Thomas HUBER

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Department: Information Systems, Data Analytics and Operations
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RESEARCH INTERESTS

Governance and control dynamics, Numerical transformation, Outsourcing, Platforms

EDUCATION

2013	PhD in Information Systems, Universität Bern, Switzerland
2013	Certificate of Advanced Studies in Higher Education, Universität Bern, Switzerland
2009	Diploma (combined Bachelor's and Master's degree) in Business Administration, University of Mannheim, Germany

EMPLOYMENT

Full-time academic positions

2021 - Present	Associate Professor, ESSEC Business School, France
2019 - 2021	Assistant Professor, ESSEC Business School, France

Other affiliations and appointments

2026 - 2027	Executive director of Executive Master in Digital Transformation (EMDT), ESSEC Business School, France
2024 - 2027	Executive director of Executive Master in Artificial Intelligence (EMAI), ESSEC Business School, France
2015 - 2015	Visiting Scholar, Joseph M. Katz Graduate School of Business, United States of America
2013 - 2018	Senior Researcher ("Oberassistent"), Universität Bern, Switzerland
2012 - 2012	Visiting Scholar, Case Western Reserve University. Weatherhead School of Management, United States of America
2010 - 2013	Research Assistant and Ph.D. Student, Universität Bern, Switzerland

GRANTS AND HONORS

Awards and Honors

2020	Best Associate Editor, ICIS 2020 (Track: Societal Impact of IS)
2020	Best Reviewer Award AMCIS 2020

2019 Best Reviewer Award AMCIS 2019

Grants

2020 White Project , ESSEC Foundation

PUBLICATIONS

Journal Articles

HUBER, T., KUDE, T., LEPOUTRE, J. and MALAURENT, J. (2026). Counter-orchestration in Platform Ecosystems: How Complementors Forced Apple to Change Platform Rules. *Information Systems Research*, In press, pp. 1-23.

KUDE, T. and HUBER, T. (2025). Responding to platform owner moves: A 14-year qualitative study of four enterprise software complementors. *Information Systems Journal*, 35(1), pp. 209-246.

HUBER, T., DIBBERN, J. and FISCHER, T.A. (2025). The Co-Evolution of Contract and Software Artifact in Cloudsourcing. *European Journal of Information Systems*, 34(4), pp. 589-609.

HUBER, T. and LYYTINEN, K. (2025). Continuous Contracting in Software Outsourcing: Towards A Configurational Theory. *Journal of the Association for Information Systems*, 26(6), pp. 1651-1680.

HURNI, T., HUBER, T. and DIBBERN, J. (2022). Power dynamics in software platform ecosystems. *Information Systems Journal*, 32(2), pp. 310-343.

HURNI, T., HUBER, T., JENS, D. and KRANCHER, O. (2021). Complementor Dedication in Platform Ecosystems: Rule Adequacy and the Moderating Role of Flexible and Benevolent Practices. *European Journal of Information Systems*, 30(3), pp. 237-260.

HUBER, T., WINKER, M., DIBBERN, J. and BROWN, C. (2020). The use of prototypes to bridge knowledge boundaries in agile software development. *Information Systems Journal*, 30(11), pp. 270-294.

KUDE, T., HUBER, T. and DIBBERN, J. (2019). Successfully Governing Software Ecosystems: Competence Profiles of Partnership Managers. *IEEE Software*, 36(3), pp. 39-44.

HUBER, T., KUDE, T. and DIBBERN, J. (2017). Governance Practices in Platform Ecosystems: Navigating Tensions Between Cocreated Value and Governance Costs. *Information Systems Research*, 28(3), pp. 563-584.

HUBER, T.L., FISCHER, T., DIBBERN, J. and HIRSCHHEIM, R. (2013). A Process Model of Complementarity and Substitution of Contractual and Relational Governance in IS Outsourcing. *Journal of Management Information Systems*, 30(3), pp. 81-114.

Books and book editor

HUBER, T. (2013). *Dynamics of Governance and Control in Inter-Organizational Software Development*. Bern: University of Bern.

Book chapters

HUBER, T., KUDE, T., LEPOUTRE, J. and MALAURENT, J. (2023). Platform Governance as a Social Movement. In: Carmelo Cennamo, Giovanni Battista Dagnino, Feng Zhu eds. *Research Handbook on Digital Strategy*. 1st ed. Cheltenham, Northampton Massachusetts: Edward Elgar Publishing Ltd, pp. 224–237.

HUBER, T., HURNI, T., KRANCHER, O. and JENS, D. (2022). How Access to Resources Affects Complementor Innovation in Platform Ecosystems. In: Digitalization Across Organizational Levels (Progress in IS) (ed.). *Digitalization Across Organizational Levels (Progress in IS)*. 1st ed. Cham: Springer, pp. 127–146.

HURNI, T., DIBBERN, J. and HUBER, T. (2020). Emerging Innovation Ecosystems: The Critical Role of Distributed Innovation Agency. In: Rudy Hirschheim, Armin Heinzl, Jens Dibbern eds. *Information Systems Outsourcing. The Era of Digital Transformation*. 1st ed. Springer, pp. 101-143.

HUBER, T., DIBBERN, J. and FISCHER, T. (2020). How and Why Software Outsourcing Projects Drift—an Actor-Network-Theoretic Investigation of Control Processes. In: Rudy Hirschheim, Armin Heinzl, Jens Dibbern eds. *Information Systems Outsourcing. The Era of Digital Transformation*. 1st ed. Springer, pp. 277-312.

HUBER, T. and DIBBERN, J. (2014). How Collaboration Software Enables Globally Distributed Software Development Teams to Become Agile - An Effective Use Perspective. In: Julia Kotlarsky, Ilan Oshri, Leslie P. Willcocks eds. *Governing Sourcing Relationships. A Collection of Studies at the Country, Sector and Firm Level*. 1st ed. Cham: Springer International Publishing, pp. 49-63.

HUBER, T., FISCHER, T.A. and DIBBERN, J. (2014). The Emergence of Formal Control Specificity in Information Systems Outsourcing: A Process-View. In: Rudy Hirschheim, Armin Heinzl, Jens Dibbern eds. *Information Systems Outsourcing*. 1st ed. Cham: Springer, pp. 141-185.

FISCHER, T.A., HUBER, T. and DIBBERN, J. (2011). Contractual and Relational Governance as Substitutes and Complements – Explaining the Development of Different Relationships. In: Armin Heinzl, Peter Buxmann, Oliver Wendt, Tim Weitzel eds. *Theory-Guided Modeling and Empiricism in Information Systems Research*. 1 ed. Cham: Springer, pp. 65-83.

HUBER, T., FISCHER, T.A. and DIBBERN, J. (2011). Governance Mechanisms as Substitutes and Complements – A Dynamic Perspective on the Interplay between Contractual and Relational Governance. In: Julia Kotlarsky, Leslie P. Willcocks, Ilan Oshri eds. *New Studies in Global IT and Business Service Outsourcing*. 1st ed. Cham: Springer Berlin Heidelberg, pp. 46-65.

Conferences

HUBER, T. (2026). The Complementor Perspective in Platform Ecosystems—An Integrative Theory-Building Review. In: 2026 Digital Sourcing, Platforms, and Ecosystems Workshop (DSP). Obergurgl.

HUBER, T. (2025). The Complementor Perspective in Platform Ecosystems—A Systematic Review. In: 16th Bridging Digital Sourcing, Platforms, and Ecosystems. Obergurgl.

HUBER, T. and DIBBERN, J. (2022). IT Sourcing in the Digital Age - Coping with Artificial Intelligence and Microservices. In: 2022 International Conference of Information Systems / Global Sourcing Workshop. Copenhagen.

Press

HUBER, T. (2024). How do students see AI? *ESSEC Knowledge*.

HUBER, T. and ROMBOUTS, J. (2023). AI as Perceived by ESSEC Students: A Response to Contemporary Issues. *ESSEC Knowledge*.

HUBER, T. (2021). The Ethical Dilemmas of AI-Powered Governance Systems. *ESSEC Knowledge*.

KUDE, T. and HUBER, T. (2019). How to Successfully Govern Software Platform Ecosystems. *ESSEC Knowledge*.

OTHER RESEARCH ACTIVITIES

Affiliations

Since 2017	Founding Member of the AIS Special Interest Group on Advances in Sourcing
Since 2017	Media and Communciations Director of the AIS Special Interest Group on Advances in Sourcing

PROFESSIONAL ACTIVITIES

Other professional activities

2014 - 2020	Associate Editor for major IS conferences (ICIS, ECIS, AMCIS, HICSS)
2013 - 2020	Reviewer for major IS and management journals (Business & Information Systems Engineering, European Journal of Information Systems, Information Systems Journal, Journal of Business Economics, Journal of Information Technology, Journal of the Association of Information Systems, Journal of Management Information Systems, The DATA BASE for Advances in Information Systems, Information Systems Research)