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CAREER SUMMARY

Since completion of my PhD research in 1996 on the 'Dynamics of Organizational Learning' I have worked on furthering the field of knowledge practices during the development and use of information technology. At the start of my career I have pushed against the then dominant economic and rational notions of knowledge management and instead pushed for a practice and socially embedded perspective on knowledge, which has now become the dominant view. I used this perspective also in my research on the development, use and organizing of IT. In fact, one of the hallmarks of my recent research is studying socio-technical practices in situ, which I apply to steer the field into the direction of "digital innovation", that is the integration of innovation management and information technology. My work is published in top-tier journals like MIS Quarterly, Journal of Information Technology, Journal of Computer Mediated Communication, Organization Studies and Journal of Management Studies. While developing this field, I have built the "Knowledge, Information and Innovation" (KIN) research group, currently consisting of 32 young and enthusiastic researchers. Organizing research by heading a research group is much less common in the 'gamma' field as it is in the field of beta science. Nevertheless, our group has proven to be highly successful and viable over the years with an outstanding international reputation as evidenced not only by a vast stream of publications in international top journals, but also by the increasing number of internationally renowned professors visiting the group, the outplacement of our students, the high quality of international staff as well as the funding we receive. I consider the success of the KIN Research group as my most important accomplishment.

Research Interests

Digital Innovation
New ways of working and organizing
Knowledge & organizations
Technology in practice

Research Visits

Jan-Feb 2017 Visiting scholar, University of Sydney, Business School
Feb-Aug 2010 Visiting scholar New York University, Stern Business School
Aug 2000-Aug 2001 Visiting scholar, Harvard Business School
Dec 1993-Aug 1994 Visiting scholar during PhD research, Stanford University

Journal Articles

Waardenburg, L., Huysman, M., & Sergeeva, A. V. (2021). In the Land of the Blind, the One-Eyed Man Is King: Knowledge Brokerage in the Age of Learning Algorithms. *Organization Science*. <https://doi.org/10.1287/orsc.2021.1544>

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- Porter, A. J., Tuertscher, P., & Huysman, M. (2020). Saving Our Oceans: Scaling the Impact of Robust Action Through Crowdsourcing. *Journal of Management Studies*, 57(2), 246-286. <https://doi.org/10.1111/joms.12515>, <https://doi.org/10.1111/joms.12515>
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- Sergeeva, A., Huysman, M. H., Soekijad, M., & van den Hooff, B. J. (2017). Through the Eyes of Others: How Onlookers Shape the Use of Technology at Work. *MIS Quarterly*, 41(4), 1-26. <https://doi.org/10.25300/MISQ/2017/41.4.07>
- Oostervink, N. P., Agterberg, L. C. M., & Huysman, M. H. (2016). Knowledge sharing on Enterprise Social Media: Practices to Cope with Institutional Complexity. *Journal of Computer-Mediated Communication*, 21(2), 156-176. <https://doi.org/10.1111/jcc4.12153>
- Sergeeva, A., Aij, K. H., van den Hooff, B. J., & Huysman, M. H. (2016). Mobile devices in the operating rooms: intended and unintended consequences for nurses' work. *Health Informatics Journal*, 22(4), 1101-1110. <https://doi.org/10.1177/1460458215598637>
- van der Land, S. F., Schouten, A. P., Feldberg, J. F. M., Huysman, M. H., & van den Hooff, B. J. (2015). Does Avatar Appearance Matter? How Team Visual Similarity and Member-Avatar Similarity Influence Virtual Team Performance. *Human Communication Research*, 41(1), 128-153. <https://doi.org/10.1111/hcre.12044>
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Book Chapters

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Moser, C., Groenewegen, P., & Huysman, M. H. (2013). Extending social network analysis with discourse analysis – Combining relational with interpretive data. In T. Ozyer, J. Rokne, G. Wagner, & A. Reuser (Eds.), *The influence of Technology on Social Network Analysis and Mining* (pp. 547-561). (Lecture Notes in Social Networks; No. Volume 6). Springer. https://doi.org/10.1007/978-3-7091-1346-2_24

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van den Hooff, B. J., Agterberg, L. C. M., & Huysman, M. H. (2007). Embeddedness and media use in networks of practice. In C. Steinfield, B. T. Pentland, M. Ackerman, & N. Contractor (Eds.), *Communities and Technologies* (pp. 371-394). Springer.

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Conference Proceedings

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Gkeredakis, M., Pachidi, S., Berente, N., Constantinides, P., Faraj, S., Huysman, M., Levina, N., & Lifshitz-Assaf, H. (2019). Studying and theorizing knowledge work in the age of intelligent machines. In *ICIS 2019 Proceedings: 40th International Conference on Information Systems, ICIS 2019 Munich* (pp. 1-8). Association for Information Systems. <https://aisel.aisnet.org/icis2019/pdws/pdws/6/>

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- Huysman, M. H., & van der Blonk, H. (1998). Supporting and frustrating organizational learning: Exploring the role of information systems in processes of organizational learning. In *Proceedings of the Hawaii International Conference on System Sciences* (Vol. 1, pp. 272-283). (Proceedings of the Hawaii International Conference on System Sciences).
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- van der Blonk, H. C., Huysman, M. H., & Spoor, E. R. K. (1997). Autopoiesis and the evolution of information systems. In *Proceedings world multiconference on systemics, cybernetics and informatics* (pp. 301-310). SCI.
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- Huysman, M. H., & van der Blonk, H. C. (1997). Information systems and uncertainty. In *Proceedings international conference on Uncertainty, knowledge and skills* IS.
- Huysman, M. H., & von Raesfeld Meijer, A. (1997). Missing the bus. Technological cooperation in networks. A socio-cognitive perspective. In *Proceedings conference on Organizing modes of knowledge*

Huysman, M. H. (1996). Creating the Mobility Pass, a Case of Generative Learning. In J. D. et al Coelho (Ed.), *Proceedings European Conference on Information Systems, Lisbon* (pp. 1143-1152). IS.

Fischer, S., Boogaard, M., & Huysman, M. (1994). Innovation and creativity versus control assessing the paradox in IT organizations. In J. F. Nunamaker, & R. H. J. Sprague (Eds.), *Proceedings of the Hawaii International Conference on System Sciences* (Vol. 4, pp. 367-376). Publ by IEEE.

Van der Wees, L., & Huysman, M. (1994). IT in legal practice: research in progress. In *Proceedings of the ACM SIGCPR Conference* (pp. 116-119). Publ by ACM.

Boogaard, M., & Huysman, M. H. (1994). Understanding the stabilizing effects of IT on organizations. In *Proceedings of the ACM SIGCPR Conference* (pp. 303). Publ by ACM.

Books

Waardenburg, L., Huysman, M., & Agterberg, M. (2021). *Managing AI Wisely: From Development to Organizational Change in Practice*. (New Horizons in Business Analytics series). Edward Elgar. <https://doi.org/10.4337/9781800887671>

Waardenburg, L., Huysman, M., & Agterberg, M. (2020). *S.L.I.M. managen van AI in de praktijk: Hoe organisaties slimme technologie implementeren*. Mediawerf.

Huysman, M., & van Baalen, P. (2014). *Communities of practice: A special issue of trends in communication*. Taylor and Francis AS. <https://doi.org/10.4324/9781315782256>

Huysman, M. H., & Wulf, V. (Eds.) (2004). *Social Capital and IT*. MIT Press.

Huysman, M. H., Wenger, E., & Wulf, V. (Eds.) (2003). *Communities and Technologies*. Kluwer Academics.

Huysman, M. H., & de Wit, D. (2002). *Knowledge sharing in Practice*. Kluwer Academics Publishers.

Huysman, M. H., & de Wit, D. (2000). *Kennis delen in de praktijk*. Uitgeverij Van Gorcum.

PhD Thesis

Huysman, M. H. (1996). *Dynamics of organizational learning*. Thesis Publishers.

Editorial work

Journal of the Association for Information Systems (Journal)
MH Huysman (Member of editorial board)
2021 → ...

Journal of Strategic Information Systems (Journal)
MH Huysman (Member of editorial board)
2020 → ...

Journal of the Association for Information Systems (Journal)
MH Huysman (Member of editorial board)
2020 → ...

Organization Studies (Journal)

MH Huysman (Guest editor)
2020

Journal of Computer-Mediated Communication (Journal)

marleen huysman (Associate editor)
2013

MIS Quarterly (Journal)

marleen huysman (Associate editor)
2011

The Information Society (Journal)

marleen huysman (Associate editor)
2005

Trends in Communication (Journal)

M.H. Huysman (Member of editorial board) & P. van Baalen (Member of editorial board)
2001

Regular reviewer for numerous academic journals, such as Journal of Behavior and IT, Management Learning, The Information Society, Organization Studies, Management Information Systems Quarterly (MISQ), Journal of Computer Supportive Cooperative Work, Journal of European Work and Organizational Psychology, Journal of Organizational Change Management, Journal of Information Systems.

Conference Presentations**Material enactment of work practices: zooming in on the practice of surgery with the Da Vinci robot (Ifip WG8.2 Working Conference Dublin 2016)**

A. Sergeeva (Speaker), M.H. Huysman (Speaker) & S.A. Faraj (Speaker)
9 Dec 2016

Should I stay or should I go? Trajectories of engagement of app developers in the Philips Hue platform ecosystem (Open and User Innovation conference, Boston)

S. Hilbolling (Speaker), J.J. Berends (Speaker), F. Deken (Speaker), M.H. Huysman (Speaker) & P.R. Tuertscher (Speaker)
1 Aug 2016

Crowdsourcing for "wicked problems" solving: The Ocean's Challenge (Collective Intelligence 2016, NYU Stern School of Business, New York)

A.J. Porter (Speaker), P.R. Tuertscher (Speaker) & M.H. Huysman (Speaker)
1 Jun 2016

Enacting a liminal space for collaborative innovation: studying brokers as decentralized catalysts (10th International Conference on Organizational Learning, Knowledge and Capabilities, Scotland)

N.R. Laurey (Speaker), J.J. Berends (Speaker) & M.H. Huysman (Speaker)
26 Apr 2016

Coping with Complexity: Connections and Breakdowns in Distributed Crowdsourcing (Annual Conference of the European Group for Organization Studies, Athens)

A.J. Porter (Speaker), P.R. Tuertscher (Speaker) & M.H. Huysman (Speaker)
4 Jul 2015

Beyond synchronicity: The temporality of coupling and decoupling in innovation processes (31st European Group of Organizational Studies Colloquium, Athens)

S. Hilbolling (Speaker), J.J. Berends (Speaker), F. Deken (Speaker), M.H. Huysman (Speaker) & P.R. Tuertscher (Speaker)

2 Jul 2015

Purposely Vague; How generative brokers enact ambiguity in creative work (10th Organization Studies Summer Workshop and Special Issue Organizational Creativity, Play and Entrepreneurship, Crete)

N.R. Laurey (Speaker), J.J. Berends (Speaker) & M.H. Huysman (Speaker)

21 May 2015

The Da Vinci Robot and changing work practices in operating rooms, Organizational Learning, Knowledge and Capabilities conference (OLKC), Milan)

A. Sergeeva (Speaker) & M.H. Huysman (Speaker)

9 Apr 2015

What Happens When Analytics Lands in the Organization? Studying Epistemologies in Clash (Academy of Management Meeting 2014, OCIS Division, Philadelphia)

S. Pachidi (Speaker), J.J. Berends (Speaker), S.A. Faraj (Speaker), M.H. Huysman (Speaker) & G.C. van de Weerd (Speaker)

5 Aug 2014

"Through the eyes of others". How onlookers shape the use of mobile technology at work (European Group of Organization Studies (EGOS) Conference, Rotterdam)

A. Sergeeva (Speaker), M.H. Huysman (Speaker), M. Soekijad (Speaker) & B.J. van den Hooff (Speaker)

3 Jul 2014

Time in organization studies: A review of research methods (30th European Group for Organizational Studies Colloquium, Rotterdam)

S. Hilbolling (Speaker), J.J. Berends (Speaker), F. Deken (Speaker), M.H. Huysman (Speaker) & P.R. Tuertscher (Speaker)

3 Jul 2014

Working around enterprise social media: How users reconcile contradictory logics (EGOS, Rotterdam)

N.P. Oostervink (Speaker), L.C.M. Agterberg (Speaker) & M.H. Huysman (Speaker)

3 Jul 2014

Epistemologies in Clash: What happens when analytics lands in the organization? (Third European Theory Development Workshop in OMT and Strategy 2014, Amsterdam)

S. Pachidi (Speaker), S.A. Faraj (Speaker), J.J. Berends (Speaker), M.H. Huysman (Speaker) & G.C. van de Weerd (Speaker)

27 Jun 2014

No user is an island. Onlookers, affordances, and the impact of mobile devices on work practices (ICIS, Milan)

A. Sergeeva (Speaker), M.H. Huysman (Speaker), B.J. van den Hooff (Speaker) & M. Soekijad (Speaker)

15 Dec 2013

Conflicting institutional logics in the adoption of cloud computing (OASIS, the IFIP Working Group 8.2 research workshop, Milan)

I. van de Weerd (Speaker) & M.H. Huysman (Speaker)

14 Dec 2013

What happens when analytics lands in the organization? (ICIS 2013 Doctoral Consortium, International Conference of Information Systems, Milan)

S. Pachidi (Speaker), I. van de Weerd (Speaker), J.J. Berends (Speaker) & M.H. Huysman (Speaker)

12 Dec 2013

Mobile devices in operating rooms: materiality versus non-materiality of technology (Academy of Management Annual Meeting (OCIS division, Orlando)

A. Sergeeva (Speaker), M.H. Huysman (Speaker), B.J. van den Hooff (Speaker) & M. Soekijad (Speaker)

9 Aug 2013

iPods in operating rooms: Materiality versus non-materiality of mobile technology (European Group of Organisation Studies (EGOS) Conference, Montreal)

A. Sergeeva (Speaker), M.H. Huysman (Speaker), B.J. van den Hooff (Speaker) & M. Soekijad (Speaker)

4 Jul 2013

Knowledge Evaluation in Organizations: A Systematic Review and Analysis (OLKC 2013, Washington)

M. Prats Lopez (Speaker), M.H. Huysman (Speaker), J.J. Berends (Speaker) & M. Soekijad (Speaker)

25 Apr 2013

Business analytics and organizational learning (PREBEM 2013, The Conference for PhD Candidates in Business Economics and Management, Amsterdam)

S. Pachidi (Speaker), J.F.M. Feldberg (Speaker), M.H. Huysman (Speaker) & I. van de Weerd (Speaker)

22 Mar 2013

An Organizational Learning Perspective on Business Analytics (Business Intelligence Congress 3, International Conference on Information Systems 2012, Orlando)

S. Pachidi (Speaker), J.F.M. Feldberg (Speaker), M.H. Huysman (Speaker) & G.C. van de Weerd (Speaker)

15 Dec 2012

A career Perspective on Organizational Learning (31st Annual International Conference of the Strategic Management Society (SMS), Miami)

C. Fleisher (Speaker), S.N. Khapova (Speaker), P.G.W. Jansen (Speaker) & M.H. Huysman (Speaker)

6 Nov 2011

Acquiring Capabilities and the Importance of Routines: An Exploratory Case Study

N. Amiryany Araghy (Speaker), M.H. Huysman (Speaker) & M. Schijven (Speaker)

6 Nov 2011

Cracking the core: How core members of Electronic Networks of Practice contribute to organizational learning (Annual Meeting of the Academy of Management, Texas)

L.C.M. Agterberg (Speaker), B.J. van den Hooff (Speaker) & M.H. Huysman (Speaker)

15 Aug 2011

Social norms as governance mechanisms in online professional communities

C. Moser (Speaker), P. Groenewegen (Speaker) & M.H. Huysman (Speaker)

12 Aug 2011

Cracking the core: How core members of Electronic Networks of Practice contribute to organizational learning (International Conference on Organizational Learning, Knowledge and Capabilities, Hull, UK)

L.C.M. Agterberg (Speaker), B.J. van den Hooff (Speaker) & M.H. Huysman (Speaker)

14 Apr 2011

Conflict and learning in development communities: A negotiated order lens (Academy of Management Annual Meeting 2010, Montreal)

J.E. Ferguson (Speaker), M.H. Huysman (Speaker) & M. Soekijad (Speaker)

6 Aug 2010

Mission-based communities as negotiated orders (EGOS 2010 Colloquium, Portugal)

J.E. Ferguson (Speaker), M.H. Huysman (Speaker) & M. Soekijad (Speaker)

28 Jun 2010

The global R&D management learning cycle: Coping with knowledge challenges in distributed research and development (EGOS 2010, Portugal)

R. Erkelens (Speaker), B.J. van den Hooff (Speaker), P.W.L. Vlaar (Speaker) & M.H. Huysman (Speaker)

28 Jun 2010

Conflict and learning in development communities: A negotiated order lens (OLKC 2010, Boston)

J.E. Ferguson (Speaker), M.H. Huysman (Speaker) & M. Soekijad (Speaker)

2 Jun 2010

Social influence in organizational discourse networks

J. Kleinnijenhuis (Speaker), B.J. van den Hooff (Speaker), S. Utz (Speaker), I. Vermeulen (Speaker) & M.H. Huysman (Speaker)

21 May 2009

The value of networks of practice: the role of embeddedness and media use (The ICA Conference, Chicago)

B.J. van den Hooff (Speaker), F. de Leeuw van Weenen (Speaker), M. Leidner (Speaker) & M.H. Huysman (Speaker)

21 May 2009

The role of a transactive memory system in bridging knowledge boundaries in cross-functional groups (The OLKC Conference, Amsterdam)

J. Kotlarsky (Speaker), B.J. van den Hooff (Speaker) & M.H. Huysman (Speaker)

25 Apr 2009

Clusters and vehicles for entrepreneurial innovation and new idea generation - a critical assessment (DIME International Workshop, Newcastle, UK)

M.H. Huysman (Speaker) & M.D. Bahlmann (Speaker)

4 Sep 2008

Leadership in oline networks (Academy of Management Annual Meeting, Anaheim)

M.H. Huysman (Speaker), L.C.M. Agterberg (Speaker) & B.J. van den Hooff (Speaker)

1 Aug 2008

Negotiation at multiple levels in networked innovation (Academy of Management Annual Meeting, Anaheim)

M. Soekijad (Speaker), J.A.B. Walschots (Speaker) & M.H. Huysman (Speaker)

1 Aug 2008

VU @ Second Life: A report on experiences with the development of a (virtual) community of learners (IFIP WG 9.5 International Working Conference on Virtuality and Society: Massive Virtual Communities, Germany)

J.F.M. Feldberg (Speaker), A.P.W. Eliëns (Speaker), E.A. Konijn (Speaker) & M.H. Huysman (Speaker)

1 Jul 2008

Leadership in online knowledge networks: Challenges and coping strategies in a network of practice (International conference on Organizational learning, knowledge and capabilities, Denmark)

L.C.M. Agterberg (Speaker), M.H. Huysman (Speaker) & B.J. van den Hooff (Speaker)

1 Apr 2008

Knowledge management and organizational learning (International Workshop New Technologies and Work, Knowledge sharing and organisational learning, Bad Homburg)

M.H. Huysman (Speaker)

2001

Organizational Learning and the Social Construction of Knowledge (European Conference on Computer Supportive Cooperative Work, Bonn)

M.H. Huysman (Speaker)

2001

The concept of organizational learning. Towards a more integrative perspective (Seminar "Learning and networking", Uppsala)

M.H. Huysman (Speaker)

12 Dec 1997

Grants and Prizes

Best paper award at OCIS Academy of Management

Sergeeva, Anastasia V. (Recipient) & Huysman, MH (Recipient), 2 Aug 2021

JMS Best Paper Award

Porter, Amanda (Recipient), Tuertscher, Philipp (Recipient) & Huysman, MH (Recipient), Aug 2020

BI Norway, "Algorithmic Accountability at Work" (Award Amount: 200.000 Euro)

Huysman, MH (Recipient), 2020

Best Paper Award on Information Systems, Innovation, and Entrepreneurship from the Kauffman Foundation

van den Broek, Elmira (Recipient), Sergeeva, Anastasia V. (Recipient) & Huysman, MH (Recipient), 17 Dec 2019

NWO Open Competition Grant: Is AI outsmarting us? The impact of AI on knowledge (750,000 euro)

Huysman, MH (Recipient), 19 Jul 2019

Stichting Management Studies " Kunstmatige intelligentie aan het werk: Hoe slimme algoritmes ons werk veranderen. (Award Amount 70,000 Euro)

Huysman, MH (Recipient), 2019

Network Institute Research Voucher

Laurey, Natalja (Recipient) & Huysman, MH (Recipient), Jul 2017

NWO Visitors Travel Grant Funding Source: The Netherlands Organisation for Scientific Research (NWO) Award Amount: 3,500 Euro

Huysman, MH (Recipient), 2017

Runner-up best paper award JSIS 2017

Günther, Wendy (Recipient), Rezaszade Mehrizi, Mohammad (Recipient), Huysman, MH (Recipient) & Feldberg, JFM (Recipient), 2017

NWO Visitors Travel Grant Funding Source: The Netherlands Organisation for Scientific Research (NWO) Award Amount: 1,000 Euro

Huysman, MH (Recipient), 2016

NWO Visitors Travel Grant Funding Source: The Netherlands Organisation for Scientific Research (NWO) Award Amount: 3,350 Euro

Huysman, MH (Recipient), 2015

KIEM grant: Knowledge sharing on cross-over creativity

Huysman, MH (Recipient), 2014

NWO grant: Crossover collaboration for digital innovation

Huysman, MH (Recipient), 2014

NWO Grant New Ways of Working and Human Capital Development

Huysman, MH (Recipient), Agterberg, Marlous (Recipient), van den Hooff, BJ (Recipient), Berends, Hans (Recipient), Tuertscher, Philipp (Recipient) & de Laat, M. (Recipient), 2014

Added Value Plus for the Social Sciences 2012 MaGW “Ontwikkelen van een high tech overname capaciteit: een instrument voor het bedrijfsleven.” Funding Source: The Netherlands Organisation for Scientific Research (NWO) Award Amount: 34,000 Euro

Huysman, MH (Recipient), 2013

Phd Project. Funding source: EU Metaverse 1.0 project / Philips Research. Award amount: 260,000 Euro

Huysman, MH (Recipient), 2008

Free Competition 2006 MaGW. “Towards an organizational learning perspective on technology acquisitions” (PI), Funding Source: The Netherlands Organisation for Scientific Research (NWO) Award Amount: funding for 4 year Phd research

Huysman, MH (Recipient), 2006

Funding for PhD research by third parties (SNV, Basell, Telematics Institute (TI). Award Amount: 355,000 Euro

Huysman, MH (Recipient), 2006

Besluit subsidies investeringen kennisinfrastructuur. Habiforum/SRG; Leven met Water. Funding source: Ministry of Economic affairs. Award amount: 265,000 Euro

Huysman, MH (Recipient), 2005

NWO Beurs

Huysman, MH (Recipient), 2004

KNAW Beurs

Huysman, MH (Recipient), 2003

Grant Scheme for International Workshops and Expert Meetings 2002 MaGW Social Capital and ICT 3.700 Euro

Huysman, MH (Recipient), 2002