

STEPHEN MICHAEL IMPINK

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English (Native); French (B1/Intermediate)

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 APPOINTMENTS

- 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., Management, Stern School of Business
M.Phil., Management, Stern School of Business
- 2016** The University of Chicago, Chicago, US 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

Bessen J., Impink S., Seamans R. (2025). “The Business of AI-producing Startups: Evidence from a Worldwide Survey”. In Jia, N. and Csaszar, F. (Eds.), Handbook of AI and Strategy. *Forthcoming*.

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).

IN PROGRESS

Bessen, J., Impink, S., Seamans, R., “The Role of Ethical Principles for AI Startups”. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4378280 (*Revise and resubmit*)

Impink, S.M. “The Unintended Influence of Resource Sharing on AI Industry Evolution” (*Reject and resubmit*)

Impink, S. M., “Both Sides of Cloud: More Standardized Tools and More Diverse Data Analytics”. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4200675 (*Under review*)

Impink, S.M., Miric, M., “Tradeoffs of Using Multiple IT Providers for Startup Growth”. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4977423 (*Under review*)

Impink, S.M., Raj, M., “ChatBot Adoption and Startup Employment: Evidence from High-Tech Firms”. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4973431 (*Under review*)

Impink, S., Wright, N., “Can Startups Differentiate When Using Generative AI” (*Under review*)

Bessen, J., Impink, S., Seamans, R., “How do startups self-govern their ethical AI developments?” (*Under review*)

Impink, S.M., Wright, N.L., Seamans, R., “Corporate Accelerators and Global Entrepreneurial Growth” (*Under Review*)

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

Hegde, D., Impink, S., Tumlinson, J.. “Tradeoffs to Venture Funding Timing”. Early Stage Project

Impink, S., Yeaton, M.. “Measuring Strategic Ambiguity during CEO Changes”. Early Stage Project

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 Doha Grant: 2025 (€3K, with M. Yeaton)

HEC Paris Foundation Grant: 2024 (€25K)

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

Hi! PARIS Grant: 2023 (€23K); 2025 (€10K, with M. Yeaton)

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)

PAPER PRESENTATIONS

- “ChatBot Adoption and Startup Employment: Evidence from High-Tech Firms”
ESSEC, March 2025; MAD (Wharton/Columbia), May 2025; Strategy Science (IESE), June 2025; Ghosal (LBS), June 2025; AOM (Copenhagen), July 2025; SMS (San Francisco), October 2025
- “Tradeoffs of Using Multiple IT Providers for Startup Growth”
MAD (Wharton/Columbia), May 2024; DRUID (Nice), June 2024; UCL, June 2024; INSEAD, October 2024
- “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; Sheffield, May 2025
- “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; Boson University TPRI Seminar, Dec 2020; Schumpeter Society, July 2021; AOM, Aug 2021; HBS Digital Initiative, Sept 2021
- “Corporate Accelerators and Global Entrepreneurial Growth”
AOM, Aug 2024
- “Tradeoffs of Open Source Participation for AI Startups”
Open Forum EU (Berlin), Nov 2023
- “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)

MBA: Winter, 2024, 2025, 2026; Spring 2024, 2025, 2026

Grande Ecole (MSc Strategic management): Winter 2024, 2025, 2026

Management & Organizations (NYU Stern Undergrad.), Jan 2022

Management of Technology (Harvard Extension School Grad.), Fall 2021, Spring 2023, Summer 2025

CARS (HEC Paris MBA Simulation), Summer 2024, 2025; Spring 2025

PROFESSIONAL SERVICE

HEC Paris: External Seminar Coordinator, 2025-2026; Internal Seminar Coordinator, 2023-26; MA Thesis Supervisor, 2024 (1), 2025 (3); PhD Monitoring Committee, 2024 (2); 2025 (1)

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, Swiss National Science Foundation, Research Policy

ACM: FaaCT Conference (programming committee, 2022-23), AIES (programming committee, 2025)

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

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

PRESS COVERAGE

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

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

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/>