

# Thomas HUBER

Associate Professor

Department: Information Systems, Data

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ESSEC Business School

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## RESEARCH INTERESTS

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Governance and control dynamics, Numerical transformation, Outsourcing, Platforms

## EDUCATION

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|------|---|
| 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

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### Full-time academic positions

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

### Other affiliations and appointments

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|-------------|---|
| 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

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### Awards and Honors

- |      |   |
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| 2020 | Best Associate Editor, ICIS 2020 (Track: Societal Impact of IS) |
| 2020 | Best Reviewer Award AMCIS 2020                                  |
| 2019 | Best Reviewer Award AMCIS 2019                                  |

## PUBLICATIONS

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### Journal Articles

- 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. (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

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### Affiliations

Since 2017      Media and Communications Director of the AIS Special Interest Group on Advances in Sourcing

Since 2017      Founding Member of the AIS Special Interest Group on Advances in Sourcing

## PROFESSIONAL ACTIVITIES

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### 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)