Yash Raj Shrestha

Contact
Office: +41 21 692 3436
Mobile: +41 78 675 0815
Email: yashraj.shrestha@unil.ch
Website: https://wp.unil.ch/aail/

Address
University of Lausanne
Faculty of Business and Economics
Internef Building (Office 134)
CH-1015 Lausanne-Dorigny, Switzerland

Research Interests
Information Systems
Artificial Intelligence
Organization Design
Organization Theory

Professional Experience

2022 - present*	**Assistant Professor (tenure-track)**
	Faculty of Business and Economics
	University of Lausanne, Switzerland
2021 - 2022	**Senior Researcher (Oberassistent)**
	ETH Zurich, Switzerland
2019 - 2021	**Post-doctoral Researcher**
	ETH Zurich, Switzerland

Education

2014 - 2019	**Doctor of Sciences (Dr. sc. ETH)**
	ETH Zurich, Switzerland
2010 - 2013	**Master of Science (M. Sc.) in Computer Science**
	Saarland University, Germany
2005 - 2009	**Bachelor of Technology (B.Tech) in Electronics and Communication Engineering**
	National Institute of Technology, Durgapur, India

Awards

2024-2026	The Future of Organizations Fellowship by Organizational Design Community
2023	Best Teacher Award (MScIS)
2023	Sebastian Hoenen Research Prize
2023	ICIS Best Student Paper Award (1st Runner up)

Visits

2019 April	Harvard Business School, USA
2016 March	INSEAD Business School, Singapore

Editorial activities

2024 - present   Associate Editor, Journal of Organization Design
2024 – present   Editorial Review Board, Strategic Entrepreneurship Journal

Research Networks / Boards / Committees

2024 - present   UNIL AI task force (committee member)
2023   EPFL Faculty Hiring Committee (CDM)

Publications (Google Scholar)

Refereed journals [FT 50, HEC A+, AIS 8 and CORE A* & A indicated]

Krishna, V., Shrestha, Y. R., & Von Krogh, G. (2024). The double-edged sword of inflated help: Unravelling the motivation crowding in community question-answering platforms. PloS One, 19(3), e0297627.

Pathirannehelage, S. H., Shrestha, Y. R., & Von Krogh, G. (2024). Design principles for artificial intelligence-augmented decision making: An action design research study. European Journal of Information Systems, 1–23. [AIS 8]

Choudhary, V., Marchetti, A., Shrestha, Y. R., & Puranam, P. (2023). Human-AI ensembles: When can they work? Journal of Management. [FT 50]

Shrestha, Y. R., Von Krogh, G., & Feuerriegel, S. (2023). Building open-source AI. Nature Computational Science, 3(11), 908–911.

Park, C. H., von Krogh, G., Meboldt, M., Stadtfeld, C., Shrestha, Y. R. (2023) Healthcare hackathons as open innovation. Nature Reviews Bioengineering

Tinguely, P., Shrestha, Y. R., (2023) NFT-Enabled Organization Design: Prospects, Promises and Hurdles Journal of Organization Design

Arrieta, J. P., & Shrestha, Y. R. (2022). On the strategic value of equifinal choice. Journal of Organization Design, 11(2), 37–45.

Feuerriegel, S., Shrestha, Y. R., Von Krogh, G., & Zhang, C. (2022). Bringing artificial intelligence to business management. Nature Machine Intelligence, 4(7), 611–613.

He, V. F., Puranam, P., Shrestha, Y. R., & Von Krogh, G. (2020). Resolving governance disputes in communities: A study of software license decisions. Strategic Management Journal, 41(10), 1837–1868. [FT 50]

Shrestha, Y. R., He, V. F., Puranam, P., & Von Krogh, G. (2021). Algorithm supported induction for building theory: How can we use prediction models to theorize? Organization Science, 32(3), 856–880. [FT 50]

Shrestha, Y. R., Krishna, V., & Von Krogh, G. (2021). Augmenting organizational decision-making with deep learning algorithms: Principles, promises, and challenges. Journal of Business Research, 123, 588–603.

Shrestha, Y. R., Ben-Menahem, S. M., & Von Krogh, G. (2019). Organizational Decision-Making structures in the age of artificial Intelligence. California Management Review, 61(4), 66–83.

Shrestha, Y. R., & Yang, Y. (2019). Fairness in Algorithmic Decision-Making: applications in Multi-Winner voting, machine learning, and recommender systems. Algorithms, 12(9), 199.

Yang, Y., Shrestha, Y. R., & Guo, J. (2019). On the complexity of bribery with distance restrictions. Theoretical Computer Science, 760, 55–71.

Yang, Y., Shrestha, Y. R., Li, W., & Guo, J. (2018). On the kernelization of split graph problems. Theoretical Computer Science, 734, 72–82.

Information systems and computer science peer-reviewed proceedings [Erdos number 4]

Bashardoust, A., Negin, S., Haki, K., & Shrestha, Y. R. (2023). Employing machine learning to advance agent-based modeling in information systems research. International Conference on Information Systems.

Herath Pathirannehelage, S., Jóhannsson, J. G., Shrestha, Y. R., & Von Krogh, G. (2023). Artificial intelligence-augmented decision making in Supply Chain Monitoring: An Action Design Research Study. European Conference on Information Systems. (November 17, 2022).

Keidar, D., Zhong, M., Zhang, C., Shrestha, Y. R., & Paudel, B. (2022). Towards automatic bias detection in knowledge graphs. Proceedings of the 2021 Conference on Empirical Methods in Natural Language Processing: Findings (EMNLP 2021). [CORE A]

Arduini, M., Noci, L., Pirovano, F., Zhang, C., Shrestha, Y. R., & Paudel, B. (2020). Adversarial Learning for Debiasing Knowledge Graph Embeddings. MLG 2020: 16th International Workshop on Mining and Learning with Graphs - A Workshop at the KDD Conference.

Franz, L., Shrestha, Y. R., & Paudel, B. (2020). A deep learning pipeline for patient diagnosis prediction using electronic health records. BioKDD 2020: 19th International Workshop on Data Mining in Bioinformatics.

Yang, Y., Shrestha, Y. R., Li, W., & Guo, J. (2016, May). Kernelization of two path searching problems on split graphs. International Workshop on Frontiers in Algorithmics. Cham: Springer International Publishing.

Yang, Y., Shrestha, Y. R., & Guo, J. (2016). How Hard is Bribery in Party Based Elections. Proceedings of the International Conference on Autonomous Agents and Multiagent Systems, 1725-1726. [CORE A]

Yang, Y., Shrestha, Y. R., & Guo, J. (2016). How hard is bribery with distance restrictions. Proceedings of European Conference on Artificial Intelligence. [CORE A]

Guo, J., Shrestha, Y. R., & Yang, Y. (2015). How Credible is the Prediction of a Party-Based Election? Proceedings of the International Conference on Autonomous Agents and Multiagent Systems, 1431–1439.

Mnich, M., Shrestha, Y. R., & Yang, Y. (2015). When does Schwartz conjecture hold. Proceedings of the International Joint Conference on Artificial Intelligence, 603–609. [CORE A]

Guo, J., & Shrestha, Y. R. (2014, August). Controlling Two-Stage Voting Rules. Proceedings of European Conference on Artificial Intelligence. [CORE A]

Guo, J., & Shrestha, Y. R. (2014). Complexity of disjoint Π-Vertex deletion for disconnected forbidden subgraphs. Lecture Notes in Computer Science, 286–297.

Guo, J., & Shrestha, Y. R. (2014). Parameterized complexity of edge interdiction problems. Computing and Combinatorics: 20th International Conference, COCOON 2014, Atlanta, GA, USA, August 4-6, 2014. Proceedings 20, 166-178. Springer International Publishing.

Guo, J., & Shrestha, Y. R. (2012). Kernelization and Parameterized Complexity of Star Editing and Union Editing. Algorithms and Computation: 23rd International Symposium, ISAAC 2012, Taipei, Taiwan, December 19-21, 2012. Proceedings 23, 126-135. Springer Berlin Heidelberg.

Recent External Funding

	Swiss State Secretariat for Education, Research and Innovation (SERI) Leading House Asia Grant RPG_ASEAN_072023_25 CHF 25k (with V. Choudhary))
2023 - 2024	**HEC Research Grant - CHF 6K**
2021 - 2023	**Changing Behaviours: Hackster – Patient-led innovation in online communities: An exploratory study of the design principles and the diffusion of affordable rehabilitation technology**
	ETH Competence Centre for Rehabilitation Engineering and Science (RESC), CHF 93,033 (as CO-PI with G. von Krogh, N. Geilinger, M. Meboldt & C. Stadtfeld)
2022 -2023	**LingoRank: A pedagogical recommendation system for learning French as a foreign language**
	Ucreate3, Switzerland, CHF 10,000 (with M. Vlachos, N. Sierro, M. De Terwangne)
2019	**Artificial Intelligence to improve venture capital decision-making**
	Innosuisse, Switzerland 40752.1 INNO-ICT, CHF 12,613.85 (as CO-PI with G. von Krogh & Raized.AI)

Keynote Lectures, Invited Sessions, Panels

2024.01.23	**Organizational Implications of Artificial Intelligence**
	PhD Day, University of Geneva, Geneva, CH
2023.12.13	**Algorithm Supported Induction for Building Theory: How can we use prediction models to theorize?**
	University of Hyderabad, Hyderabad, India
2023.12.12	**Working Together, Forever? Project Evaluation, AI, and Managerial Redundancy**
	Indian School of Business, Hyderabad, India
2023.6.22	**BrownBag Seminar on "Resilient Responding to Social Disapproval in the Digital Panarchy: Containing; Sensing, Steering, and Attenuating"**
	University of Exeter, UK
2023.6.1	**Panel Discussion on "Theory Building in Management Research: Demystification, New Methods and Challenges"**
	HEC Lausanne (with Suzanne Rivard, Virginie Lurkin &. Patrick Haack)
2023.6.21 -	**Methods Workshop on "Algorithmic Induction"**
2023.6.23	*Summer School on Computational Methods in Management, University of Exeter, UK*
2023.4.27	**Talk on "Transformers Architecture"**
	INSEAD Organization and Algorithms Meetings
2023.4.6	**Talk on "AI for Business"**
	Staff Development Committee, University of Technology and Applied Sciences-Salalah Dhofar, Oman
2023.3.23	**Talk on "When does Machine Learning make the human manager redundant?"**
	SOD Seminars, University of Southern Denmark, Denmark
2023.1.23	**Talk on "AI for Business Management"**

	Ace Institute of Management, Kathmandu, Nepal
2022.2.4	**Methods for Macro Research (Topic: Al, ML, and Big Data for Macro Research)**
	CARMA Topic Interest Group
2021.9.15 - 2021.9.19	**Talk on "Al for Business"**
	4th National Workshop on Machine Learning and Data Science, Kathmandu, Nepal
2021.6.4	**Talk on "User Innovation in Rehabilitation Science and Technology"**
	RESC Advisory Board at ETH Zurich (with Georg von Krogh, Nina Geilinger & Estevan Vilar)
2021.3.19	**Talk on "Governing Al"**
	Al in Strategy Workshop, NYU, US
2020.12.17	**Talk on "Using Ai to Build Theory Organization Theory"**
	with Vivianna Fang He
2020.5.7	**Talk on "Organization decision-making structures in the age of Artificial Intelligence: A research perspective"**
	Ganpat University Seminar Series, Ganpat University, India

Recent Presentations (Conferences Workshops)

2023.8.4 - 2023.8.8	**"Do or Delegate? How Individuals Learn from Successes and Failures of Peers", Other People, My Creativity: Social Interactions, Networks, Role Models, and Individual Creativity**
	AOM 2023, Boston; Deichmann, D., Ben-Menahem, S., Park, C. H., Shrestha, Y. R., and von Krogh, G.
2023.9.30 - 2023.10.3	**Al-augmented Decision-making in Human-Al Hybrids: A Case Study**
	Strategic Management Society Special conference 2023, Toronto; Herath, S., Shrestha, Y. R., and von Krogh, G.
2023.7.6 - 2023.7.8	**"An inclusive knowledge creation meritocracy: the case of crowdsourcing contests"**
	EGOS 2023, Cagliari; Grumbach, C., Park, C.H., Shrestha, Y.R., and von Krogh, G.
2023.7.6 - 2023.7.8	**"Search Strategy for Innovation in Unexplored Problem Spaces: Field Evidence from a Crowdsourcing Contest"**
	EGOS 2023, Cagliari; Grumbach, C., Park, C.H., Shrestha, Y.R., and von Krogh, G.
2022.12	**Advancing Agent Based Simulations to study Emerging Technologies in Information Systems Research**
	Special Issue Workshop of the Journal of Information Technology on Next-Generation IS Research Methods, ICIS; Haki, K., Bashardoust, A., Negei, S., Shrestha, Y. R.
2022.6.16	**Artificial Intelligence Augmented Decision-making: A Case Study on Processes and Challenges in Nascent Firms**
	Strategic Management Society Special conference 2022, Milan; Herath, S., Shrestha, Y. R., and von Krogh, G.

2022.6.20	**Coordinating Code Reuse Within and Across Open-Source Software Projects**
	19th annual conference of the Open and User Innovation Society, virtual conference; Herath, S., Shrestha, Y. R., and von Krogh, G.
2022.9.19	**Design principles for AI-based IS artefacts in organisational decision-making: an action design research study**
	presented at the 42nd Annual Conference of The Strategic Management Society, London; Herath, S., Shrestha, Y. R., and von Krogh, G.
2022.9	**User Innovation in Rehabilitation Science and Technology**
	RESC Symposium; von Krogh, G., Park, C., Geilinger, N., & Shrestha, Y.
2022.11	**User Innovation in Rehabilitation Science and Technology**
	RESC General Assembly; von Krogh, G., Park, C., Geilinger, N., & Shrestha, Y.
2021.8	**Black Lives Matter Organizational Resilience in the Face of Social Movements**
	Academy of Management Annual Meeting (virtual); Tinguely, P., Shrestha, Y. R. & von Krogh, G.
2021.6	**User Innovation in Rehabilitation Science and Technology**
	RESC Advisory Board at ETH Zurich; von Krogh, G., Geilinger, N., Shrestha, Y., & Vilar, E.
2019	**Understanding the Role of Emotion and Status that Governs the**
	Strategic Management Society 39th Annual Conference, 2019; Krishna, V., Shrestha, Y. R, von Krogh, G.
2016.8	**Do or Delegate? Learning to Create and Manage Complexity in Online Collaborative Knowledge Creation**
	presented at the Open and User Innovation Conference, Harvard University, Cambridge; Ben-Menahem, S., Shrestha, Y. R, von Krogh, G
2016.8	**Make It or Break It: The Endogenous Nature of Idea Evaluation in Collaborative Knowledge Creation**
	presented at the Open and User Innovation Conference, Harvard University, Cambridge; Ben-Menahem, S., Shrestha, Y. R, von Krogh, G
2016.8	**Consensus formation in non-hierarchical organizations: An inductive study**
	presented at the Academy of Management Annual Meeting in Anaheim, USA; He F. Shrestha Y. R., Puranam P., von Krogh G.
2015.12	**Do or Delegate? Learning to Create and Manage Complexity in Online Collaborative Knowledge Creation**
	Israel Strategy Conference, Jerusalem; Ben-Menahem, S., Shrestha, Y. R, von Krogh, G
2015.12	**Coordinating Co-petition: Insights from Open-Source Cloud Software Development**
	Paper presented at the INFORMS Annual Meeting, Philadelphia, PA, USA; Shrestha Y. R., Ben-Menahem S., von Krogh G.
2015.10	**The emergence of consensus in non–hierarchical organizations: A Quantitative Inductive Study**
	Paper presented at the Strategic Management Society Conference, Denver, US (Nominated for the SMS Best Conference Paper Prize); He F., Shrestha Y. R., Puranam P., von Krogh G.

2015.7	**The emergence of consensus in non–hierarchical organizations: A study of OSS projects in GitHub**
	Paper presented at the Open and User Innovation Conference, Lisbon, Portugal; He F., Shrestha Y. R., Puranam P., von Krogh G.
2015.7	**Coordinating Co-opetition: Insights from Open-Source Cloud Software Development**
	Paper presented at the Open and User Innovation Conference, Lisbon, Portugal; Shrestha Y. R., Ben-Menahem S., von Krogh G.

Services for the Profession

Refereeing

Journals

- Academy of Management Journal
- Academy of Management Review
- Strategic Management Journal
- Information Systems Research
- Organization Science
- Management Science
- Journal of Information Technology
- Journal of Strategic Information Systems
- Academy of Management Discoveries
- MIS Quarterly
- Journal of Organization Design
- The International Journal of Human Resource Management

- California Management Review
- Research Policy
- Annals of the New York Academy of Sciences
- Health Policy and Technology
- Journal of Experimental Criminology
- Journal of Combinatorial Optimization
- Technovation
- Innovation: Organization and Management
- Information Processing and Management
- Industrial and Corporate Change
- European Journal of Information Systems
- Journal of Experimental & Theoretical Artificial Intelligence

Conferences and Proceedings

2020 -	Annals of the New York Academy of Sciences
2020 -	Health Policy and Technology, ad hoc reviewer
2020 -	Journal of Experimental Criminology, ad hoc reviewer
2016 -	International Conference on Information Systems
2018 -	Latin American Theoretical Informatics Symposium
2016 -	International Symposium on Parameterized and Exact Computation
2018 -	International Joint Conference on Artificial Intelligence
2018 -	European Conference on Artificial Intelligence
2018 -	Computational Social Choice

Scientific Grants

- Swiss National Science Foundation
- National Science Foundation (USA)
- Dutch Research Council
- Science Fund of the Republic of Serbia

Workshop and Seminar organization

2023 -	DESI -Seminar
2018 - 2022	Brownbag Seminar, D-MTEC, ETH Zurich

Recent Teaching

2024 -	Using AI to Research Organization Science, PhD (UNIL)
2024 -	CAS Data Science and Management, Executive Education (UNIL)
2022 -	Management of AI in Organizations, Master (UNIL)
2022 -	Artificial Intelligence in Business, Bachelor (UNIL)
2023 -	How technology shapes the workplace of the future, Bachelor (EPFL)
2020 - 2021	Strategic Management, Master (ETHZ)
2020 - 2021	Industry & Competitive Analysis, Master (ETHZ)
2020 -	Innovation in the Digital Age, PhD (ETHZ)
2020 - 2021	Discovering Management, Master (ETHZ)

PhD students I (co)-advise

ongoing	Gozde Ayse Tataroglu (with Jean-Paul Calbimonte at UNIL)
ongoing	Yuanjun Feng (at UNIL)
ongoing	Henri Jamet (at UNIL)
ongoing	Amirsiavosh Bashardoust (at UNIL)
ongoing	Cyrille Grumbach (with Georg von Krogh at ETHZ)
ongoing	Savindu Pathirannehelage Herath
2022	Vaibhav Krishna (with Georg von Krogh at ETHZ) | Topic: Unfolding the dynamics of knowledge sharing and sensemaking on digital platforms using machine learning

PhD Committees I served in

2024	Hippolyte Lefebvre (UNIL, supervisor: Christine Legner) | Topic: Scaling Data Practices in Multinational Firms: Essays on Data Governance and Data Democratization
2024	Kateryna Fomina (Uni Geneva, Supervisor: Sebastian Raisch) | Topic: Human-AI Collaboration in Organizations
2023	Ahmad Ajalloeian (UNIL, supervisor: Michalis Vlachos) | Topic: Advances in Interpretable Machine Learning: Applications, Analytics, Robustness

Master thesis / (e)=Expert

2024	**Optimizing Artificial Intelligence Integration in Auditting: Enhancing Quality and Addressing Challenges**
	Srivathshan Paramalingam; Main Tutors: Amirsiavosh Bashardoust and Arnaud Rambicur; Company: KPMG
2024	**Analyzing the Political Bias of Large Language Models on Climate Change Discourse**
	Giacomo Rattazzi; Main Tutors: Amirsiavosh Bashardoust and Henri Jamet
2024	**Workflow Efficiency in Game Development: Exploring How Integrating Generative Artificial Intelligence, Specifically Stable Diffusion, Into Game Development Pipelines Can Enhance Efficiency, Creativity, and Innovation.**
	Yonah Bole; Main Tutors: Amirsiavosh Bashardoust; Company: Ubisoft
2024	**Optimizing Onboarding with "Enboarder": A Solution to Early Employee Turnover**
	Ismael Tewfik; Main Tutors: Yuanjun Feng; Company: Richemont
2024	**Optimizing Bank Operations: A Case Study on the Appian Case Management Tool Implementation in Santander Private Bank**
	Krzysztof Szerenos; Main Tutors: Yuanjun Feng; Company: Santander Private Bank
2024	**How DevOps Tools Can Enhance Software Engineering Activities for HR Software Deliveries?**
	Christophe Rosset; Main Tutors: Henri Jamet; Company: Vaudoise Assurances
2024	**LIFT: Leveraging LLMs to Assist Meeting Facilitators**
	Johannes-Rudolf David; Main Tutors: Henri Jamet; Company: Visible SA
2022	**Market access strategy for a new value product in the oral market for bio-materials**
	Claudio Zihlmann; MAS Excellence Award 2022
2022	**Stylistic production: How the stylistic choices of the occupational community of the Swiss independent watchmakers influence their company's strategy**
	Lydia Pagani
2021	**Leveraging data-driven decision-making in co-creation business models to improve firm performance: Evidence from online fashion retailing**
	Savindu Herath; ETH Medal Award 2022 (top 2%)
2021	**Artificial Intelligence and Organizations: Paradigms of action for a successful integration**
	Tobias Motz
2021	**Deep Learning for disease diagnosis**
	Anastasios Papageorgiou
2020	**Managing Disease Diagnoses with Structured and Unstructured Clinical Data**
	Leopold Franz
2020	**Knowledge graphs for strategic business applications**
	Sebastian Windeck Otto

2018	**Data for AI: How well structured data empowers business to benefit from machine learning**
	Martin Buttenschön
2017	**When Corporate Agile Meets Open Source: Contrasting Knowledge Integration and Documentation Practices**
	Apurva Maduskar; MAS Excellence Award 2018
2017	**From startup to scaleup: Two-phase searching for human resource acquisition inearly-stage spin-offs**
	Chun-Hui Kuo
2017	**Open Source Strategy for Swiss Telecommunication infrastructure industry: Impact on strategic resources**
	Matthias Stenske
2017	**The Impact of an Open Source Hardware Strategy for 5G Technology to the Telecom Industry and a major Swiss Telecommunications Provider**
	Mikko Leimio
2016	**Competing with giants: Artificial Intelligence as a threat or an opportunity for the Swiss TIME industry?**
	Matteo Frondoni; Student Prize 2016 from the SEW-EURODRIVE Foundation and ETH Medal 2017 (top 2%)
2016	**Start-up acquisitions in the open source software space: What is the effect on community dynamics?**
	David Roegiers
2016	**Online learning of user preferences with applications for online marketplaces**
	Christoph Hirnschall; Willie Studer Prize 2017 (best student in each ETH Zurich Master's degree programme)
2015	**Business Model Analysis of Intuitive Surgical Inc.and Strategic Implications for Companies in the Robotic Assisted Ablation Catheter Industry**
	Matthias Auf der Mauer
2015	**IT Outsourcing for Small and Medium Enterprises**
	Pascal Mages
2015	**Sharing economy in the market for kid's goods in Switzerland**
	Remo Hug
2015	**OSS Licenses and project sustainability**
	Fotini Traka