

Hani Safadi

Associate professor in the Terry College of Business at the University of Georgia. Interested in researching and teaching data analytics, online communities, social media, healthcare information technology, and the application of computational methods in management research.

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Academic Appointments

- 2021— Associate Professor, University of Georgia, Terry College of Business
- 2015—2021 Assistant Professor, University of Georgia, Terry College of Business
- 2016—2021 Research Collaborator, Mayo Clinic
- 2014—2015 Visiting Assistant Professor, Stevens Institute of Technology, School of Business

Education

- 2009—2015 Ph.D. in Information Systems Management, McGill University
- 2006—2008 M.Sc. in Computer Science, McGill University
- 2001—2006 B.Eng. in Computer Engineering, University of Damascus

Research and Teaching Interests

Online collectives	Health IT	Theory development	Data analytics
Online communities	Open-source health IT	Mixed methods	Data science
Open-source software	Online patient communities	Computational theory development	Big data analytics
Social media			Data engineering

Journal articles

1. Synchronizing Development Teams with Drifting Software Systems: A Decomposability-Based Theory of Evolutionary Mechanisms, **Journal of Management Information Systems**, 2026 (*joint work with Amrit Tiwana*)
2. Investigating replicability in the Social and Behavioral Sciences, **Nature**, 2026 (*joint work with Andrew H. Tyner, Anna Lou Abatayo, Mason Daley, Samuel Field, Nicholas Fox, Noah A. Haber, Krystal M. Hahn, Melissa Kline Struhl, Brinna Mawhinney, Olivia Miske & other authors*)
3. Silence in Evolving Systems: Architectural Origins, Mechanisms, and Consequences, **Information Systems Research**, 2025 (*joint work with Amrit Tiwana*)
4. Capital Asymmetry, **Business Horizons**, 2025 (*joint work with Richard Watson*)
5. Firm-Sponsored Online Communities: Building Alignment Capabilities for Participatory Governance, **Information Systems Research**, 2025 (*joint work with Tanner Skousen & Elena Karahanna*)
6. The Effect of Bots on Human Interaction in Online Communities, **MIS Quarterly**, 2024 (*joint work with John Lator & Nicholas Berente*)
7. The Impact of Feature Exploration and Exploitation on the Evolution and Survival of Mobile Applications, **Journal of the Association for Information Systems**, 2024 (*joint work with Shadi Shuraida, Radhika Jain & Qiang Gao*)

8. Balancing Affordances and Constraints: Designing Enterprise Social Media for Effective Organizational Knowledge Work, **MIS Quarterly**, 2024
9. Knowledge Monopolies and the Innovation Divide: A Governance Perspective, **Information and Organization**, 2023 (*joint work with Richard Watson*)
10. Atrophy in Aging Systems: Evidence, Dynamics, and Antidote, **Information Systems Research**, 2023 (*joint work with Amrit Tiwana*)
11. EDITOR'S COMMENTS. Computationally Intensive Theory Construction: A Primer for Authors and Reviewers, **MIS Quarterly**, 2022 (*joint work with Shaila Miranda, Nicholas Berente, Stefan Seidel & Andrew Burton-Jones*)
12. Who Contributes Knowledge? Core-Periphery Tension in Online Innovation Communities, **Organization Science**, 2021 (*joint work with Steven Johnson & Samer Faraj*)
13. Successful Moderation in Online Patient Communities, **Journal of Medical Internet Research**, 2020 (*joint work with Tanner Skousen, Colleen Young, Elena Karahanna, Sami Safadi & Fouad Chebib*)
14. Data-Driven Computationally-Intensive Theory Development, **Information Systems Research**, 2019 (*joint work with Nicholas Berente & Stefan Seidel*)
15. Social Media Affordances for Connective Action: An Examination of Microblogging Use During the Gulf of Mexico Oil Spill, **MIS Quarterly**, 2017 (*joint work with Emmanuelle Vaast, Liette Lapointe & Bogdan Negoita*)
16. The Emergence of Online Community Leadership, **Information Systems Research**, 2015 (*joint work with Steven Johnson & Samer Faraj*)
17. Open-source health information technology: A case study of electronic medical records, **Health Policy and Technology**, 2015 (*joint work with David Chan, Martin Dawes, Mark Roper & Samer Faraj*)

Preprint

1. Digital Symbiosis, Data Obligations, and Data Rights: A New Perspective on Digital Ecosystems for Understanding their Societal Influence, **SSRN**, 2021 (*joint work with Richard Watson*)
2. Curtailing Fake News Propagation with Psychographics, **SSRN**, 2020 (*joint work with Weifeng Li, Saber Soleymani, Ugur Kursuncu & Amit Sheth*)

Conference proceedings

1. Digital Symbiosis, Data Obligations, and Data Rights: A New Perspective on Digital Ecosystems for Understanding their Influence, European Conference on Information Systems, 2024 (*joint work with Richard Watson*)
2. Are we making Google stupid?, International Conference on Information Systems, 2022
3. The Effect of Bots on Human Interaction in Online Communities, International Conference on Information Systems, 2021 (*joint work with John Lalor & Nicholas Berente*)
4. Learning in Online Environments: Balancing Cooperation and Competition, Americas Conference on Information Systems, 2021
5. Open Communities and Formal Organizations: A Symbiosis View, International Conference on Information Systems, 2020 (*joint work with Tanner Skousen & Richard Watson*)
6. Organizations and Communities: A Symbiosis View, Americas Conference on Information Systems, 2020 (*joint work with Richard Watson & Tanner Skousen*)
7. The Genesis of an Open Online Community, Academy of Management Proceedings, 2020 (*joint work with Emmanuelle Vaast*)
8. Tension Resolution and Sustaining Knowledge Flows in Online Communities, International Conference on Information Systems, 2019 (*joint work with Tanner Skousen, Elena Karahanna, Fouad Chebib & Colleen Young*)
9. Remixing Generic Defaults with Specialized Software: The Case of Enterprise Collaboration Systems, Americas Conference on Information Systems, 2019 (*joint work with Mazen Shawosh & Nicholas Berente*)
10. Legitimate Peripheral Participation and Value Creation in Online Knowledge Sharing Communities, Hawaii International Conference on System Sciences, 2019 (*joint work with Nicholas Berente*)

11. Who Contributes Knowledge? Embeddedness and Marginality in Online Communities, Academy of Management Proceedings, 2018 (*joint work with Steven Lawrence Johnson & Samer Faraj*)
12. The Role of Anchoring in Actualizing IT Affordances in EMR Implementations, Hawaii International Conference on System Sciences, 2018 (*joint work with Venkata Mallampalli & Samer Faraj*)
13. Design of an Interactive Visual System to Support Grounded Process Theorizing from Qualitative Data, Academy of Management Proceedings, 2017 (*joint work with Marie-Claude Bourdeau*)
14. The Power of Words Online: Explaining Tie Formation of New Members in Open-Source Online Communities, Academy of Management Proceedings, 2014 (*joint work with Samer Faraj*)
15. Toward a Local Perspective on Online Collaboration, Collective Intelligence, 2014 (*joint work with Samer Faraj*)
16. Grassroots versus Established Actors' Framing of a Crisis: Tweeting the Oil Spill, Academy of Management Proceedings, 2014 (*joint work with Liette Lapointe, Emmanuelle Vaast & Bogdan Negoita*)
17. Stakeholders' Use of Microblogging to Engage in Emotion Strategies During a Crisis, International Conference on Information Systems, 2012 (*joint work with Liette Lapointe, Bogdan Negoita & Emmanuelle Vaast*)
18. IT in Healthcare: an Integrative Study of Organizational Change, Americas Conference Information System, 2011 (*joint work with Samer Faraj*)
19. The Role of Workarounds during an Opensource Electronic Medical Record System Implementation, International Conference on Information Systems, 2010 (*joint work with Samer Faraj*)
20. Incorporating Knowledge of Source Language Text in a System for Dictation of Document Translations, Proceedings of the twelfth Machine Translation Summit, 2009 (*joint work with Aarthi Reddy, Richard Rose, Samuel Larkin & Gilles Boulianne*)
21. AraPen: An Arabic Online Handwriting Recognition System, IEEE International Conference on Information & Communication Technologies, 2006 (*joint work with Bilal Alsallakh*)
22. Computational Methods to Vocalize Arabic Texts, Internationalizing SSML, 2006 (*joint work with Oumayma Dakkak & Nada Ghneim*)

Conference presentations

1. Bots versus Humans in Online Social Networks: A Study of Reddit Communities, Sunbelt Conference, 2020 (*joint work with John Lalor & Nicholas Berente*)
2. Effective Moderation of Online Patient Communities, Pre-ICIS Paper-a-Thon Workshop, 2018 (*joint work with Elena Karahanna, Tanner Skousen, Colleen Young & Sami Safadi*)
3. Design of a Computational System to Support Grounded Theorizing from Big Textual Data, Pre-ICIS Workshop on Advances in Qualitative IS Research Methodologies, 2016 (*joint work with Marie-Claude Boudreau & Emmanuelle Vaast*)
4. ODIN: Tracing Ideas, Entities, and Relationships from Big Textual Data, Pre-ICIS Workshop on Text Mining as a Strategy of Inquiry in Information Systems Research, 2016
5. GTM and Trace Data, International Workshop on GTM Research: The Richness of the Grounded Theory Method in IS Research, 2016 (*joint work with Nicholas Berente & Stefan Seidel*)
6. The distributed construction of an occupational community with social media, International Conference on Information Systems, 2015 (*joint work with Emmanuelle Vaast & Lisa Cohen*)
7. A Local Perspective on Online Collaboration in Open Source Communities, IFIP Working Group 8.2 Workshop on Information Systems and Organization, 2014 (*joint work with Samer Faraj*)
8. Knowledge Creation Practices in a Healthcare Collaborative Work Community, Open and User Innovation Workshop, 2014 (*joint work with Samer Faraj & Diego Mastroianni*)
9. #BPoilspill: Grassroots Framing In A Crisis Through Microblogging, Colloquium of the European Group for Organizational Studies, 2013 (*joint work with Emmanuelle Vaast, Liette Lapointe & Bogdan Negoita*)
10. General Laws of IS Use, Conference of the Administrative Sciences Association of Canada, 2013
11. Rethinking IS Workarounds: Lessons from Open-Source Healthcare IT, Open and User Innovation Workshop, 2012 (*joint work with Samer Faraj*)
12. Symbolic action through microblogging during and after a crisis: Tweeting the oil spill, Academy of Management Meeting, 2012 (*joint work with Emmanuelle Vaast & Bogdan Negoita*)

13. Customizations and Workarounds during the Implementation of an Open-Source Electronic Medical Record System, Conference of the Administrative Sciences Association of Canada, 2011 (*joint work with Samer Faraj*)
14. Organizational Identification in Online Communities, Conference of the Administrative Sciences Association of Canada, 2011 (*joint work with Samer Faraj & Steven Johnson*)
15. Impact of Open-Source Software in Adopting and Implementing Electronic Medical Record Systems, Conference of the Administrative Sciences Association of Canada, 2010 (*joint work with Samer Faraj*)
16. Crosslingual Implementation of Linguistic Resources and Tools, Conference of Atlantic Provinces Linguistic Association, 2008 (*joint work with Richard Rose & Doina Precup*)

Conference posters

1. ODIN: Tracing Ideas, Entities, and Relationships from Big Textual Data, Advancing Informatics in Government and Industry, 2018
2. Extracting Social Network Ontologies from Unstructured Data, Sequences, Traces, & Time: Building a research community, 2017
3. Tracing Ideas, Entities, and Relationships from Big Textual Data, Georgia Informatics Symposium, 2016

Books

1. Open-Source Software and Health Information Technology: The Impact of Open-Source Software in Adopting and Implementing Electronic Medical Record Systems, LAP Lambert Academic Publishing, 2010
2. Crosslingual Implementation of Linguistic Taggers using Parallel Corpora, Self-Published Master Dissertation, Lulu Press, 2010

Book chapters

1. Building Research Programs in the Computationally Intensive Theory Construction Genre, Digital Trace Data Research in Information Systems: Foundations, Methods, and Applications, Forthcoming
2. Computationally Intensive Theory Construction, Routledge Companion to Management Information Systems, 2nd Edition, 2025 (*joint work with Nicholas Berente, Aron Lindberg, Shaila Miranda & Stefan Seidel*)
3. One Picture to Study One Thousand Words: Visualization for Qualitative Research in the Age of Digitalization, Cambridge Handbook of Qualitative Digital Research, 2023 (*joint work with Marie-Claude Boudreau & Samer Faraj*)

Grants

1. Developing a Multiple-Choice Question Bank for Take-Home Biweekly Quizzes, Terry College Teaching Innovation Grants, 2022 (\$5,000.00)
2. Supporting Business Analytics Education, University of Georgia Teaching Enhancement and Innovation Fund, 2022 (\$6,720.00)
3. Development of Online Modules - Business Analytics with Python, Terry College Teaching Innovation Grants, 2021 (\$5,000.00)
4. Data Rights and Data Obligations in Digital Ecosystems and their implications for small businesses in Georgia, Terry College Innovation Seed Grant, 2021 (\$20,000.00)
5. Design and Evaluation of a Digital Transparency Platform for Advancing Legislative and Regulatory Transparency, Institute of Museum and Library Services, 2017 (\$49,839.00)
6. Effective Moderation of Online Patient Communities, University of Georgia Research Foundation, 2017 (\$9,829.00)
7. The impact of an open-source electronic medical record (EMR) system on clinical practice in Canadian ambulatory care, Fonds Québécois de la recherche sur la société et la culture, 2012 (\$20,000.00)

8. The impact of an open-source electronic medical record (EMR) system on clinical practice in Canadian ambulatory care, Social Sciences and Humanities Research Council of Canada, 2011 (\$40,000.00)

Teaching

Executive Education: Essentials of Data Science: Core Skills for Analytics Certification, Executive Education: Sense-Making: Using Data for a Competitive Advantage, BUSN 4030: Python Programming II, BUSN 3030: Python Programming I, MIST 5757 / MIST 7757: Data Engineering, MIST 5730 / MIST 6380: Advanced Data Management and Analytics, BUSN 7990 B3: Python Bootcamp, MIST 9000: Doctoral Research, MIST 9777: Big Data Research Methods for Computational Social Science, MIST 9750: Individual Level Theories in Information Systems, MIST 9760: Special Topics in Information Systems Research, MIST 4600: Computer Programming in Business, FYOS 1001: iOS App Development and Game Programming Using Swift, BIA 658: Social Networks Analytics, MIS 630: Data and Knowledge Management, INSY 437: Managing Data & Databases, MGCR 331: Introduction to Information Systems, COMP 250: Introduction to Algorithms and Data Structures, COMP 202: Introduction to Programming in Java,

Professional Service

- 2024— Senior Editor at Journal of the Association for Information Systems (JAIS)
- 2016— Editorial Review Board Member at IEEE Transactions on Engineering Management (IEEE TEM)
- 2024
- 2021— Associate Editor at MIS Quarterly (MISQ)
- 2024
- 2020— Associate Editor (Special Issue on Digital Resilience) at MIS Quarterly (MISQ)
- 2021
- 2015— Reviewer at MIS Quarterly (MISQ)
- 2015— Reviewer at Information Systems Research (ISR)
- 2019— Reviewer at Organization Science (Organization Science)
- 2017— Reviewer at Management Science (Management Science)
- 2016— Reviewer at Journal of the Association for Information Systems (JAIS)
- 2018— Reviewer at ACM Transactions on Management Information Systems (TMIS)
- 2018— Reviewer at European Journal of Information Systems (EJIS)
- 2017— Reviewer at Communications of the Association for Information Systems (CAIS)
- 2015— Reviewer at Information and Organization (I&O)
- 2020— Reviewer at Journal of Medical Internet Research (JMIR)
- 2014— Reviewer at Health Policy and Technology (HPT)
- 2018— Reviewer at Big Data & Society (BDS)
- 2019— Reviewer at IEEE Transactions on Engineering Management (IEEE TEM)
- 2019— Reviewer at Information Systems Journal (ISJ)
- 2020— Reviewer at Journal of Information Technology (JIT)
- 2022— Track Associate Editor at European Conference on Information Systems (ECIS)
- 2024
- 2019— TREO Track Chair at Americas Conference on Information Systems (AMCIS)
- 2021
- 2018— Organization Committee Member at Advancing Informatics in Government and Industry (AIGI)
- 2018
- 2016— Track Associate Editor at International Conference on Information Systems (ICIS)

- 2016— OCIS Division Associate Editor at Organizational Communication and Information Systems (OCIS)
- 2015— Conference Chair at International Federation for Information Processing (IFIP)
- 2015
- 2014— Technical Committee member at The First International Workshop on Privacy and Security in
- 2014 HealthCare (IWPS)
- 2021— Grant Reviewer at National Science Foundation (NSF)
- 2021
- 2020— Business Studies Panelist at Research Grants Council of Hong Kong (RGC)
- 2020

Awards

1. AIS Mid-Career Award, AIS, 2024
2. 2024 INFORMS ISS Sandra A. Slaughter Early Career Award, INFORMS, 2024
3. Best Published Paper Award: Atrophy in Aging Systems: Evidence, Dynamics, and Antidote, Annual Meeting of the Academy of Management, 2024
4. MSBA Excellence in Teaching Award, University of Georgia, Terry College of Business, 2024
5. Research Excellence Award, University of Georgia, Terry College of Business, 2023
6. Outstanding Teaching Award, University of Georgia, Terry College of Business, 2023
7. First Runner-Up Best Published Paper Award: Who Contributes Knowledge? Core-Periphery Tension in Online Innovation Communities, Annual Meeting of the Academy of Management, 2022
8. Best Theory Paper: The Effect of Bots on Human Interaction in Online Communities, International Conference on Information Systems, 2021
9. AIS Distinguished Member, December 2020 Cohort, Association for Information Systems, 2020
10. Best Theory Paper: Open Communities and Formal Organizations: A Symbiosis View, International Conference on Information Systems, 2020
11. Best Publication of 2019: Data-Driven Computationally-Intensive Theory Development, International Conference on Information Systems, 2020
12. Best Information Systems Research Paper of 2019: Data-Driven Computationally-Intensive Theory Development, Information Systems Research, 2020
13. Best Associate Editor, International Conference on Information Systems, 2019
14. Best Theory Paper: Tension Resolution and Sustaining Knowledge Flows in Online Communities, International Conference on Information Systems, 2019
15. Terry-Sanford Research Award, University of Georgia, Terry College of Business, 2019-2022
16. Best Division Paper Award: Who Contributes Knowledge? Embeddedness and Marginality in Online Communities, Annual Meeting of the Academy of Management, 2018
17. Best Published 2015 Paper Award: The Emergence of Online Community Leadership, Annual Meeting of the Academy of Management, 2016
18. Second Runner-Up Best Dissertation Award, International Conference on Information Systems, 2015
19. Best Conference Paper Award: Grassroots versus Established Actors' Framing of a Crisis: Tweeting the Oil Spill, Annual Meeting of the Academy of Management, 2014
20. Excellence in Teaching Award, Desautels Faculty of Management, 2013

Invited Presentations

1. Validation Criteria for Computationally Intensive Theory Construction, Ludwig Maximilian University of Munich, 2024
2. Validation Criteria for Computationally Intensive Theory Construction, University of Lausanne, 2024
3. Validation Criteria for Computationally Intensive Theory Construction, University of Bern, 2024
4. Are Large Language Models Systems Inquiry?, MSR-AOM Research Colloquium, 2024
5. Firm-Sponsored Online Communities: Building Alignment Capabilities for Participatory Governance, New York University, 2024

6. Participatory Governance of Firm-Sponsored Online Communities, Erasmus University Rotterdam, 2024
7. Hybrid Governance of Online Communities: Aligning Top-Down and Bottom-Up Approaches, Arizona State University, 2023
8. Sustaining Knowledge Collaboration in Online Communities: Aligning Structural Solutions with Generative Dynamics, Indiana University, 2023
9. Applications of Computational Methods in Qualitative Research, Bricolab, McGill University, 2022
10. Collective Sensemaking in Online Communities, GRESI, HEC Montreal, 2022
11. Digital Trace Data Research & Computationally Intensive Theorizing, Routines.Research.Community Workshop, 2022
12. Tribes or Communities: Collective Sensemaking in Online Communities, University of Liechtenstein, 2022
13. Information Technology Beyond Good and Evil: The Case of Crowdfunding and Social Justice, Stevens Institute of Technology, School of Business, 2022
14. Information Technology Beyond Good and Evil: The Case of Crowdfunding and Social Justice, University of Notre Dame, Mendoza College of Business, 2022
15. The Effect of Bots on Human Interaction in Online Communities, Temple University, Global Institute for Artificial Intelligence and Business Analytics, 2021
16. Successful Moderation in Online Patient Communities, Mayo Clinic, 2019
17. Cognitive Augmentation of Human Sensemaking of Large Textual Data, American University of Beirut Olayan School of Business, 2018
18. Text Mining & Natural Language Processing for Management Research, Stevens Institute of Technology, School of Business, 2016
19. Talking about us and them: The formation of a new occupation's ecosystem with digital technology use, University of Minnesota Carlson School of Management, 2016
20. Don't Pretend to Test Hypotheses: Lexicon and the Legitimization of Empirically-Grounded Computationally-Intensive Theory Development, American University of Beirut Olayan School of Business, 2016
21. From Exceptions to Rules: Achieving Quality of Care & Coordinating Technological Change during Electronic Medical Record Implementation, Georgia State University Robinson College of Business, 2015

Invited Panels

1. Developing and Publishing Computational Theory Construction Research, International Conference on Information Systems, 2025
2. Towards A Craft Of Computational Theory Construction, Academy of Management Meeting, 2023-2024
3. Next Decade Bot Research, Academy of Management Meeting, 2023-2024
4. Content and Textual Analysis in Organizational Research: Techniques and Applications, Academy of Management Meeting, 2022-2023
5. Digital Trace Data – What's in it for Routine Dynamics Research?, Routines.Research.Community Workshop, 2022
6. Advanced Content Analysis: Techniques and Applications, Consortium for the Advancement of Research Methods and Analysis (CARMA), 2022
7. Advice from Successful Faculty and Tips for Faculty Productivity Profiles, University of Georgia, Office of Faculty Affairs, 2021
8. Jumpstarting your academic career, Concordia University John Molson School of Business, 2016
9. The Role of Information Technology and Work Practices in Relational Coordination: Technological change and the continuity of care, Academy of Management All-Academy Symposium, 2015

Press Coverage

1. Can Science Predict When a Study Won't Hold Up?, The New York Times, 2026
2. Across the social sciences, half of research doesn't replicate, Science, 2026
3. What it takes to create a social media movement, The Globe and Mail Business School Research, 2018
4. Helper bots in online communities diminish human interaction, The Conversation, 2025

Work Experience

2012—2013 Software Developer, Queen Elizabeth Health Complex

2012—2011 Instructor, McGill University, Desautels Faculty of Management

2009—2009 Search Engine Optimization Consultant, McGill University

2007—2007 Research Engineer, Yahoo!

2005—2005 Software Developer, Arexera Information Technology

2004—2005 Software Tester, TeachArabia