

July 4, 2023

STEPHEN MICHAEL IMPINK

impink@outlook.com | impink.org | +1 478 737 5001 (US), +33 (0)7 66 77 87 54 (FR)

HEC Paris | 1 Rue de la Libération | 78350 Jouy-en-Josas, France

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
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. (2023) Communication within Firms: Evidence from CEO Turnovers. Accepted and forthcoming at *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

Bessen, J., Impink, S., and Seamans, R. Ethical AI development: Evidence from AI startups. Brookings Center on Regulation and Markets Working Paper.

Impink, S.M. Supplier Resource Sharing and Nascent Industry Development.

Bessen, J., Impink, S., Seamans, R., and Reichensperger, L. GDPR and the Importance of Data to AI Startup, Boston University Law and Economics Research Paper

Bessen, J., Impink, S., Seamans, R., and Reichensperger, L. The Business of AI Startups, Boston University Law and Economics Research Paper.

AWARDS AND GRANTS

Gloria Appel Fellowship in Entrepreneurial Studies (NYU), 2022

Joseph H. Taggart Fellowship (NYU), 2022

Fubon Center for Technology, Business and Innovation Fellowship, 2022

NYU Stern Management & Organizations Department Dissertation Grant, 2022

Microsoft Future of Work Fellowship, 2021, 2022

NYU, Center for Global Economy and Business, Dissertation Grant, 2021, 2022

NYU, Graduate Research Institute Fellowship, Berlin, 2020

JP Morgan AI Fellowship Finalist, 2020

PAPER PRESENTATIONS

“Outsourcing IT and Technological Similarity: Evidence from Digital Startups”

WEFI Entrepreneurship Seminar, December 2021; ECDC (NYU/Columbia), April 2022; MAD (Wharton/Columbia), May 2022; CCC (Toronto Rotman), June 2022
SMS London, September 2022; NUS, November 2022; Singapore Management University, November 2022; HEC Paris, November 2022; Purdue, December 2022; TSE Digital Econ, January 2023; HEC Lausanne, March 2023; TSE Platforms Seminar, May 2023; AOM (Boston), Aug 2023

“Supplier Resource Sharing and the Nascent Industry Development”

EGOS, July 2022; SMS London, September 2022; USC AIM, March 2023; Strategy Science, June 2023; AOM, August 2023

“Ethical AI development: Evidence from AI Startups”

Harvard (WCFIA) November 2021; Boston University TPRI, November 2021, April 2022; DRUID, June 2022; SMS Milan (Bocconi), June 2022; IDEC (INSEAD), June 2022; ACM AIES (Oxford), July 2022; AOM (Seattle), August 2022; Cambridge (Judge); December 2022; SnO (HEC Paris), June 2023; SMS Toronto, September 2023

“Communication within Firms: Evidence from CEO Turnovers”

Microsoft MSR, September 2018; ECDC (NYU/Columbia), April 2021; Ghoshal (LBS), May 2021; Society for Institutional & Organizational Economics, June 2021; DRUID, October 2021; Microsoft (Office BG), February 2021; People & Organizations Conference (Wharton), October 2021

“The Role of Data for AI Startup Growth”

Harvard (WCFIA) November 2018; R&D Conference (Ecole Polytechnique), June 2019; NYU, November 2020; Max Planck Innovation, December 2020; Boston University TPRI Seminar, December 2020; Schumpeter Society, July 2021; AOM, August 2021; HBS Digital Initiative, September 2021

“Collaborating During Coronavirus: The Impact of COVID-19 on the Nature of Work”
NYU Future of Work & Organization Seminar, October 2020

TEACHING

Management & Organizations (NYU Stern Undergrad.), Jan 2022 (Rating: 4.8/5.0)
Management of Technology (Harvard Extension School Grad.), Fall 2021 (4.6/5.0),
Spring 2023 (4.9/5.0)

PROFESSIONAL SERVICE

Duke University, MA Economics Alumni Advisory Board, 2020-2022

Ad Hoc Reviewer: Management Science, 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, 2023)

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

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/>