

Lauren WAARDENBURG

Assistant Professor

Department: Information Systems, Data

Analytics and Operations

ESSEC Business School

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RESEARCH INTERESTS

Artificial Intelligence (AI), Brokerage, Data driven work, Digital Innovation, Embodiment, Knowledge

EDUCATION

2021 Doctor of Philosophy, Business administration, Management, Vrije Amsterdam University, Netherlands

EMPLOYMENT

Full-time academic positions

2023 - Present Assistant Professor, ESSEC Business School, France

GRANTS AND HONORS

Awards and Honors

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

2022 Finalist Grigor McClelland doctoral dissertation award

2022 Outstanding associate editor, Academy of Management CTO Division

2017 Finalist NWO Research Talent Grant

2015 Finalist Vrije Universiteit thesis prize

Grants

2022 Region Hauts-de-France Research Grant

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

2019 SMS Technology and Innovation Grant

2019 Erasmus+ Grant

PUBLICATIONS

Journal Articles

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

Books and book editor

WAARDENBURG, L., HUYSMAN, M. and AGTERBERG, M. (2022). *Managing AI wisely: From development to organizational change in practice*. 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. and AGTERBERG, M. (2021). *S.L.I.M. managen van AI in de praktijk: Hoe organisaties slimme technologie implementeren*. Mediawerf.

Book chapters

WAARDENBURG, L. and MÁRTON, A. (2024). Chapter 12: It takes a village: the ecology of explaining AI. In: 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. and HUYSMAN, M. (2018). Hotspots and blind spots. In: 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.

Conference proceedings

SANCHEZ RAMIREZ, J., COUSSEMENT, K., DE CAIGNY, A., BENOIT, D., WAARDENBURG, L. and GULIYEV, E. (2023). To Use or Not to Use? Incorporating Usage Data for B2B Churn Prediction Modeling. In: *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. and HUYSMAN, M. (2022). Juggling street work and data work: An ethnography of policing and reporting practices. In: *82nd Annual Meeting of the Academy of Management*. Seattle: Academy of Management.

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

Conferences

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

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

Technical reports and white papers

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

OTHER RESEARCH ACTIVITIES

PhD Supervision

I. BAER, Thesis co-director

M. BRUGGELING, Thesis co-director

J. SANCHEZ RAMIREZ, Thesis co-director

G. RAIBLE, Thesis co-director