Xule LIN

Assistant Professor

Academy: Digitalization

Research center: SKEMA Centre for Artificial Intelligence

Campus: Paris

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Research interests

Human–AI collaboration, Organizational theory, Algorithmic organizing and governance, AI-augmented qualitative research, Decentralized autonomous organizations (DAOs)

Education

2025	PhD, Management and Entrepreneurship, Imperial College Business School, Great Britain
2016	Master of Science in Accountancy, University of Notre Dame, United States of America
2015	Bachelor of Business Administration in Accounting, University of Notre Dame, United States of America

Experience

Full-time academic positions

Since 2026	Assistant Professor, SKEMA Business School, France

Other academic affiliations and appointments

Since 2025	Research Associate, Department of Management and Entrepreneurship, Imperial College Business School, Great Britain
2018 - 2019	Graduate Student Researcher, The University of Chicago Booth School of Business, United States of America
2015 - 2016	Graduate Teaching Assistant, University of Notre Dame, United States of America

Other professional experiences

2016 - 2018	Staff, Ernst & Young, United States of America

Research grants, Awards and Honors

Awards and Honors

2026	Professor Mike Wright Memorial Prize for Best Doctoral Thesis, Imperial College Business School, Great Britain
2024	Strategic Management Society Annual Conference Ph.D. Paper Prize, Strategic Management Society, United States of America

Research Grants

2025	Anthropic Claude for Education — student builder program (API credits), Anthropic, United States of America

2024	OpenAI Researcher Access Program (API credits), OpenAI, United States of America
2024	Cohere for AI Research Grant Program (API credits), Cohere, Canada
2023	Gitcoin Grants Round 19 — Governance Research Round by Metagov, Metagov, United States of America
2023	Google Cloud Research Credits Program, Award GCP19980904, Google Cloud, United States of America

Publications

Peer-reviewed journal articles

LIN, X. and CORLEY, K. (2026). Interpretive orchestration: An essay exploring the epistemic intersection of human intuition and machine intelligence. *Strategic Organization*.

Working papers

LIN, X. (2025). *Cognitio Emergens: Agency, Dimensions, and Dynamics in Human–AI Knowledge Co-Creation*. Ithaca, NY: arXiv.

Conference proceedings

LIN, X., VAN HAAREN, M., SANTANA, C., BAUMANN, O., GREGORY, R.W., HALABURDA, H. ... TROEBINGER, M. (2024). Humans and Algorithms in Organizations: Navigating the Intersection of Blockchain and AI. *Academy of Management Proceedings*, 2024(1), pp. 18670.

LIN, X., VAN HAAREN, M., WANG, W., BERNSTEIN, E.S., HALABURDA, H., HSIEH, Y.Y. ... VERGNE, J.P. (2023). Web3 Decentralization: Blockchain Technologies' Impact on Modern Organizational Governance. *Academy of Management Proceedings*, 2023(1), pp. 17556.

LIN, X. (2021). Commons and Tokens — How Governance Modes in Decentralized Autonomous Organizations (DAOs). *Academy of Management Proceedings*, 2021(1), pp. 16429.

Conference presentations

LIN, X. (2026). Agentic AI and Qualitative Research. In: London Text Analysis Conference 2026. London.

LIN, X. (2024). Rethinking Organizational Design: Governance of Decentralized Autonomous Organizations (DAOs). In: 31st CCC Doctoral Conference. St. Louis.

LIN, X., HSIEH, Y.Y. and AUTIO, E. (2024). Dual Role of Tokens in DAOs as Governance Mechanism and Outcome. In: Strategic Management Society 44th Annual Conference. Istanbul.

LIN, X. (2023). MakerDAO Demystified: Exploring the Decentralized Nature of a Stablecoin Ecosystem. In: UK FinTech Academic Network (UKFAN) Conference. London.

Press and social media

LIN, X., LEGENVRE, H. and AUTIO, E. (2025). The Future of AI Language Models (LMs): Three Scenarios That Could Reshape Business and Society. European Business Review.

LIN, X. and SCHOLZ, N. (2021). Ter Wal, Criscuolo, McEvily and Salter (2020) — Dual Networking: How Collaborators Network in Their Quest for Innovation. ASQ Blog.

Other research activities

Organization of a conference or a seminar

Since 2024	Organizer, Human & Artificial Intelligence in Organizations (HAIO) Symposium: Interdisciplinary Impact, Imperial College Business School, Great Britain

Affiliations

Since 2023	Student Representative, Decentralization in Organization (DiO) Community, Decentralization in Organizations (DiO)
Since 2023	Student Representative, London Qualitative Community (LQC), London+ Qualitative Community, Great Britain
2021 - 2022	CARMA Ph.D. Representative, Consortium for the Advancement of Research Methods and Analysis, United States of America

Other academic activities

Since 2026	Breakout Facilitator, 'AI Across the Research Pipeline: Principles and Applications', SMS Virtual Workshop Conference (Research Methods Community), Strategic Management Society, United States of America
Since 2024	Ad Hoc Reviewer, Strategic Management Society Annual Conference, Strategic Management Society, United States of America
Since 2024	Ad Hoc Reviewer, Data for Policy 2024 Conference, Data for Policy
Since 2022	Reviewer, Academy of Management Discoveries Special Research Forum: 'The Human Side of the Future of Work', Academy of Management, United States of America
Since 2021	Ad Hoc Reviewer, Academy of Management Annual Meeting, Academy of Management, United States of America