

Dr. Jean-François STICH



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Nancy, France

I am Jean-François, an Associate Professor at ICN Business School, France. My research gravitates around **the psychology and management of virtualised work**. Within this area, I am interested in topics such as technostress, email stress, computer-mediated communication, cyberdeviancy, telecommuting, virtual teams, new ways of working, digital HR, and also attitudes, well-being and Person-Environment fit theories.

EDUCATION

2021 – 2022: **Habilitation à Diriger des Recherches** (Université de Strasbourg, EM Strasbourg – AACSB, EQUIS, AMBA)

- French post-doctoral degree/higher doctorate/DSc accrediting its holder to supervise PhD students
- Thesis: **Psychologie et Gestion du Travail Virtualisé**
- Jury: Jessie Pallud, Loris Guery, Christophe Elie-Dit-Cosaque, Hajer Kefi, Isabelle Walsh, Laurent Taskin

2013 – 2016: **PhD in Management** (Lancaster University Management School - AACSB, EQUIS, AMBA)

- Thesis: **Email Stress and Desired Email Use**
- Supervised by Prof Cary L. Cooper, Dr Patrick Stacey and Prof Monideepa Tarafdar
- Examined by Prof Thomas Jackson

2012 – 2013: **MSc in Organisational Behaviour** (Aston Business School - AACSB, EQUIS, AMBA) – Obtained with *Merit*

- Thesis: **Authentic Leadership in Virtual Teams** (mark: 80%)
- Supervised by Drs Joanne Lyubovnikova and Claudia Sacramento

2009 – 2013: **Master in Business Management** (EDHEC Business School - AACSB, EQUIS and AMBA)

2007 – 2009 : **Preparatory Class for Business Schools** (Lycée Kléber)

SKILLS AND QUALIFICATIONS

Languages

- ✓ **English:** Fluent (**TOEFL: 115/120**); **French:** Mother tongue; **German:** Basic knowledge

Computer skills

- ✓ **Research software:** quantitative (IBM SPSS, R, Gnu PSPP), qualitative (Atlas.TI, NVivo), research (Zotero, Mendeley, Microsoft Office, LibreOffice, Qualtrics, SurveyMonkey)
- ✓ **Teaching software:** Moodle, BlackBoard, PollEverywhere, TurningPoint (clickers)
- ✓ **Other software:** Word, Excel, PowerPoint, Oracle's PeopleSoft, OpenERP
- ✓ **Scripting languages:** statistics (R, SPSS), website creation (HTML 5, CSS 3, PHP, SQL)

Research skills

- ✓ **Quantitative:** descriptive statistics (e.g., correlations), sampling, means comparisons (ANOVA, t-test), **experiments, regressions, hypothesis testing (mediation, moderation...), structural equation modelling, scale building** (CFA, reliability, factor analysis, dimension reduction), **Person-Environment fit** (quadratic polynomial regression, Surface Response Methodology), multilevel analysis, **longitudinal analyses** (latent-growth modelling).
- ✓ **Qualitative:** interviewing, coding, content analysis, **mixed methods** (integrating quantitative and qualitative findings), narrative methods.
- ✓ **Secondary research:** literature reviews, theory building.
- ✓ **Teaching:** lectures, seminar teaching, activities design, feedback collection, student support, exam and essay marking, online teaching, research project supervision

MOOCs passed: Creating MOOCs (France Université Numérique - ENS Cachan), Introduction to statistics with R (France Université Numérique - Université Paris Sud), Structural equation modeling (SEM) with lavaan (Udemy).

ACADEMIC EMPLOYMENT

2022 – Present: **Associate Professor, ICN Business School (Nancy, France)**

- ✓ Publishing academic research in top-ranked journals.
- ✓ Disseminating research findings via social media, popular press and conferences.
- ✓ Teaching lectures and seminars (120 annual hours) in front of 10 to 150 students (Bachelor, Master, MBA, and PhD levels). Classes include Human Resources Management, Digital HR, Theory Building, Organizational Behavior, etc.
- ✓ Supervising research projects (PhD, MBA, Master and Bachelor theses).

2018 – Present: **Deputy Head of the Organisation and HR research team, CEREFIGE, Université de Lorraine (France)**

- ✓ Animating a community of 76 management researchers (organizing meetings, reviewing articles, supporting research...) within the CEREFIGE research lab in management.

2016 – 2022: **Assistant Professor, ICN Business School (Nancy, France)**

2013 – 2016: **Graduate Teaching Assistant, Lancaster University Management School (Lancaster, UK)**

- ✓ Taught seminars (140 annual hours), marked essays and exams, supervised student research projects.

PUBLICATIONS IN PEER-REVIEWED JOURNALS

- Wenninger, H., Tarafdar, M., Stich, J.-F. (2023). **Email Overload: Technology-Fit Antecedents and Job-Related Outcomes.** DATABASE for Advances in Information Systems, 54(2). (FNEGE 4, ABS 2)
- Stich, J.-F., Mairesse, P. (2022). **Web Robinson, vivre le télétravail extrême par identification narrative.** *Revue française de gestion*, 48(304). (FNEGE 2)
- Stich, J.-F. (2020). **Flexible Working and Applicant Attraction: A Person-Job Fit Approach.** *Personnel Review*, 50(1). (FNEGE 3, ABS 2)
- Stich, J.-F. (2020). **A Review of Workplace Stress in the Virtual Office.** *Intelligent Buildings International*, 12(3).
- Stich, J.-F., Tarafdar, M., Stacey, P., Cooper, C. L. (2019). **Email Load, Workload Stress and Desired Email Load: A Cybernetic Approach.** *Information Technology & People*, 32(2). (FNEGE 3, ABS 3)
- Stich, J.-F., Tarafdar, M., Stacey, P., Cooper, C. L. (2019). **Appraisal of Email Use as a Source of Workplace Stress: A Person-Environment Fit Approach.** *Journal of the Association for Information Systems*, 20(2). (FNEGE 1, ABS 4*)
- Tarafdar, M., Cooper, C. L., Stich, J.-F. (2019). **The technostress trifecta - techno eustress, techno distress and design: Theoretical directions and an agenda for research.** *Information Systems Journal*, 29(1). (FNEGE 1, ABS 4)
- Stich, J.-F., Tarafdar, M., Cooper, C. L. (2018). **Electronic Communication in the Workplace: Boon or Bane?** *Journal of Organizational Effectiveness: People and Performance*, 5(1).
- Stich, J.-F., Tarafdar, M., Cooper, C. L., Stacey, P. (2017). **Workplace stress from actual and desired computer-mediated communication use: a multi-method study.** *New Technology, Work and Employment*, 32(1). (FNEGE 3, ABS 3)
- Stich, J.-F., Farley S., Cooper, C. L., Tarafdar, M. (2015). **Information and communication technology demands: outcomes and interventions.** *Journal of Organizational Effectiveness: People and Performance*, 3(1).

BOOKS AND BOOK CHAPTERS

- Nicot, S., Stich, J.-F. (2023). **Travailler Encore ? Sciences et Fictions sur le Futur de l'Emploi.** *ActuSF*.
- Stich, J.-F. (2023). **Towards a Sustainable and Supportive Email Culture.** In: Di Fabio, A., Cooper, C.L. (eds) *Psychology of Sustainability and Sustainable Development in Organizations.* Taylor & Francis.
- Tarafdar, M., Stich, J.-F. (2021). **Virtual Work, Technology and Wellbeing.** In: Wall, T., Cooper, C.L., Brough, P. (eds) *The SAGE Handbook of Organizational Wellbeing.* Sage, London.
- Tarafdar, M., Stich, J.-F. (2019). **Information and Communication Technology: Understanding Their Dark-Side Effects.** In: Ray P., Sarkar R., Sen A. (eds) *Economics, Management and Sustainability.* Springer, Singapore.

CONFERENCE PAPERS

- Akkan, E., Stich, J.-F., Canhilal, K. (2022). **How Various Modes of IT Use Lead to Job Insecurity During Rapid Digitalization: An Identity Approach**. Academy of Management Proceedings.
- Stich, J.-F., Mairesse, P. (2022). **Mieux Vivre le Télétravail Intense**. Presented at the 3rd RIPCO conference, Online. Presented 17/06/22.
- Stich, J.-F., Mairesse, P. (2022). **Web Robinson : Vivre le Télétravail Extrême par Identification Narrative**. Presented at the 31st AIMS conference, Annecy, FR. Presented 02/06/22.
- Stich, J.-F., Dandoy, A. (2022). **Speculative Fiction Writing for Counterfactual Theorizing in Management Research**. Presented at the 6th RGCS Symposium, Montpellier, FR. Presented 21/01/22.
- Stich, J.-F. (2018). **Embedded in Two Countries: A Psychological Approach to Remaining a Cross-Border Commuter**. Presented at the Association for Borderlands Studies 2nd World Conference, Vienna, AT. Work-in-progress paper, Refereed, Presented 11/07/18.
- Stich, J.-F. (2017). **Predicting Perceived Fit and Intentions to Apply from Job Offers Content and Job Seekers' Desires**. Presented at the Small Research Group Meeting on Person-Environment Fit, Antwerp, BE. Work-in-progress paper, Refereed, Presented 29/07/17.
- Stich, J.-F. (2016). **Matching Job Ads to Job Seekers' Needs for Flexible Working: A Machine Learning Algorithm to Predict Perceived Fit**. Presented at the 5th Global e-Conference on Fit. Work-in-progress paper, Refereed, Presented online 08/12/16.
- Stich, J.-F. (2016, February 26). **Wellbeing, technology use and attitudes towards technology**. ESRC Seminar on Big Data and indicators of wellbeing.
- Stich, J.-F. (2014). **Stress and Virtual Interactions at Work: A Person-Environment Fit Approach**. Presented at the EAWOP Small Group Meeting on Opening New Frontiers in Person – Environment Fit Research, Amsterdam. Paper, Refereed. Presented 15/10/2014.
- Stich, J.-F. (2014). **Investigating a Person-Environment Fit Approach to Stress and Virtual Interactions at Work**. Presented at the 64th annual meeting of the International Communication Association, Seattle, WA. Work-in-progress paper, Refereed, Presented 24/05/14 in the 'research escalator' session.
- Stich, J.-F. (2014). **Well-Being and Virtual Interactions at Work: Have We Abandoned the Individual?** Presented at the 64th annual meeting of the International Communication Association, Seattle, WA. Preconference paper, Refereed, Presented 22/05/14.
- Stich, J.-F. (2014). **Well-Being and Virtual Interactions at Work (Three-Minute Thesis)**. Presented at the Lancaster University Postgraduate Research Conference, Lancaster, UK. Presented 22/04/2014.

CURRENT RESEARCH PROJECTS OR IDEAS

- ✓ **ITeachWell**: Addressing the increasing levels of technostress among secondary school teachers
- ✓ **Science-fiction and work**: Studying speculative fiction writing for management research, imaginaries of work
- ✓ **Tele-workation**: Exploring telecommuting practices from holiday or international locations
- ✓ **Email stress**: conceptual review, dyadic studies
- ✓ Narratives of remote working, luddism and cyberdeviancy

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FUNDING

Over €570,000 of funding obtained in total:

- ✓ **Research grant** awarded for 2023-2024 by ANACT and worth €65,000.
- ✓ **ERASMUS+ funding** awarded for 2021-2024 by the European Union and worth €389,000.
- ✓ **Research grant** awarded for 2022-2023 by Université de Lorraine and worth €12,500.
- ✓ **Research grant** awarded for 2021-2022 by Université de Lorraine and worth €13,500.
- ✓ **Research grant** awarded for 2016-2018 by Grand Est region and worth over €50,000.
- ✓ **GTA studentship** awarded for 2013-2016 by Lancaster University and worth over £40,000.
- ✓ **Qualtrics Behavioral Research Grant** awarded in 2013 by Qualtrics and worth \$3,000.

REVIEWING

Reviewer for journals and conferences among the following (also see [my Publons profile](#)):

- ✓ *MIS Quarterly* (FNEGE 1*, ABS 4*)
- ✓ *Information Systems Research* (FNEGE 1, ABS 4*)
- ✓ *Information Systems Journal* (FNEGE 1*, ABS 3)
- ✓ *Journal of the Association for Information Systems* (FNEGE 2, ABS 4)
- ✓ *Information Technology and People* (FNEGE 3, ABS 3)
- ✓ *Personnel Review* (FNEGE 3, ABS2)
- ✓ *European Journal of Work and Organizational Psychology* (FNEGE 3)
- ✓ *Internet Research* (FNEGE 4, ABS 3)
- ✓ *Technology, Mind and Behavior*

MEDIA INTERVENTIONS

Milion, N. (host), Stich, J.-F., Marchand, A. (9 September 2023). **Le travail, c'est la santé... vraiment ?**. Sciences sur la Place, Nancy.

Aprofin (host), Stich, J.-F. (7 December 2022). **Psychologie et Gestion des Nouveaux Modes de Travail Virtualisé**. Matinale Aprofin : Présentiel, distanciel, multicanal: Impact sur les organisations et les personnels.

Khan Academy (host), Stich, J.-F. (7 October 2022). **The other face of ed tech and STE(A)M teaching (roundtable)**. Sofia, Bulgaria.

Miller, S. (host), Stich, J.-F., Soulas, F., Dufour, C., Kyrou, A., Dunyach, J.-P. (15 October 2021). **Imaginaires et Frontières du Travail (roundtable)**. Les Imaginales 2021, Épinal.

AFDT (host), Stich, J.-F., Adam, P., Peyronnet, M., Loiseau, G., Ivernel, W., Gouttenoire, A. (presenters) (11 February 2021). **Intelligence artificielle, gestion du personnel et droit du travail (webinar)**. AFDT - Association Française de Droit du Travail et de la Sécurité Sociale.

Gravel, L. (host), Stich, J.-F., Piechowski, J., Clouzet, P. (interviewees) (8 November 2020). **Dimanche en politique - Grand Est : Le télétravail en question ! (TV show)**. France 3 Grand Est.

Université de Lorraine (host), Stich, J.-F., Beucherie, S., Colas, M., Jeanblanc, F. (interviewees) (15 October 2020). **BRUNCH virtuel "Covid-19 : les entreprises se réinventent" (webinar)**. Brunch Université de Lorraine.

Fay, P. (host), Stich, J.-F., de Calignon, G. (interviewees) (29 June 2020). **2020, l'an 1 de l'ère du télétravail (audio podcast)**. Les Echos LaStory.

Stich, J.-F., Mairesse, P., Toulemonde, G. (19 March 2020). **40 jours de télétravail coupé du monde : conversation avec le « Web Robinson » Gauthier Toulemonde**. The Conversation.

Frtisch-Renard, E. (host), Stich, J.-F., Rabut, J.-E., Adam, J.-M. (23 April 2019). **Santé au Travail et Technologies & Organisations (roundtable)**. Colloque SECAFI : Regards croisés sur les enjeux de santé au travail.

Stich, J.-F. (28 January 2019). **Sept bonnes raisons de ne pas répondre (tout de suite) aux e-mails**. The Conversation.

Dr. Jean-François STICH

Stich, J.-F. (26 March 2018). Faut-il dématérialiser ses employés avec un aller simple pour le cyberspace ?. Monde des Grandes Ecoles et Universités.

Stich, J.-F., Gallineau, T. (10 July 2017). Coworking : pourquoi pas pour les salariés de grands groupes ?. Les Echos Solutions.

Stich, J.-F. (01 October 2015). Attitudes Towards Technology: Impact on Wellbeing and Performance.. Presented in a webinar organised by Maudsley Learning on the topic of "Employee Wellbeing and Performance - The role of technology in the modern workplace"..

Stich, J.-F. (04 August 2015). Well-being and virtual interactions at work: Interacting how we want. Chartered Management Institute.

Stich, J.-F. (25 September 2014). The effect of virtual interactions on wellbeing. HR Magazine.

Stich, J.-F. (04 September 2014). Entre jeu vidéo et psychologie positive, les « Sims » découvrent les émotions. Le Monde.

Stich, J.-F. (27 April 2014). L'entreprise archipel, futur refuge des travailleurs nomades. "Génération Mobilité 2014" by Orange, SIA Partners and Le Monde. 2nd best article.

Stich, J.-F. (10 April 2012). Relations Intimes avec Applications Libérées. "Génération Mobilité 2012" by Orange and SIA Partners. 1st best article.

TEACHING AND EXAMINING

2021 – Present: ICN Business School

- ✓ **Human Resources Management (EN, FR)**, Bachelor
- ✓ **New Ways of Working (FR)**, Master Grande Ecole
- ✓ **Research Design (EN)**, PhD

2016 – 2021: ICN Business School

- ✓ **Epistemology of Research (EN)**, PhD
- ✓ **Research Theorizing (EN)**, PhD
- ✓ **Advanced Organisational Behaviour (EN)**, Master Grande Ecole
- ✓ **Human Resources and Organisational Behaviour (FR)**, Executive MBA
- ✓ **Digital Human Resources (FR)**, Master IAE Nancy
- ✓ **Organisational Behaviour (EN, FR)**, Master Grande Ecole
- ✓ **Organisational Theory (EN)**, Master Grande Ecole, PhD
- ✓ **Media Production Management (EN)**, Master Grande Ecole
- ✓ **Sustainable Human Resources Management (EN)**, Master Grande Ecole
- ✓ **Intercultural Management (EN)**, MSc in International Business Development
- ✓ **International Human Resources Management (EN)**, MSc in International Business Development

2013 – 2016 : Lancaster University

- ✓ **Introduction to Management (EN)**, Bachelor
- ✓ **Entrepreneurship and SMEs (EN)**, Bachelor
- ✓ **Guest lectures:** Virtual Interactions at Work (EN), Collaboration in the video game industry (EN)

SUPERVISION

- ✓ 1 external examination for a PhD, ICN Grande Ecole – Programme PhD
- ✓ 1 PhD thesis (ongoing)
- ✓ 52 theses, Master, Bachelor, EMBA

QUALIFICATIONS

- ✓ Won internal **Pedagogical Teaching Awards** in 2017 and 2029
- ✓ **Associate Fellow of the Higher Education Academy (AFHEA)** - 2014 - Reference PR072161
- ✓ Staff & Educational Development Association (SEDA) **Award for Supporting Learning**

NON-ACADEMIC EMPLOYMENT

December 2011 – June 2012

Strategic Innovation Lab – Project Manager Assistant (Ubisoft – Video game company)

- ✓ **Conducted research in psychology and management** (motivation and basic needs)
- ✓ Contributed to desk-research, benchmarks, **quantitative and qualitative analyses**
- ✓ Carried out pilot projects with **academics** (Dr Nick Yee, Dr Nicolas Duchenaut) and **identified practical implementation of innovative ideas** from the top management

July 2011 – December 2011

ERP Project Manager Assistant (Ubisoft – Video game company)

- ✓ **Deployed PeopleSoft's ERP modules in international studios** (with agile methods)
- ✓ **Trained users** and implemented **change management** strategies
- ✓ Deployed internal **project management, backlog** and **Knowledge Management tools**

Summer 2010

Business Development Intern – Serious Games (3Dduo – Video game company)

- ✓ **Conducted market studies** about video games, Serious Games and Multiplayer Games
- ✓ Assessed **new business opportunities in team with a Game Designer**
- ✓ Carried out a study on **player acquisition and retention** for **Free-to-Play** online games

2009 – 2011

Chief Information Officer and Project Manager (EDHEC Junior Etudes – Consultancy firm)

- ✓ **Managed significant IT projects** (**migration to the Cloud**, VoIP, moving premises, deployment of **ICT tools supporting collaborative working**) and **trained employees**
- ✓ **Created the corporate website**, improved its visibility and tracked metrics
- ✓ Conducted **market research** and **managed teams** of 2 to 10 people.