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INTERETS DE RECHERCHE

Courtage, Incarnation, Innovation numérique, Intelligence artificielle (IA), Knowledge sharing, La

FORMATION

2021 Doctor of Philosophy, Sciences de Gestion, Management, Vrije Universiteit Amsterdam, Pays-Bas

EXPERIENCE PROFESSIONNELLE

Positions académiques principales

2023 - Présent Professeur assistant, ESSEC Business School, France

BOURSES, PRIX ET DISTINCTIONS

Prix et Distinctions

2022 Outstanding associate editor, Academy of Management CTO Division

2022 Runner-up best paper award, Academy of Management CTO Division

2022 Grigor McClelland doctoral dissertation award

2017 NWO Research Talent Grant

2015 Vrije Universiteit thesis prize

Bourses

2026 Australian Research Council (ARC) Centre of Excellence for Quality of Work in a Digital Age (QWiDA)

2022 Region Hauts-de-France Research Grant

2022 Society for the Advancement of Management Studies - Developing the Management Studies Community Funding

2019 Erasmus+ Grant

2019 SMS Technology and Innovation Grant

PUBLICATIONS

Articles

BAER, I., WAARDENBURG, L. et HUYSMAN, M. (2025). What Is Augmented? A Metanarrative Review of AI-Based Augmentation. *Journal of the Association for Information Systems*, 26(3), pp. 760-798.

WAARDENBURG, L. (2024). Human-AI Collaboration: A Blessing or a Curse for Safety at Work? *Tecnoscienza*, 15(1), pp. 133–146.

WAARDENBURG, L., HUYSMAN, M. et SERGEEVA, A. (2022). In the land of the blind, the one-eyed man is king: Knowledge brokerage in the age of learning algorithms. *Organization Science*, 33(1), pp. 59–82.

WAARDENBURG, L. et HUYSMAN, M. (2022). From coexistence to co-creation: Blurring boundaries in the age of AI. *Information and Organization*, 32(4).

ZHANG, Z., NANDHAKUMAR, J., HUMMEL, J. et WAARDENBURG, L. (2020). Addressing key challenges of developing AI systems for knowledge intensive work. *MIS Quarterly Executive*, 19(4), pp. 221–238.

WAARDENBURG, L., SERGEEVA, A. et HUYSMAN, M. (2020). Predictive policing ontcijferd: Een etnografie van het 'Criminaliteits Anticipatie Systeem' in de praktijk. *Cahiers Politiestudies*, (54), pp. 69–88.

Ouvrages et édition d'ouvrages

WAARDENBURG, L., HUYSMAN, M. et AGTERBERG, M. (2022). *Managing AI wisely: From development to organizational change in practice*. 1st ed. Cheltenham, Northampton: Edward Elgar Publishing Ltd.

WAARDENBURG, L. (2021). *Behind the scenes of artificial intelligence: Studying how organizations cope with machine learning in practice*. HAVEKA.

WAARDENBURG, L., HUYSMAN, M. et AGTERBERG, M. (2021). *S.L.I.M. managen van AI in de praktijk: Hoe organisaties slimme technologie implementeren*. Mediawerf.

Chapitres d'ouvrage

WAARDENBURG, L. et MÁRTON, A. (2024). Chapter 12: It takes a village: the ecology of explaining AI. Dans: Ioanna Constantiou, Mayur P. Joshi, Marta Stelmaszak eds. *Research Handbook on Artificial Intelligence and Decision Making in Organizations*. 1st ed. Edward Elgar Publishing Ltd, pp. 214–225.

WAARDENBURG, L., SERGEEVA, A. et HUYSMAN, M. (2018). Hotspots and blind spots. Dans: Schultze, U., Aanestad, M., Mähring, M., Østerlund, C., Riemer, K. eds. *Living with monsters? Social implications of algorithmic phenomena, hybrid agency, and the performativity of technology*. 1st ed. Cham: Springer, pp. 96–109.

Actes d'une conférence

BAER, I., WAARDENBURG, L. et HUYSMAN, M. (2025). From Striving for Accuracy to Organizing for Errors: Anticipating Performativity of Errors in AI. Dans: *Academy of Management Annual Meeting Proceedings*. Copenhagen: Academy of Management.

BAER, I., WAARDENBURG, L. et HUYSMAN, M. (2024). Hard choices in AI algorithm development: The case of employability predictions. Dans: *40th European Group for Organization Studies (EGOS) Colloquium 2024*. Milan.

WAARDENBURG, L. et HAFERMALZ, E. (2024). Police officers' embodied and material realities of accessing information in action. Dans: *Academy of Management Annual Meeting Proceedings*. Chicago: Academy of Management.

WAARDENBURG, L., SERGEEVA, A. et HUYSMAN, M. (2024). The Hidden Cost of Data Production: Digital Reporting Pressures and the Consequences for Street-Level Police Work. Dans: *ICIS 2024 Proceedings*. Bangkok: Association for Information Systems (AIS).

SANCHEZ RAMIREZ, J., COUSSEMENT, K., DE CAIGNY, A., BENOIT, D., WAARDENBURG, L. et GULIYEV, E. (2023). To Use or Not to Use? Incorporating Usage Data for B2B Churn Prediction Modeling. Dans: *Proceedings of the 54th Annual Conference of the Decision Sciences Institute (abstract), Atlanta (USA), November 18-20 (2023)*. Decision Sciences Institute.

WAARDENBURG, L., SERGEEVA, A. et HUYSMAN, M. (2022). Juggling street work and data work: An ethnography of policing and reporting practices. Dans: *82nd Annual Meeting of the Academy of Management*. Seattle: Academy of Management.

BAER, I., WAARDENBURG, L. et HUYSMAN, M. (2022). What are we augmenting? A multidisciplinary analysis of AI-based augmentation for the future of work. Dans: *ICIS 2022*. Copenhagen: ICIS.

WAARDENBURG, L. et HAFERMALZ, E. (2022). De-situated police officers: The embodied and material realities of accessing information in action. Dans: *13th PROS Symposium*. Rhodes.

WAARDENBURG, L., SERGEEVA, A. et HUYSMAN, M. (2021). The burden of data production: How anticipating data work shapes police practices. Dans: *37th Colloquium of the European Group for Organizational Studies*. Amsterdam.

WAARDENBURG, L. (2020). Filling the void: How occupational authority emerges from curating learning algorithms. Dans: *80th Annual Meeting of the Academy of Management*. Online.

Conférences

WAARDENBURG, L. (2025). Knowledge brokerage in the age of AI: A study of the Dutch police. Dans: The Data Science Conference.

WAARDENBURG, L. et MARRISON, A. (2025). The wounds we bring home: The methodological toll of embodying extreme contexts. Dans: 2025 PROS Process Studies Symposium. Athens.

WAARDENBURG, L. (2024). Data Work & Occupational Meaning. In: Data Work as an Organizational Subject. Dans: 84th Annual Meeting of the Academy of Management. Chicago.

Rapports techniques et livres blancs

WAARDENBURG, L. (2024). How to manage AI wisely? Accenture Strategic Business Analytics Chair.

AUTRES ACTIVITES DE RECHERCHE

Co-direction d'une revue

Depuis 2026 European Journal of Information Systems

Membre d'un comité de lecture

Depuis 2024 Information and Organization

Supervision de thèses / HDR

I. BAER, Co-directeur de thèse

M. BRUGGELING, Co-directeur de thèse

J. SANCHEZ RAMIREZ, Co-directeur de thèse

G. RAIBLE, Co-directeur de thèse