Anca METIU

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Department: Management
ESSEC Business School
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RESEARCH INTERESTS

'Work processes, distributed teams, ethnography, intra- and inter-group cooperation

EDUCATION

2001 Ph.D. in Management, Wharton School, United States of America

EMPLOYMENT

Full-time academic positions

2009 - Present Professor, ESSEC Business School, France

2007 - 2009 Associate Professor, ESSEC Business School, France

2001 - 2006 Assistant Professor of Organizational Behavior, INSEAD, France

Other affiliations and appointments

2015 - 2021 Associate Dean for PhD program, ESSEC Business School, France

2012 - 2013 Visiting Scholar, Columbia University, United States of America

GRANTS AND HONORS

Awards and Honors

2023 Best International Paper in the Organization and Management Theory division, at the 2023 Academy of Management Meeting, for: "Deep play, work engagement, and creative problem solving in a high-tech organization," with Jinia Mukerjee, Academy of Management, United States of America

2015 2015 European Research Paper of the year at the conférence CIO CITY 2015 for her article "Beyond Being There: The Symbolic Role of Communication and Identification in Perceptions of Proximity to Geographically Dispersed Colleagues," (co-written with: Michael Boyer O'Leary and Jeanne M. Wilson).

2014 Prix Syntec de la Recherche en Management for the article, "Task Bubbles, Artifacts, Shared Emotion, and Mutual Focus of Attention: A Comparative Study of the Microprocesses of Group Commitment" (with Rothbard NP)

2013 Metiu, Anca and Nancy Rothbard. “Task bubbles, artifacts, shared emotion, and mutual focus of attention: A comparative study of the micro-processes of group engagement,” Organization Science 34(2): 455-475, 2013. Syntec Best Research Paper Award

2008	Wilson, Jeanne, Michael Boyer O'Leary, Anca Metiu and Quintus Jett. "Perceptions of Proximity in Virtual Work: Explaining the Paradox of 'Far-but-Close'", Organization Studies 29(7): 979-1002, 2008. Runner-up for the best published paper award in 2008 – in the Organizational Communication & Information Systems division of the Academy of Management.
2007	Fayard, Anne-Laure and Anca Metiu. "Beyond Orality and Literacy: Letters and Online Interactions." Winner, Best Presentation Award at the 2007 Davis Conference on Qualitative Research
1961	Rosenkopf, Lori, Anca Metiu and Varghese George. "Industry-Wide Technical Organizations as Strategic Antecedents of Alliance Formation". Winner, Best Paper Award at the TIM Division of the ASAC-IFSAM (Montreal, Canada)

PUBLICATIONS

Journal Articles

SLAVOVA, M. and METIU, A. (2022). Relational work and the knowledge transfer process: Rituals in rural Ghana. *Organization Science*, 33(1), pp. 332–352.

MUKERJEE, J. and METIU, A. (2022). Play and psychological safety: An ethnography of innovative work. *Journal of Product Innovation Management*, 39(3), pp. 394-418.

BOYER O'LEARY, M., WILSON, J.M. and METIU, A. (2014). Beyond Being There: The Symbolic Role of Communication and Identification in Perceptions of Proximity to Geographically Dispersed Colleagues. *MIS Quarterly*, 38(4), pp. 1219-1243.

FAYARD, A.L. and METIU, A. (2014). The Role of Writing in Distributed Collaboration. *Organization Science*, 25(2), pp. 1391-1413.

METIU, A. and ROTHBARD, N.P. (2013). Task Bubbles, Artifacts, Shared Emotion, and Mutual Focus of Attention: A Comparative Study of the Microprocesses of Group Engagement. *Organization Science*, 34(2), pp. 455-475.

WILSON, J.M., BOYER O'LEARY, M., METIU, A. and JETT, Q.R. (2008). Perceived Proximity in Virtual Work: Explaining the Paradox of Far-but-Close. *Organization Studies*, 29(7), pp. 979-1002.

METIU, A. (2006). Owning the Code: Status Closure in Distributed Groups. *Organization Science*, 17(4), pp. 418-435.

METIU, A. and KOGUT, B. (2004). Distributed Knowledge and Creativity in the International Software Industry. *Management International Review*, 44(3), pp. 27-56.

ROSENKOPF, L., METIU, A. and GEORGE, V. (2001). From the Bottom Up? Technical Committee Activity and Alliance Formation. *Administrative Science Quarterly*, 46(4), pp. 748-772.

KOGUT, B. and METIU, A. (2001). Open Source Software Development and Distributed Innovation. *Oxford Review of Economic Policy*, 17(2), pp. 248-264.

Books and book editor

FAYARD, A.L. and METIU, A. (2012). *The Power of Writing in Organizations: From Letters to Online Interactions*. Routledge, 226 pages.

Book chapters

METIU, A. (2023). Task bubbles and boosting remote project team success. In: Adrián Zicari, Tom Gamble eds. *The Employee and the Post-Pandemic Workplace*. 1st ed. London: Routledge, pp. 38-42.

METIU, A. (2023). Out of sight, but not out of mind. In: Adrián Zicari, Tom Gamble eds. *The Employee and the Post-Pandemic Workplace*. 1st ed. London: Routledge, pp. 28-32.

METIU, A. and MUKERJEE, J. (2021). Using Anthropological Methods to Study Play in Work Settings. In: Mikko Vesa (ed.). *Organizational Gamification: Theories and Practices of Ludified Work in Late Modernity*. 1st ed. New York: Routledge, pp. 145-166.

MUKERJEE, J. and METIU, A. (2018). Ethnographic Images of Work: Lessons from Journalism. In: *Routledge Companion to Qualitative Research in Organization Studies*. 1st ed. Routledge, pp. 185-199.

METIU, A. and FAYARD, A.L. (2015). Between Text and Context: Innovative Approaches to the Qualitative Analysis of Online Data. In: *Handbook of Qualitative Organizational Research*. 1st ed. Routledge, pp. 381-390.

METIU, A. (2010). Gift-Giving, Transnational Communities, and Skill-Building in Developing Countries: The Case of Free/Open Source Software. In: *Transnational Communities: Shaping Global Economic Governance*. 1st ed. Cambridge University Press, pp. 199-225.

FAYARD, A.L. and METIU, A. (2009). Expressing Emotions and Building Relationships Over Distance. In: *Qualitative Organizational Research*. 1st ed. IAP-Information Age Publishing, pp. 149-181.

Guest editor of a journal special issue

KOLB, D., DERY, K., HUYSMAN, M. and METIU, A. (2020). Connectivity In and Around Organizations. *Organization Studies*, 41(12).

Conference proceedings

METIU, A. and MUKERJEE, J. (2023). Deep Play, Work Engagement, and Creative Problem Solving in a High-tech Organization. In: *Academy of Management Annual Meeting Proceedings*. Academy of Management.

Conferences

METIU, A. (2024). Decolonizing the Use of Practice-based Methods in African Settings? In: 2024 Africa Academy of Management 7th Biennial Conference. Cape Town.

METIU, A. and MUKERJEE, J. (2019). True Play and Autonomy. In: 2019 Ethnography Paper Development Workshop.

MUKERJEE, J. and METIU, A. (2018). True Play and Hard Work. In: 78th Academy of Management Annual Meeting.

METIU, A. and OBODARU, O. (2017). Geeks and Freaks: Doing Voice in the Free/Open Source Software Development Community. In: 10th Annual People & Organizations Conference 2017.

METIU, A. and MUKERJEE, J. (2017). Work and True Play in a High Tech Organization. In: Economic Sociology Section and Occupations, Organizations, and Work Section: Fellow Travelers on Different Roads.

METIU, A. (2016). Play and Group Creativity: An Ethnography. In: 2016 Academy of Management Annual Meeting.

NATH, J.M. and METIU, A. (2016). The Invisible Wand: Magic Circles of Play and Work in a High-Tech Organization. In: 32nd European Group for Organizational Studies (EGOS) Colloquium 2016.

NATH, J.M. and METIU, A. (2016). The Invisible Wand: Magic Circles of Play and Work in a High-Tech Organization. In: 2016 Academy of Management Annual Meeting.

BOYER O'LEARY, M., WILSON, J.M. and METIU, A. (2015). Beyond Being There: the symbolic Role of Communication and Identification in Perceptions of Proximity to Geographically Dispersed Colleagues. In: Digital Leadership Summit CIO CITY'15.

O'LEARY, M.B., WILSON, J.M. and METIU, A. (2015). The Role of Communication and Identification in the Emergence of Perceived Proximity in Geographically Dispersed Work. In: 31st European Group for Organizational Studies (EGOS) Colloquium 2015.

METIU, A. and OBODARU, O. (2014). Geeks and Freaks: How Women in the Free/Open Source Software Community Experience and Deal with Double Blind Situations. In: 2nd Biennial Africa Academy of Management Conference.

BECHKY, B. and METIU, A. (2014). More than a Trace: The Power of Written Words in Knowledge Development. In: 2014 Academy of Management Annual Meeting.

MORTENSEN, M., METIU, A. and VIEIRA DA CUNHA, J. (2012). Design for Global Organizations. In: 28th EGOS Colloqium 2012.

METIU, A. (2012). The Role of Communication and Identification in the Emergence of Perceived Proximity in Virtual Work. In: 2012 Academy of Management Annual Meeting.

METIU, A. (2011). Proximity and Work in the Contemporary Economy. In: The Future of Business Mobilities.

Prefaces of a journal

KOLB, D., DERY, K., HUYSMAN, M. and METIU, A. (2020). Connectivity In and Around Organizations: Waves, tensions, and trade-offs. *Organization Studies*, 41(12), pp. 1589-1599.

Working Papers

METIU, A. and SLAVOVA, M. (2015). *Ritualization and the Process of Knowledge Transfer*. ESSEC Business School.

BOYER O'LEARY, M., WILSON, J.M. and METIU, A. (2011). *Beyond Being There: The Symbolic Role of Communication and Identification in the Emergence of Perceived Proximity in Geographically Dispersed Work*. ESSEC Business School.

FAYARD, A.L. and METIU, A. (2008). *Beyond Orality and Literacy: Letters and Organizational Communication*. ESSEC Business School.

METIU, A. and FAYARD, A.L. (2008). *Letters and Scientific Communities*. ESSEC Business School.

METIU, A. and OBODARU, O. (2008). *Women's Professional Identity Formation in the Free/Open Source Software Community*. ESSEC Business School.

Press

KOGUT, B. and METIU, A. (2006). Le logiciel libre et la nouvelle géographie de l'innovation. *Les Echos*.

METIU, A. (2003). Commentaire critique du livre "Le Manager a l'Ecoute" de Yves Blanc. *Manageris*.

KOGUT, B. and METIU, A. (2003). Quand le tiers-monde innovera...". *Le Figaro*.

KOGUT, B. and METIU, A. (2003). The 'open' road ahead. *INSEAD Quarterly*.

KOGUT, B. and METIU, A. (2001). Distributed Knowledge and the Organization of Global Software Development. *Knowledge@wharton*.

OTHER RESEARCH ACTIVITIES

Associate Editor

2011 - 2019 Organization Studies

Editorial Board Membership

Since 2008 Organization Science

2008 - 2021 Organization Studies

Affiliations

Since 2001 Member of Academy of Management

Since 2001 Member of American Sociological Association

Since 2001 Member of European Group of Organization Studies

Since 2001 Member of The European Academy of Management

PhD Supervision

2023 L. PLETNEVA (ESSEC Business School), Thesis director, First Placement: London School of Economics

2018 Mahya OSTOVAR RAVARI (ESSEC Business School), Thesis director, First Placement: Assistant Professor - PSB Paris School of Business

2014 Shora MOTEABBED (ESSEC Business School), Thesis director, First Placement: Assistant Professor - George Mason University

2012 Hae-Jung HONG (ESSEC Business School), Thesis co-director, First Placement: Assistant Professor, Department of Economics, Cultures and International Business - Neoma - 1, rue du Maréchal Juin - BP 215 - ou - Boulevard André Siegfried - 76130 Mont-Saint-Aignan

2012 Imran CHOWDHURY (ESSEC Business School), Thesis director, First Placement: Professeur Assistant - Pace University's Lubin School of Business