Poonacha K. Medappa

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BIO

Poonacha K. Medappa is an Assistant Professor in the Information Management group at the Department of Management at Tilburg University. Prior to joining Tilburg University, he completed his Ph.D in Information Systems from HEC Paris. His research interests lie in the areas of project management, open-source software development, online communities, and methodological applications of machine learning techniques in research. His research has been published in top journals such as *Information Systems Research, Research Policy, Decision Support Systems and, European Journal of Information Systems* and in the proceedings of several leading conferences such as the International Conference on Information Systems, Association for Computing Machinery, Statistical Challenges in Electronic Commerce Research and Academy of Management. He has been nominated for several awards including the HEC Paris Best Dissertation award, Magid Igbaria Outstanding Conference Paper at ACM SIGMIS, Strategic Management Society Annual Conference Research Methods Paper Prize, and has won the Best Proposal Award for Creativity in Research at the Strategic Management Society Annual Conference (2021), Competitive Strategy Interest Group.

RESEARCH INTERESTS

Topis: Open Source Software – Incentives, Work Structures, and Governance; Innovation in Digital Platforms; Online Communities; IS Development and Project Management

Methods: Econometrics; Machine Learning Applications for Research; Data-Driven Techniques for Theorization

ACADEMIC APPOINTMENTS AND BACKGROUND

Tilburg School of Economics and Management, The Netherlands Aug 2019 - present

Assistant Professor (Tenured), Information Management

Sep 2014 - Aug 2019

HEC Paris, France

PhD in Information Systems and Operations Management
Dissertation advisor - Prof. Shirish C. Srivastava, Professor IS&OM

Sept 2008 - Jun 2010

Indian Institute of Management Calcutta, India

Post Graduate Diploma in Management (Masters Program)

INDUSTRY WORK EXPERIENCE

Cognizant Technology Solutions, India Jun 2010 - Oct 2013

Business analyst for Data Warehousing and Business

Intelligence practice

Nov 2006 - Jun 2008

Larsen and Toubro limited, India
Embedded systems design engineer

Apr 2009 - May 2009

Alghanim Industries, Kuwait
Intern for the Operational Excellence division

PUBLICATIONS

P.K. Medappa, S.C. Srivastava and S.D. Favaron (2025); **Orchestrating Wisdom From The Crowd: Governance Configurations For The Survival And Creativity Of Open Source Software Development Projects,** *Research Policy, Vol 54, No 8, Oct 2025*, https://doi.org/10.1016/j.respol.2025.105284 *(Research Policy. FT50)*

A. Saghafi, P.K. Medappa, and A. Debrliev (2025); **Impact of Categorization Autonomy on Effective Use and Adoption Intentions,** *(Conditional Accept at Decision Support Systems, AIS Basket Journals)*

P.K. Medappa and S.C. Srivastava (2020), **Ideological Shifts in Open Source Software Development Orchestration: Examining the Influence of License Choice and Organizational Participation on Project Outcomes**; *European Journal of Information Systems, Special Issue on Orchestration in Contemporary Software Development Ecosystems, April 2020,* https://doi.org/10.1080/0960085X.2020.1756003 Link]

P.K. Medappa and S.C. Srivastava (2019), **Does Superposition Influence the Success of FLOSS Projects? Examining Open Source Software Development by Organizations and Individuals**, *Information Systems Research, Vol 30, No 3, Aug 2019*, https://doi.org/10.1287/isre.2018.0829 [[Link]

BOOK CHAPTERS

P.K. Medappa and S.C. Srivastava (2017), **From Corporate Social Responsibility to Disruptive Innovation: Samsung's Green Memory Initiative** *Advances in Bus Ethics Res,* Vol. 7, Gilbert Lenssen et al. (Eds): *The Role of Corporate Sustainability in Asian Development, 2017,* https://doi.org/10.1007/978-3-319-45160-2_4 **[**Link]

OPENDATA PROJECT

OpenCodeNet Project (https://www.opencodenet.com) (2022)**:** A crowdsourced, open database of labelled code commits for training and benchmarking classification models built to evaluate software code

- Joint project with A. Saghafi and S.C. Srivastava
- OpenCodeNet.com is a platform that researchers can use to crowdsource training data for building classification models to evaluate software code
- The crowdsourced labels (over 3000 code snippets labelled on their novelty and usefulness) are available publicly and are currently being used by researchers

from Tilburg University, HEC Paris, and SKEMA business school to study the antecedents of innovation in OSS projects.

GRANTS

Dutch Government, Starter Grant, 2023; *300,000 Euros*: Awarded to early career faculty to support research and development

NWO SSH Open Competition XS, 2024; *50,000 Euros* : Project Title : Understanding the Negative Impact of AI on Open Source Software Development Communities - https://doi.org/10.61686/HWBDZ39668

PAPERS UNDER REVIEW

P.K. Medappa, M. Tunç and X. Li, **What Do You Give Back? Donation-Based Funding and Effort Reallocation in Knowledge-Sharing Ecosystems.;** Available at SSRN: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4208285. *(Under Review, Fourth Round (after 3rd round major revision) at Management Science, FT50, UTD)*

- *Proceedings of the workshop on Information Systems and Economics (WISE), Copenhagen, Denmark, 2022.*
- *Proceedings 14th Annual Conference on Information Systems & Technology (CIST) IN, USA 2022*
- *Proceedings of the 18th Symposium on Statistical Challenges in Electronic Commerce Research (SCECR) Madrid, Spain 2022.*

P.K. Medappa and S.C. Srivastava; **Creativity in Organization-Owned Open Source Software Development Projects: Theorizing the Role of Decision Rights Decentralization,** *(Under Review Journal of Operations Management, FT50, UTD)*

- *Proceedings of the annual Academy of Management meeting, Seattle, 2022*

S. Devarakonda, P.K. Medappa, and M.M. Tunc, **Impact of AI on Organizing: Evidence From GitHub Copilot Preview,** *(Under Review at Strategic Management Journal, FT50, UTD)*

- *Proceedings of the workshop on Information Systems and Economics (WISE), Nashville, 2025.*

A. Bharadwaj, and P.K. Medappa, **Towards Better Rules and Play of the Game: Trust Calculative in Digital Platforms,** *(Second Round, Currently under Editorial Revision at Strategic Organization)*

F. Xu, P.K. Medappa, M.M. Tunç, M. Vroegindeweij, and J. Fransoo. **AI-assisted Programming May Decrease the Productivity of Experienced Developers by Increasing Maintenance Burden. (***First Round Major Revision at Management Science*).

- *Proceedings of the Workshop on Information Technologies and Systems (WITS), Nashville, 2025.*
- *Best student paper nominee CIST 2025*
- *Proceedings of Informs Annual Meeting 2024, Best paper nominee for IS track.*

- *Proceedings of the 20th Symposium on Statistical Challenges in Electronic Commerce Research (SCECR) Lisbon, Portugal 2024.*

P.K. Medappa, S.C. Srivastava and A. Saghafi; **From Source Code to Theory: Measuring the Perceptual Attributes of a Software Artifact for Theory Development**, (*Second Round Major Revision at EJIS, AIS Basket Journals*)

- *Proceedings of the 18th Symposium on Statistical Challenges in Electronic Commerce Research (SCECR) Madrid, Spain 2022*
- *Proceedings of the 41st International Conference on Information Systems, India, 2020*

WORKING PAPERS

S.D. Favaron and P.K. Medappa **Sorry not Sorry? Addressing Online Threats to Organizational Reputation; Available at SSRN: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4209458.** Manuscript under preparation.

- *Proceeding of SMS 41st Annual Conference, Toronto, 2021*
- Winner Best Proposal Award for Creativity in Research SMS 41, Competitive Strategy Interest Group
- Nominated for the SMS Annual Conference Research Methods Paper Prize

F. Zou., P.K. Medappa and M.M. Tunc, **How Does Early Involvement of External Contributors Impact Open Source Software Development and Maintenance? Evidence from Github; Available at SSRN:** https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4929384. Manuscript under preparation for MISQ

- *Proceedings of the 45th International Conference on Information Systems, Bangkok, 2024*

REFEREED CONFERENCE PROCEEDINGS

F. Xu, P.K. Medappa, M.M. Tunç, M. Vroegindeweij, and J. Fransoo. **AI-assisted Programming May Decrease the Productivity of Experienced Developers by Increasing Maintenance Burden.**

F. Zou, P.K. Medappa and M.M. Tunc (2024), **How Does Early Involvement of External Contributors Impact Open Source Software Development and Maintenance? Evidence from Github** *in proceedings of the 45th International Conference on Information Systems, Bangkok, 2024*

L. Schopman, and P.K. Medappa (2024), **The Effect of Donation-Based Funding on User Innovation in the Video Game Industry**, Proceedings of the 20th Symposium on Statistical Challenges in Electronic Commerce Research (SCECR) Lisbon, Portugal 2024.

M. Vroegindeweij, P.K. Medappa, M. Tunç (2024), **Does AI Technology Deployment Benefit the Owner of the Technology ?** Impact of GitHub Copilot Release on Microsoft, Proceedings of the 20th Symposium on Statistical Challenges in Electronic Commerce Research (SCECR) Lisbon, Portugal 2024.

P.K. Medappa, M. Tunç and X. Li (2022), **Where does the money go? Impact of sponsorship-based funding on contribution behaviour in knowledge-sharing platforms,** *Proceedings of the workshop on Information Systems and Economics (WISE), Copenhagen, Denmark, 2022.*

P.K. Medappa, M. Tunç and X. Li (2022), **What do you give back? Donation-based funding and effort reallocation in knowledge-sharing ecosystems,** *Proceedings 14th Annual Conference on Information Systems & Technology (CIST) IN, USA 2022.*

P.K. Medappa, M. Tunç and X. Li (2022), **Giving back to the community: Cross-platform spillover effects of donation based funding of open source contributors,** *Proceedings of the 18th Symposium on Statistical Challenges in Electronic Commerce Research (SCECR) Madrid, Spain 2022.*

P.K. Medappa and S.C. Srivastava (2022), **Overcoming the challenges of measuring creativity of software code.** *Proceedings of the 18th Symposium on Statistical Challenges in Electronic Commerce Research (SCECR) Madrid, Spain 2022.*

P.K. Medappa and S.C. Srivastava (2022), **To Survive or to Innovate? A Study of Decision Rights Partitioning and Configuration in Open Source Projects,** *in proceedings of the annual Academy of Management meeting, Seattle, 2022*

S.D. Favaron and P.K. Medappa (2021) **Sorry not Sorry? Addressing Online Threats to Organizational Reputation,** *Proceeding of SMS 41st Annual Conference, Toronto, 2021*

- Winner Best Proposal Award for Creativity in Research SMS 41, Competitive Strategy Interest Group
- Nominated for the SMS Annual Conference Research Methods Paper Prize

P.K. Medappa and S.C. Srivastava (2020), **Can Human Judgement be Machine Sourced? An Approach to Measure the Perceptual Dimensions Embedded in Software**, *in proceedings of the 41st International Conference on Information Systems, India, 2020*

P.K. Medappa and S.C. Srivastava (2018), **Restrictions in Open Source: A Study of Team Composition and Ownership in Open Source Software Development Projects** *in proceedings of the 39th International Conference on Information Systems, San Francisco, 2018*

P.K. Medappa and S.C. Srivastava (2017), **License Choice and the Changing Structures of Work in Organization Owned Open Source Projects,** *in proceedings of the ACM SIGMIS-CPR'17, Bangalore 2017*

- Nominated for the Magid Igbaria Outstanding Conference Paper of the year

P.K. Medappa and S.C. Srivastava (2016), **Does the Task Structure of Open Source Projects Matter? Superposition and Value Creation** *in proceedings of the 37th International Conference on Information Systems, Dublin, 2016*

P.K. Medappa and S. Bhattacharya (2012), **Towards a Framework for Assessing Agility,** *in proceedings of the 45th Hawaii International Conference on System Sciences, Maui, 2012*

INVITED TALKS AND SEMINARS

- ABN AMRO, Risk Management Group, Amsterdam
  February 2026
- HEC Paris (AI for Business in the Hi!Paris summer school)
  June 2024
- HEC Paris (AI for Business in the Hi!Paris summer school)
  July 2023
- Catholica Lisbon, Lisbon, Portugal
  March 2019
- London School of Economics and Public Policy, London, UK
  Feb 2019
- Nanyang Business School, Singapore, Singapore
  Feb 2019
- Tilburg School of Economics and Management, Tilburg, The Netherlands
  Jan 2019
- Rotterdam School of Management , Rotterdam, The Netherlands
  Jan 2019
- IE Business School, Madrid, Spain
  Jan 2019
- ESADE, Barcelona, Spain
  Jan 2019
- IESE Business School, Barcelona, Spain
  Jan 2019
- Marshall School of Business, USC, Los Angeles, US
  Dec 2018

TEACHING EXPERIENCE

Advanced Topics in Information and Supply Chain Management, Tilburg University 2021-Ongoing

- ML and data driven theorization and research
- PhD course in research methods

Research Method for Master's in Information Management, Tilburg University 2020-Ongoing

- Behavioural Research Methods using Secondary Data
- Econometric and Identification Methods

Business Intelligence and Business Analytics, Master's Course, Tilburg University 2019-2022

- SQL and Python based programming course, attended by over 150 students
- Average Evaluations – 4.2/5.0

Decision Support Systems, Final Year Bachelor Elective, Tilburg University 2019-Ongoing

- Designed and taught the course spanning 13 hrs, attended by 60 students
- Average Evaluation – 4.12/5.0

Data Science and Analytics using Python, PhD Elective Course, HEC Paris 2018-2019

- Designed and taught the course spanning 10 hrs, attended by 16 PhD students
- Major subjects covered: data types and structures, wed data collection using APIs and by scraping, sentiment analysis and machine learning
- Evaluations – 4.91/5.00

Python Sessions, part of Digital Management course for Masters, HEC Paris 2017- 2018

- Taught 2 class groups (~50 students each), 5 hrs per class group
- Major subjects covered: introduction to open source and programming languages, sentiment analysis and machine learning
- Average Evaluations – 4.00/5.00

EDITORIAL EXPERIENCE

Conference Track Chair

- The 2022 International Conference on Electronic Business (ICEB), Bangkok, Thailand; Track: E-business cultural and social issues

Associate Editor

- ICIS 2023 Hyderabad, India; Track: IoT, Smart Cities, Services, and Government
- ICIS 2022 Copenhagen, Denmark; Track: Digital and Mobile Commerce track
- ICIS 2021 Austin, US; Track: IS implementation and Adoption

Conference Session Chair

- Academy of Management annual meeting 2022: Track: OSS, Project Governance and Team Resilience
- ACM SIGMIS-CPR 2017, Bangalore: Track: Digital Business and Innovation

Review Experience

- Management Science (1 Manuscript)
- MIS Quarterly (17 manuscripts)
- Information Systems Research (7 manuscripts)
- Journal of Operations Management (2 manuscripts)
- European Journal of Information Systems (3 manuscript)
- Journal of Association of Information Systems, JAIS (3 manuscripts)
- Journal of Electronic Commerce Research (2 manuscripts)

- Conferences: ICIS 2016-2022, PACIS 2016-2020, ACM SIGMIS CPR 2017 - 2020, WeB 2017

OTHER ACADEMIC EXPERIENCE

Co-Organizer of the EuroIS workshop
2025
- Organized the workshop between HEC, Warwick, ESSEC held at Tilburg

Recruitment Committee Chair
- Chair of recruitment committee, Information Management Group, Tilburg University 2024-25

Tenure and Promotion Committee Member
2024-26

Recruitment Committee Member
- Member of recruitment committee, Information Management Group, Tilburg University 2021, 2022

PhD Supervision
- Ms. Feiyang Xu; Co-Supervisor
  May 2024 -current
- Ms. Fan Zou; Co-Supervisor of exchange PhD student from Zhejiang University
  June 2022 -current
- Ms. Eda Gunel; Co-Supervisor
  Aug 2023 - Aug 2024

Doctoral Consortiums
- Selected for ICIS Doctoral Consortium, San Francisco Dec 9-11, 2018
- ACM SIGMIS-CPR'17 Doctoral Consortium, Bangalore Jun 21, 2017

Membership in academic organizations:
- Association for Information Systems (AIS)
- Association for Computing Machinery (ACM)
- INFORMS

AWARDS AND ACHIEVMENTS

- Nominated for IS Track Best Paper Award at Informs Annual Meeting 2024
- Nominated for the SMS Annual Conference Research Methods Paper Prize 2021
- Winner Best Proposal Award for Creativity in Research SMS 41, Competitive Strategy Interest Group 2021
- Nominated for the HEC Foundation Thesis Award 2019
- Nominated for the Magid Igbaria Outstanding Conference Paper ACM SIGMIS-CPR'17 2017
- Exemplary performer award, Alghanim Industries, Kuwait 2009
- Awarded HEC Foundation PhD Fellowship 2014 - 2019

PROGRAMMING LANGUAGES

Python (teaching and working experience), SQL (teaching experience), C (working experience), R (working knowledge), Stata (working knowledge), HTML/CSS (working knowledge)

LANGUAGES

English (fluent), Kannada (fluent), French (intermediate), Hindi (intermediate)

OTHER

- Fellow, Swaniti (http://swaniti.in/) an NGO dedicated to promoting youth participation in public policy and governance, Assam, India — 2012
- Represented Indian Institute of Management Calcutta in field hockey — 2008 - 2009
- Completed basic and advanced mountaineering course from HMI, Darjeeling — 2013