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

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 SMS Technology and Innovation Grant

2019 Erasmus+ Grant

PUBLICATIONS

Journal Articles

BAER, I., WAARDENBURG, L. and 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. 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*. 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. 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

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

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

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

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

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.

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

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

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

Conferences

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

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

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

Associate Editor

Since 2026 European Journal of Information Systems

Editorial Board Membership

Since 2024 Information and Organization

PhD Supervision

I. BAER, Thesis co-director

M. BRUGGELING, Thesis co-director

J. SANCHEZ RAMIREZ, Thesis co-director

G. RAIBLE, Thesis co-director