

**Anca
Metiu**

**Professeur,
Département
Management**
Directrice du
Programme Ph.D.



Contact

✉ **Mail:**
metiu@essec.fr
✉ Avenue Bernard
Hirsch,
BP 50105
95021 Cergy Pontoise
cedex
FRANCE

Formation

Ph.D. in Management, The Wharton School of the University of Pennsylvania, 2001

MBA, University of Illinois at Urbana-Champaign

BA, Law and Economics, University of Sibiu

Thèmes de recherche

My research centers on issues related to workplace interactions and social dynamics between groups, with the objective of explaining why groups cooperate, and the processes of effective cooperation. I examine these problems primarily via ethnographic methods of participant-observation and interviews, while also using surveys and secondary data. Currently I pursue several lines of research:

1. The role of writing in distant collaboration; e.g., the mechanisms that give writing its three powers: to develop and share knowledge, to express emotions, and to build communities;
2. The processes of effective collaboration in collocated and dispersed groups;
3. Knowledge sharing and development in communities.

Projets en cours

1. All Work and All Play: An Ethnography of an Entrepreneurial Firm (with Jinia Mukerjee).
2. The Ritual of Knowledge Transformation: Community Learning in Rural Ghana (with Mira Slavova).
3. Geeks and Freaks: Doing Voice in the Free/Open Source Software Community (with Otilia Obodaru).
4. Letters and Scientific Communities (with Anne-Laure Fayard)
5. Thinking and Writing with Devices (with Anne-Laure Fayard)

Publications

✉ Publications académiques

Ouvrages

The Power of Writing: From Letters to Online Interactions. (avec AL. Fayard). New York, London : Routledge, 2012

Articles

"The Role of Writing in Distributed Collaboration" (AL. Fayard, A. Metiu), *Organization Science*, sept. 2014, Vol. 25, Numéro 5, p. 1391-1413

"Beyond Being There: The Symbolic Role of Communication and Identification in Perceptions of Proximity to Geographically Dispersed

Colleagues" (M. O'leary, J. Wilson, A. Metiu), *Management of Information Systems Quarterly*, sept. 2014, Vol. 38, Numéro 4, p. 1219-1243

"Task bubbles, artifacts, shared emotion, and mutual focus of attention: A comparative study of the micro-processes of group engagement" (A. Metiu, N. Rothbard), *Organization Science*, mai 2013, Vol. 34, Numéro 2, p. 455-475

"Perceptions of Proximity in Virtual Work: Explaining the Paradox of 'Far-but-Close'" (J. Wilson, M. Boyer O'leary, A. Metiu, Q. Jett), *Organization Studies*, juil. 2008, Vol. 29, Numéro 7, p. 979-1002

"Owning the Code: Status Closure in Distributed Groups" (A. Metiu), *Organization Science*, mai 2006, Vol. 17, Numéro 4, p. 418-435

"Distributed Knowledge and Creativity in the International Software Industry" (A. Metiu, B. Kogut), *Management International Review*, mars 2004, Vol. 44, Numéro 3, p. 27-56

"Open Source Software Development and Distributed Innovation" (B. Kogut, A. Metiu), *Oxford Review of Economic Policy*, mai 2001, Vol. 17, Numéro 2, p. 248-264

"From the Bottom Up? Technical Committee Activity and Alliance Formation" (L. Rosenkopf, A. Metiu, V. George), *Administrative Sciences Quarterly*, mai 2001, Vol. 46, Numéro 4, p. 748-772

Chapitres

Ethnographic Images of Work: Lessons from Journalism. In: *The Routledge Companion to Qualitative Research in Organization Studies* (avec J. Mukerjee). New York (USA) : Routledge, Routledge. 2017, p. 185-199

Between Text and Context: Innovative Approaches to the Qualitative Analysis of Online Data. In: *Handbook of Qualitative Organizational Research* (avec AL. Fayard). New York (USA) : Routledge, Elsbach K. D., Kramer R. M. (eds.). 2015, p. 381-390

Gift-giving, transnational communities, and skill building in developing countries: The case of free/open source software. In: *Transnational Communities and the Regulation of Business*. : Cambridge University Press, Marie-Laure Djelic, Sigrid Quack. 2010

Expressing Emotions and Building Relationships over Distance: Objectification and Fictionalization in Correspondences. In: *Qualitative Organizational Research, Volume 2. Best Papers from the Davis Conference on Qualitative Research* (avec AL. Fayard). : Information Age Publishing Inc., Kimberly D. Elsbach, Beth A. Bechky. 2009

Working Papers

"Ritualization and the Process of Knowledge Transfer" (A. Metiu, M. Slavova). Essec Research Center, DR-1511 juin 15.

"Letters and Scientific Communities" (A. Metiu, AL. Fayard). Essec Research Center, DR-08016 oct. 08.

"Women's Professional Identity Formation in the Free/Open Source Software Community" (A. Metiu, O. Obodaru). Essec Research Center, DR-08009 avr. 08.

▾ Autres publications

Articles de presse

"Le logiciel libre et la nouvelle géographie de l'innovation". *Les Echos*, 22 juin 2006

"The 'open' road ahead". *INSEAD Quarterly*, 01 mai 2003

"Quand le tiers-monde innovera...". *Le Figaro Entreprises*, 14 avr. 2003

"Commentaire critique du livre "Le Manager à l'écoute" de Yves Blanc". *Manageris*, 01 mars 2003

"Distributed Knowledge and the Organization of Global Software Development". *Knowledge@wharton*, 01 mars 2001

Enseignement

▾ Enseignement à l'ESSEC

Organizational Behavior (MSc level)

Written Analysis and Communication (MBA level)

Qualitative Research Methods (PhD level)

Organization Theory (PhD level)

▾ Cas

Shield: Product Development in a Distributed Team (A. Metiu) INSEAD. Fontainebleau (France) : INSEAD, 2005 (Cas papier).

▾ Autres activités pédagogiques

Other Courses Taught

Collaboration in Virtual Teams

Leading Organizational Change

Autres activités

▾ Prix et distinctions

Winner of the CIONET European Research Paper of the Year, June 2015. (for Wilson, Jeanne, Michael Boyer O'Leary, Anca Metiu and Quintus Jett. "Perceptions of Proximity in Virtual Work: Explaining the Paradox of 'Far-but-Close'", *Organization Studies* 29(7): 979-1002, 2008.)

Metiu, Anca and Nancy Rothbard. "Task bubbles, artifacts, shared emotion, and mutual focus of attention: A comparative study of the micro-processes of group engagement," *Organization Science* 34(2): 455-475, 2013. *Syntec Best Research Paper Award*, 2013.

Wilson, Jeanne, Michael Boyer O'Leary, Anca Metiu and Quintus Jett. "Perceptions of Proximity in Virtual Work: Explaining the Paradox of

"Far-but-Close", *Organization Studies* 29(7): 979-1002, 2008. *Runner-up for the best published paper award in 2008* - in the Organizational Communication & Information Systems division of the Academy of Management.

Fayard, Anne-Laure and Anca Metiu. "Beyond Orality and Literacy: Letters and Online Interactions." Winner, Best Paper Award at the 2007 Davis Conference on Qualitative Research.

Rosenkopf, Lori, Anca Metiu and Varghese George. "Industry-Wide Technical Organizations as Strategic Antecedents of Alliance Formation". Winner, Best Paper Award at the TIM Division of the ASAC-IFSAM (Montreal, Canada).

✎ **Activités scientifiques**

Membre d'un comité de lecture

Organization Science, INFORMS

Organization Studies, Sage

Communications présentées à des conférences

REFEREED CONFERENCES and PRESENTATIONS

"Beyond Being There: the symbolic Role of Communication and Identification in Perceptions of Proximity to Geographically Dispersed Colleagues", CIO-City, Bruxelles, Belgium, June 2015

"The Role of Communication and Identification in the Emergence of Perceived Proximity in Geographically Dispersed Work", 31st EGOS Colloquium 2015, Athens, Greece, July 2015

"More than a Trace: The Power of Written Words in Knowledge Development", 2014 Academy of Management Annual Meeting, Philadelphia, U.S.A., August 2014

"Geeks and Freaks: How Women in the Free/Open Source Software Community Experience and Deal with Double Blind Situations", 2nd Biennial Africa Academy of Management Conference, Gabarone, Botswana, January 2014

"Geeks and Freaks: How Women in the Free/Open Source Software Development Communities", 29th EGOS Colloquium 2013, Montreal, Canada, July 2013

"The Role of Communication and Identification in the Emergence of Perceived Proximity in Virtual Work", 2012 Academy of Management Annual Meeting, Boston, U.S.A., August 2012

"Design for Global Organizations", 28th EGOS Colloquium 2012, Helsinki, Finland, July 2012

"Proximity and Work in the Contemporary Economy", The Future of Business Mobilities, Lancaster, Great Britain, June 2011

"Group engagement as the process through which the mutual focus of attention emerges and is sustained," paper presented in the Symposium 'Horizontal Coordination Across Occupations and Locations,' Academy of Management Annual Meetings, San Antonio, TX, August 2011.

"Group engagement as the process through which the mutual focus of attention emerges and is sustained," ASQ-HEC-OMT conference on 'Coordination within and among organizations', Jouy-en-Josas, France, June 13-14, 2011.

"The Role of Writing in Knowledge Sharing and Development: Evidence from Letters," the European Group of Organizational Studies, Lisbon, July 2010.

"A Literacy Perspective on Writing and Knowledge Sharing: Evidence from

Letters," Academy of Management Annual Meetings, Chicago, 2009.

"Expressing Emotions and Building Relationships over Distance," Academy of Management Annual Meetings, Anaheim, 2008.

"Women's Professional Identity Formation in the Free/Open Source Software Community," Academy of Management Annual Meetings, Anaheim, 2008.

"Beyond Orality and Literacy: Letters and Online Interactions," Academy of Management Annual Meetings, Philadelphia 2007.

"She's One of the Boys': Identity Formation for Women in the Free/Open Source Community," the European Group of Organizational Studies, Vienna, July 2007.

"Letters as the Frontier between Private and Public Spheres: Implications for Online Interactions," Colloque en hommage a Jacques Girin: Autour du langage et des organisations, CRG, Ecole Polytechnique, Paris, Nov.13, 2006.

"Flaming and Identification Processes in a Free/Open Source Community," Academy of Management Annual Meetings, Atlanta 2006.

"The experience of dispersion in teams," (with Jeanne Wilson, Michael Boyer O'Leary, and Quintus Jett), Academy of Management Annual Meetings, New Orleans 2004, and the 4th Congress of Proximity Economics, June 2004.

"The Open Source Software Community as a Meritocracy," paper presented in the Symposium "Communities of Practice: Extensions and Limits," Academy of Management 2003, Seattle, August 2003.

"Engagement in Innovative Work Across Multiple Boundaries", paper presented at the Academy of Management Annual Meetings, Denver, August 2002.

"Proximity Revisited: A Closer Look at the Meaning and Effects of Distance in Group Work", symposium presented at the Academy of Management Annual Meetings 2002 (9-14 August 2002: Denver, USA).

"Escalation of Disengagement Across Multiple Boundaries," paper presented at the European Group of Organizational Studies, Barcelona, July 2002.

"Knowledge Creation Across Boundaries: Innovative Work in Software Development", paper presented at The Third European Conference on Organizational Knowledge, Learning, and Capabilities, Alba University, Athens, April 2002.

"Strategic Participation in Cooperative Technical Organizations: Emergence, Evolution and Effects of Informal Interfirm Networks" (with Lori Rosenkopf and Varghese George), Academy of Management Annual Meetings, Toronto, August 2000.

"Strategic Participation in Cooperative Technical organizations: Informal Networks and Alliance Formation" (with Lori Rosenkopf and Varghese George), INFORMS Conference, Philadelphia, November 1999.

"Global Software Development and the Emergence of E-Innovation" (with Bruce Kogut), Carnegie Bosch Institute, San Francisco, October 1999.

"Exploiting knowledge flow in interorganizational networks: Strategic participation in technical committee activity in the cellular industry" (with Lori Rosenkopf and Varghese George), Strategic Management Society, Orlando, November 1998.

"The dynamics of informal network evolution: An exploratory case study from the cellular industry" (with Lori Rosenkopf and Varghese George), Academy of Management Annual Meetings, San Diego, August 1998.

INVITED PRESENTATIONS

City College of New York, May 2013

Columbia University, May 2013

SKEMA Business School, Sophia-Antipolis, May 2012

Center for Work, Technology, and Organization, Stanford University, May 2011

"Beyond Orality and Literacy: Letters and Online Interactions," Workshop on "The practice of communities: Research and applications on work practices and communities," Free University of Bozen-Bolzano, July 1-3, 2007.

"Letters and the Orality versus Literacy Debate: Implications for Online Interactions," Center for Work, Technology, and Organization, Stanford University, September 29, 2006.

"Group Engagement as a Step toward Understanding Team Performance", CERAM, Sophia Antipolis, May 16, 2006.

"Status Closure in Distributed Groups," EM Lyon, February 14, 2006.

"Group Engagement as a Step toward Understanding Team Performance", Wharton OB Mini-Conference, Philadelphia, November 2005.

"Free/Open Source Software Communities as Meritocracies," paper presented at the INSEAD Qualitative Workshop, Singapore, December 2003.

Invited participant to the 7th Annual Conference on Research on Managing Groups and Teams: Status and Groups, Cornell University, Ithaca, May 2003.

"Group Engagement as a step toward understanding teams," paper presented at The Davis Conference on Qualitative Research, UC Davis, March 2003.

Invited Discussant at the CONDOR Seminar, Centre de Recherche en Gestion de l'Ecole Polytechnique, Paris, December 2002.

"The Open Source Software as a Meritocracy," George Washington University Open Source Summit, Washington, DC, October 2002.

"The Open Source Software as a Meritocracy," The European Union, Bruxelles, October 2002.

"Escalation of Disengagement Across Multiple Boundaries, and "Models of Knowledge Creation in Software Development," University of Bologna, April 2002.

"Owning the Code: Creativity in Global Software Development," Carnegie Bosch Institute's 10th Anniversary Conference, Pittsburgh, October 2000.

"Organizational Processes and the Web: What We Know about Knowledge over Distance," Conference and Symposium on Electronic Commerce and Global Business, Santa Cruz, May 2000.

▣ **Affiliations et activités académiques**

Professional Memberships

Academy of Management

American Sociological Association

European Group of Organization Studies

The European Academy of Management

▣ **Expérience professionnelle**

Professor of Management at ESSEC, 2009-present.

Associate Professor of Management at ESSEC, 2007-2009.

Assistant Professor of Organizational Behavior at INSEAD, 2001- 2006.

Visiting Scholar at Columbia University, October 2012-March 2013.