal (LBS),  
May 2021; Society for Institutional & Organizational Economics, June 2021; DRUID,  
Oct 2021; Microsoft (Office BG), Feb 2021; People & Organizations Conference  
(Wharton), Oct 2021
- “The Role of Data for AI Startup Growth”  
Harvard (WCFIA) Nov 2018; R&D Conference (Ecole Polytechnique), June 2019;  
NYU, Nov 2020; Max Planck Innovation, Dec 2020; Boston University TPRI Seminar,  
Dec 2020; Schumpeter Society, July 2021; AOM, Aug 2021; HBS Digital Initiative,  
Sept 2021
- “Collaborating During Coronavirus: The Impact of COVID-19 on the Nature of Work”  
NYU Future of Work & Organization Seminar, Oct 2020

## TEACHING

- Technology Strategy: Big Data and AI (HEC Paris)  
EMBA/MBA (combined session): Fall 2024  
MBA: Winter, 2024; Spring 2024  
Grande Ecole (MSc Strategic management): Winter 2024  
Management & Organizations (NYU Stern Undergrad.), Jan 2022  
Management of Technology (Harvard Extension School Grad.), Fall 2021, Spring  
2023

## **PROFESSIONAL SERVICE**

HEC Paris: SWoG seminar series, 2023-25

Duke University, MA Economics Alumni Advisory Board, 2020-22

Ad Hoc Reviewer: Management Science, Strategic Management Journal, Organization Science, Strategy Science, Academy of Management, Journal of Economics and Management Strategy, Journal of Public Economics, Industrial and Corporate Change

ACM FaaCT Conference (programming committee, 2022-23)

NYU: PhD Brown Bag, 2020-21; Future of Work Group student coordinator, 2020-23

## **PRESS**

Wall Street Journal: “Is the Home Office more Productive?”

<https://www.wsj.com/articles/is-a-home-office-actually-more-productive-some-workers-think-so-11609563632> and featured in the print Weekend Journal on January 2, 2021.

Economist: “How has the pandemic changed working lives?”

<https://www.economist.com/graphic-detail/2020/08/20/how-has-the-pandemic-changed-working-lives> and featured in the print edition on September 12, 2020.

Bloomberg: “Pandemic Workday Is 48 minutes longer.”

[https://www.bloomberg.com/news/articles/2020-08-03/the-pandemic-workday-is-48-minutes-longer-and-has-more-meetings?utm\\_source=url\\_link](https://www.bloomberg.com/news/articles/2020-08-03/the-pandemic-workday-is-48-minutes-longer-and-has-more-meetings?utm_source=url_link)

New York Times: “Can I actually be missing my commute?”

<https://www.nytimes.com/2020/10/23/realestate/can-i-actually-be-missing-the-commute.html>

Washington Post: “Remote work really does mean longer days — and more meetings.”

<https://www.washingtonpost.com/business/2020/08/04/remote-work-longer-days/#click=https://t.co/utBWOHSXB5>

HBS Working Knowledge: “You’re Right! You Are Working Longer and Attending More Meetings.”

<https://hbswk.hbs.edu/item/you-re-right-you-are-working-longer-and-attending-more-meetings>

Washington Post: “Why a fake commute could pave the way to work-from-home balance.”

[https://www.washingtonpost.com/lifestyle/wellness/fake-commute-home-work-transition-/2021/02/22/49f79d56-6cb7-11eb-9f80-3d7646ce1bc0\\_story.html](https://www.washingtonpost.com/lifestyle/wellness/fake-commute-home-work-transition-/2021/02/22/49f79d56-6cb7-11eb-9f80-3d7646ce1bc0_story.html)

LSE Business Review: “How do internal communication flows change when a new CEO is appointed?”

<https://blogs.lse.ac.uk/businessreview/2021/09/27/how-do-internal-communication-flows-change-when-a-new-ceo-is-appointed/>