

# Vivianna Fang HE

Professeur associé  
Department: Management  
ESSEC Business School  
3 avenue Bernard Hirsch  
95021 Cergy-Pontoise  
France

Email: [he@essec.edu](mailto:he@essec.edu)

## EDUCATION

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2013 PhD in Management, George Washington University, United States of America  
*Learning from Failure: The Making of Entrepreneurial Leaders*

## EMPLOYMENT

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### Full-time academic positions

2020 - Present Associate Professor, ESSEC Business School, France

2015 - 2020 Senior Lecturer, Swiss Federal Institute of Technology (ETH), Zurich, Switzerland

2013 - 2015 Lecturer, Swiss Federal Institute of Technology (ETH), Zurich, Switzerland

## GRANTS AND HONORS

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### Awards and Honors

2020 Best Dissertation-Based Paper Award, OB Division, Academy of Management

2012 Conference Best Paper Award, Psychology of Entrepreneurship Track, International Council for Small Business

### Grants

2017 Learning More when Learning Together: Antecedents and Consequences of New Venture Team Learning, Swiss National Science Foundation, Switzerland

2017 Leading and Coordinating Knowledge Creation in Online Communities, Swiss National Science Foundation, Switzerland

## PUBLICATIONS

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### Journal Articles

HE, V., VON KROGH, G.F. and SIRÉN, C. (2022). Expertise diversity, informal leadership hierarchy, and team knowledge creation: A study of pharmaceutical research collaborations. *Organization Studies*, 43(6), pp. 907-930.

SHRESTHA, Y.R., HE, V., PURANAM, P. and VON KROGH, G. (2021). Algorithmic induction through machine learning: Can we use predictions to theorize? *Organization Science*, 32(3), pp. 856-880.

HE, V., VON KROGH, G., SIRÉN, C. and GERSDORF, T. (2021). Asymmetries between partners and the success of university-industry research collaborations. *Research Policy*, 50(10), pp. 104356.

HE, V., PURANAM, P., SHRESTHA, Y.R. and VON KROGH, G. (2020). Resolving governance disputes in communities: A study of software license decisions. *Strategic Management Journal*, 41(10), pp. 1837-1868.

SIRÉN, C., HE, V., WESEMANN, H., JONASSEN, Z., GRICHNIK, D. and VON KROGH, G. (2020). Leader Emergence in Nascent Venture Teams: The Critical Roles of Individual Emotion Regulation and Team Emotions. *Journal of Management Studies*, 57(5), pp. 931-961.

GERSDORF, T., HE, V., SCHLESINGER, A., KOCH, G., EHRISMANN, D., WIDMER, H. and VON KROGH, G. (2019). Demystifying industry-academia collaboration. *Nature Reviews Drug Discovery*, 18(10), pp. 743-744.

HE, V., SIRÉN, C., SINGH, S., SOLOMON, G. and VON KROGH, G. (2018). Keep Calm and Carry On: Emotion Regulation in Entrepreneurs' Learning from Failure. *Entrepreneurship Theory and Practice*, 42(4), pp. 605-630.

SPAETH, S., VON KROGH, G. and HE, V. (2015). Perceived Firm Attributes and Intrinsic Motivation in Sponsored Open Source Software Projects. *Information Systems Research*, 26(1), pp. 224-237.

### Conferences

HE, V.F., SIREN, C., JONASSEN, Z., WESEMANN, H., VON KROGH, G. and GRICHNIK, D. (2021). A Story Well Told: Communication Shape the Fate of Venture Ideas. In: 2021 Strategic Management Society Annual Conference. Toronto.

### Presentations at a Faculty research seminar

HE, V. (2021). How collective organizing manages conflict: A digital ethnography of the Bitcoin "Civil War". In: ESSEC Management (MOS) seminar. Cergy-Pontoise.

### Press

HE, V. (2021). In the Age of AI, Do We Still Need Researchers? *ESSEC Knowledge*.

## OTHER RESEARCH ACTIVITIES

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### Organisation of a conference

- 2019 Conference Co-Organizer (with Nina Geilinger, Georg von Krogh, & Ce Zhang), Organizing in the Era of Digital Technology, Switzerland
- 2016 - 2020 Organizer, MTEC research seminar, ETH Zurich, Switzerland
- 2013 - 2016 Organizer, Innovation Brownbag Speaker Series at the Department of Management, Technology, and Economics (MTEC), ETH Zurich, Switzerland

### Affiliations

- 2018 Award committee member, International Human Resource Management Scholarly Award, Academy of Management

### Other research activities

Since 2020 Special issue Co-Editor (with Bart Clarysse & Chris Tucci), The internet of things: Managerial & entrepreneurial opportunities, Technovation

### TEACHING EXPERIENCE

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2021	New Venture Design and Planning, ESSEC Business School, France
2020	Entrepreneurship, ESSEC Business School, France
2019	Entrepreneurial Learning: Theory, Practice, & Play, Swiss Federal Institute of
2018	Academic Writing, Swiss Federal Institute of Technology (ETH), Zurich, Suisse
2014	Industry and Competitive Analysis, Swiss Federal Institute of Technology (ETH),