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STEPHEN MICHAEL IMPINK

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English (Native); French (B1/Intermediate)

EXPERIENCE

2023– HEC Paris, Paris, France
Assistant Professor (tenure-track), Strategy and Business Policy

2011-2018 Microsoft Corporation, Seattle and Singapore
Senior Manager, Windows/OEM

OTHER APPOINTMENTS

2023– Hi! Paris AI Research Consortium, Faculty Affiliate
2025 Microsoft AI Economy Institute, Senior Fellow
2019– Boston University, Technology and Policy Research Initiative, Affiliate
2021– Harvard University, Harvard Extension School, Instructor
2016–2017 Harvard University, GSAS, Weatherhead Center for International Affairs
2018–2020 Microsoft Corporation, Visiting Scholar, Human Resources

EDUCATION

2018–2023 New York University, New York, New York
Ph.D., Management, Stern School of Business
M.Phil., Management, Stern School of Business

2016 The University of Chicago, Chicago, US and London, UK
MBA, Booth School of Business

2010 Duke University, Durham, North Carolina
MA, Economics

2007 University of Georgia, Athens, Georgia
BBA, Finance, Summa Cum Laude, 3.97/4

PUBLICATIONS

Impink, S.M., Raj, M. (2026) "ChatBot Adoption and Startup Employment: Evidence from High-Tech Firms." *Management Science*, Accepted.
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4973431

Bessen J., Impink S., Seamans R. (2026). "The Business of AI-producing Startups: Evidence from a Worldwide Survey." In F. A. Csaszar & N. Jia (Eds.), *Handbook of Artificial Intelligence and Strategy* (pp. 317–343). Edward Elgar Publishing.

Impink, S. M., Prat A., and Sadun, R. (2024) "Communication within Firms: Evidence from CEO Turnovers." *Management Science*, 71(1), pp. 470–487.
DOI:10.1287/mnsc.2022.02719

Bessen, J., Impink, S., Seamans, R., and Reichensperger, L. (2022). "The Role of Data for AI Startup Growth." *Research Policy*, 51(5), 104513.
DOI:10.1016/j.respol.2022.104513

DeFilippis, E., Impink, S., Singell, M., Polzer, J. T., and Sadun, R. (2022). "The Impact of COVID-19 on Digital Communication Patterns." In Nature *Humanities and Social Sciences Communications*, 9 (1), 180. DOI:10.1057/s41599-022-01190-9

CONFERENCE PROCEEDINGS

Impink, S. M. (2023). "Outsourcing IT and Technological Differentiation: Evidence from Digital Startups." In *Academy of Management Proceedings*, 2023(1), 11967. DOI:10.5465/AMPROC.2023.11967abstract

Bessen, J., Impink S., Seamans, R. (2022). "The Cost of Ethical AI Development for AI Startups." In *Proceedings of 2022 ACM Conference on Artificial Intelligence, Ethics, and Society (AIES'22)*, August 1–3, 2022, Oxford, UK. ACM. DOI:10.1145/3514094.3534195

Impink, S., Prat A., and Sadun, R. (2020). "Measuring Collaboration in Modern Organizations." In *AEA Papers & Proceedings,* (110), pp. 181–186. DOI:10.1257/pandp.20201068.

IN PROGRESS

Impink, S.M., Miric, M., "Tradeoffs of Using Multiple IT Providers for Startup Growth." (*Revise and resubmit, second round*)
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4977423

Impink, S. M., "General-Purpose Technologies and Differentiation: Evidence from Startup Cloud Adoption." (*Revise and resubmit*)
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4200675

Impink, S.M., Wright, N.L., Seamans, R., "Innovation on a Leash: Tradeoffs of Corporate Accelerators for Entrepreneurial Growth." (*Revise and resubmit*)
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5291626

Bessen, J., Impink, S., Seamans, R., "The Role of Ethical Practices in AI Startups." (*Revise and resubmit*) *https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4378280*

Impink, S.M. "The Role of Complementary Technical Asset in Scaling: Evidence from AI Startups." (*Reject and resubmit*)
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4977309

Impink, S., Wright, N., "Can startups generate a competitive advantage with open AI tools." *https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5386212*

Aleksandraviciute, M., Impink S., Seamans, R., "Space for Growth: Startups on the Final Frontier." *https://ideas.repec.org/p/ebg/heccah/1622.html*

Impink, S. M., Sako, M., Seamans, R. "Regulation and Differentiation: Evidence from High Tech Startups."

Impink, S., Yeaton, M., "Measuring Strategic Ambiguity during CEO Changes." (*Early-stage project*)

REPORTS

Aleksandraviciute, M., Impink S., Seamans, R. (2025). "Industrial Policy for the Final Frontier: Governing Growth in the Emerging Space Economy." Brookings Center on the Economics and Regulation of AI and emerging technologies. *https://www.brookings.edu/articles/industrial-policy-for-the-final-frontier-governing-growth-in-the-emerging-space-economy/*

Bessen, J., Impink, S., Seamans, R. (2022). "Ethical AI Development: Evidence from AI Startups". Brookings Center on Regulation and Markets Working Paper, *https://www.brookings.edu/articles/ethical-ai-development-evidence-from-ai-startups/*

Bessen, J., Impink, S., Seamans, R., (2022). "How do startups self-govern their ethical AI developments?" *https://sites.bu.edu/tpri/files/2022/08/corp-governance-and-ethical-practices_report_5-4-2022.pdf*

Bessen, J., Impink, S., Seamans, R., and Reichensperger, L., (2020). "GDPR and the Importance of Data to AI startups". *https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3576714*

AWARDS AND GRANTS

Hi! Paris Visiting Faculty Fellowship (€20K, with M. Miric)
Microsoft AI Economy Institute ($95K)
HEC Paris Doha Grant: 2025 (€3K, with M. Yeaton)
HEC Paris Foundation Grant: 2024 (€25K)
HEC Paris S&O Institute Grant: 2024 (€5K)
Hi! PARIS Grant: 2023 (€23K); 2025 (€10K, with M. Yeaton)
Microsoft Future of Work Grant, 2022 ($20K), 2023 (€20K), 2024 (€27K)
Fubon Center for Technology, Business and Innovation Fellowship, 2022 ($5K)
NYU Stern Management & Organizations Department Dissertation Grant, 2022 ($3K)
Microsoft Future of Work PhD Fellowship, 2021($5K), 2022 ($5K)
Gloria Appel Fellowship in Entrepreneurial Studies (NYU), 2022
Joseph H. Taggart Fellowship (NYU), 2022
NYU, Center for Global Economy and Business, Dissertation Grant, 2021, 2022 ($6K)
NYU, Graduate Research Institute Fellowship, Berlin, 2020 ($10K)

PAPER PRESENTATIONS

"Regulation and Differentiation: Evidence from High Tech Startups." AOM, Aug 2026; OECD, Oct 2026; LMU, Oct 2026

"Can startups generate a competitive advantage with open AI tools"
Open Forum EU (Berlin), Nov 2023; SMS Copenhagen, 2025; IE, May 2026; AOM Aug 2026

"ChatBot Adoption and Startup Employment: Evidence from High-Tech Firms"
ESSEC, March 2025; MAD (Wharton/Columbia), May 2025; Strategy Science (IESE), June 2025; Ghosal (London Business School), June 2025; AOM, July 2025; SMS, October 2025; AOM, Aug 2026

"Tradeoffs of Using Multiple IT Providers for Startup Growth"
MAD (Wharton/Columbia), May 2024; DRUID (Nice), June 2024; University College London, June 2024; INSEAD, October 2024; AOM, July 2025; VU Amsterdam, April 2026

"General-Purpose Technologies and Differentiation: Evidence from Startup Cloud Adoption" WEFI Entrepreneurship Seminar, Dec 2021; ECDC (NYU/Columbia), April 2022; MAD (Wharton/Columbia), May 2022; CCC (U Toronto), June 2022; SMS, Sept 2022; National University of Singapore, Nov 2022; Singapore Management University, Nov 2022; HEC Paris, Nov 2022; Purdue, Dec 2022; Toulouse School of Economics Digital Econ, Jan 2023; HEC Lausanne, March 2023; Toulouse School of Economics Platforms Seminar, May 2023; AOM, Aug 2023; London Business School, Nov 2023; INSEAD, Jan 2023; IESEG, April 2024

"The Role of Complementary Technical Asset in Scaling: Evidence from AI Startups" EGOS, July 2022; SMS, Sept 2022; University of Southern California AIM, March 2023; Strategy Science, June 2023; AOM, Aug 2023; SMS, October 2025

"The Role of Ethical Practices in AI Startups"
Harvard (WCFIA) Nov 2021; Boston University TPRI, Nov 2021, April 2022; September 2023; DRUID, June 2022; SMS (Bocconi), June 2022; IDEC (INSEAD), June 2022; ACM AIES (Oxford), July 2022; AOM, Aug 2022; Cambridge, Dec 2022; S&O HEC Paris, June 2023; SMS, Sept 2023; OECD, Nov 2023; Microsoft Research AICE, May 2024; Oxford, June 2024; Sheffield, May 2025

"Communication within Firms: Evidence from CEO Turnovers"
Microsoft MSR, Sept 2018; ECDC (NYU/Columbia), April 2021; Ghoshal (London Business School), May 2021; Society for Institutional & Organizational Economics, June 2021; DRUID, Oct 2021; Microsoft (Office BG), Feb 2021; People & Organizations Conference (Wharton), Oct 2021

"The Role of Data for AI Startup Growth"
Harvard (WCFIA) Nov 2018; R&D Conference (Ecole Polytechnique), June 2019; NYU, Nov 2020; Max Planck Innovation, Dec 2020; Boson University TPRI Seminar, Dec 2020; Schumpeter Society, July 2021; AOM, Aug 2021; HBS Digital Initiative, Sept 2021

"Space for Growth: Startups on the Final Frontier"
ETH Zurich, September 2025

"Innovation on a Leash: Tradeoffs of Corporate Accelerators for Entrepreneurial Growth" AOM, Aug 2024; HEC Paris, INSEAD, ESSEC Conf., Dec, 2025

"Collaborating During Coronavirus: The Impact of COVID-19 on the Nature of Work"
NYU Future of Work & Organization Seminar, Oct 2020

TEACHING

From Algorithms to Ethics: Managing AI Responsibly (HEC Paris)
MBA: Winter, 2024, 2025, 2026; Spring 2024, 2025, 2026
Grande Ecole (MSc Strategic management): Winter 2024, 2025, 2026
Grande Ecole (L3): Fall 2026

Management & Organizations (NYU Stern Undergrad.), Jan 2022

AI Ethics in Business: Managing Bias and Ethical Usage (Harvard Extension School Grad.), Aug 2025, 2026

Management of Technology (Harvard Extension School Grad.), Fall 2021, Spring 2023,

CARS (HEC Paris MBA Simulation), Summer 2024, 2025; Spring 2025, 2026

PROFESSIONAL SERVICE

HEC Paris: External Seminar Coordinator, 2025-2027; Internal Seminar Coordinator, 2023-27; MA Thesis Supervisor, 2024 (1), 2025 (3), 2026, (3); PhD Monitoring Committee, 2024 (2); 2025 (1); 2026 (1).

Ad Hoc Reviewer: Management Science, Strategic Management Journal, Organization Science, Strategy Science, Academy of Management, Journal of Economics and Management Strategy, Journal of Public Economics, Industrial and Corporate Change, Swiss National Science Foundation, Research Policy

ACM: FaaCT Conference (programming committee, 2022-23), AIES (programming committee, 2025)

Duke University, MA Economics Alumni Advisory Board, 2020-22

NYU: PhD Brown Bag, 2020-21; Future of Work Group student coordinator, 2020-23

PRESS COVERAGE

Wall Street Journal: "Is the Home Office more Productive?" *https://www.wsj.com/articles/is-a-home-office-actually-more-productive-some-workers-think-so-11609563632* and featured in the print Weekend Journal on January 2, 2021.

Economist: "How has the pandemic changed working lives?" *https://www.economist.com/graphic-detail/2020/08/20/how-has-the-pandemic-changed-working-lives* and featured in the print edition on September 12, 2020.

Bloomberg: "Pandemic Workday Is 48 minutes longer." *https://www.bloomberg.com/news/articles/2020-08-03/the-pandemic-workday-is-48-minutes-longer-and-has-more-meetings?utm_source=url_link*

New York Times: "Can I actually be missing my commute?" *https://www.nytimes.com/2020/10/23/realestate/can-i-actually-be-missing-the-commute.html*

Washington Post: "Remote work really does mean longer days — and more meetings." *https://www.washingtonpost.com/business/2020/08/04/remote-work-longer-days/#click=https://t.co/utBWOHSXB5*

HBS Working Knowledge: "You're Right! You Are Working Longer and Attending More Meetings." *https://hbswk.hbs.edu/item/you-re-right-you-are-working-longer-and-attending-more-meetings*

Washington Post: "Why a fake commute could pave the way to work-from-home balance." *https://www.washingtonpost.com/lifestyle/wellness/fake-commute-home-work-transition-/2021/02/22/49f79d56-6cb7-11eb-9f80-3d7646ce1bc0_story.html*

LSE Business Review: "How do internal communication flows change when a new CEO is appointed?" https://blogs.lse.ac.uk/businessreview/2021/09/27/how-do-internal-communication-flows-change-when-a-new-ceo-is-appointed/