

Susumu Nagayama, Ph.D.

Graduate School of Social Data Science
Hitotsubashi University
Naka 2-1, Kunitachi, Tokyo 1868601 JAPAN
s.nagayama@r.hit-u.ac.jp

Academic Positions

2023-Present	Associate Professor Hitotsubashi University Graduate School of Social Data Science, Tokyo, Japan.
2022-2023	Associate Professor Hitotsubashi University Center for the Promotion of Social Data Science Education and Research, Tokyo, Japan.
2018-2022	Associate Professor Hosei University Faculty of Business Administration, Tokyo, Japan.
2017	Assistant Professor Hosei University Faculty of Business Administration, Tokyo, Japan.
2015-2017	Associate Researcher Waseda University Faculty of Commerce. Tokyo, Japan.
2012-2015	Assistant Researcher Waseda University Faculty of Commerce. Tokyo, Japan.

Education

2011-2017	Waseda University Graduate School of Commerce Doctor's program. Tokyo, Japan Ph.D. in Commerce Dissertation Title: Networking Strategies for Creativity: Community Fusion and Fission in the Japanese Music Industry Committee: Tatsuhiko Inoue (chair), Sakano Tomoaki, Makoto Fujita, and Hitoshi Mitsuhashi (Keio University)
2009-2011	Waseda University Graduate School of Commerce Master's program. Tokyo, Japan M.A. in Commerce

	Thesis Title: The Complementary Roles of Multiple Networks in Knowledge Creation and Transfer: The Case of KUMON Instructors' Networks
2007-2009 (Transferred)	Waseda University , Tokyo, Japan. B.A. in Commerce
2000-2002	Hiroshima City University , Hiroshima, Japan. Faculty of Information Science (completed first and second years)

Research Interests

Creativity and innovation, concept, and well-being

Work in Progress Projects

- Measuring organizational cognition of public firms using textural data, 2018-present (collaborated with Junichi Yamanoi from Waseda University and Takumi Shimizu from Waseda University).
- Cognition/past experience and the team's creative performance in the creative industry, 2018-present (collaborated with Akie Iriyama from Waseda University).
- Network community dynamics and the creator's creative performance in the creative industry, 2015-2020.

Publications

- Shimizu, T., Nagayama, S., & Yamanoi, J. (2024). Attentional uniqueness and firm performance: The mediating role of growth actions. *Journal of Management Studies*. <https://doi.org/10.1111/joms.13122>
- Nagayama, S. (2023). Does working at third places work? Multi-locational work for engagement, creativity, and well-being, *Journal of Creativity*, 100070. <https://doi.org/10.1016/j.yjoc.2023.100070>
- Smith, R., Varshney, L. R., Nagayama, S., Kazama, M., Kitagawa, T., Managi, S., & Ishikawa, Y. (2022). A computational neuroscience perspective on subjective wellbeing within the active inference framework, *International Journal of Wellbeing*, 12(4): 102-131. <https://doi.org/10.5502/ijw.v12i4.2659>
- Nagayama, S., & Mitsuhashi, H. (2022). Explosive and implosive root concepts: An analysis of music moods rooted by two influential rap artists. *PLOS ONE*, 17(7), e0270648. <https://doi.org/10.1371/journal.pone.0270648>
- Nagayama, S., 2016, Project management in the creative industry: Tasks, team size and networks, *Journal of Business Management*, 37: 3-14 (in Japanese).
- Nagayama, S., 2012, The mechanisms of building-systems in the contents industry: A case study of the Japanese record business history, *Journal of Information and Management*, 33(2):

71-82 (in Japanese).

- Inoue, T., Maki, K., and **Nagayama, S.**, 2011, Niches' behaviors and hub-firms' strategies in business ecosystem, *The Organizational Science*, 44(4): 67-82 (in Japanese).

Proceedings

- **Nagayama, S.** and Iriyama, A., 2016, Connect the Dots, but Deliberately: Intrapersonal Diversity in Function and Genre in Creative Teams, *Proceedings of the 76th Annual Meeting of the Academy of Management* (Best paper award nominee in OMT division, 2016 Academy of Management annual conference).

Conference Presentations

- **Nagayama, S.**, Takahashi, T., Kazama, M., and Smith, R. "Designing LLM Agents for Decision-Making Experiments: Assessing Similarity to Humans with the Active Inference Parameters," 10th IC2S2, July 18, 2024, Philadelphia (Poster).
- Nishida, T., **Nagayama, S.**, Maejima, N., and Usui, S.. "Magical Encounters in the Business Card Exchange Networks," International Conference on Computational Social Science 2020, July 17, 2020, Online (Oral).
- **Nagayama S.**, Izumo S., Kazama M., Inoue K., Uema Y. and Ishikawa Y. "The Signature of the Flow State: Eye-on-Eye Movements," NetSci-X 2020, January 20, 2020, Tokyo (Poster).
- Nishida, T., **Nagayama S.**, Maejima N. and Usui S. "Magical Encounters in the Business Card Exchange Networks," NetSci-X 2020, January 21, 2020, Tokyo (Poster).
- **Nagayama S.** and Mitsuhashi H. "Explosive and Implosive Root Concepts: An Analysis of Two Artists in the Rap/Hip-Hop Music," EGOS Kyoto, Dec. 13, 2019, Kyoto.
- Yamanoi, J., Shimizu, T., and **Nagayama, S.** "Attentional Allocation and Firm Performance: The Interactive Effects of Product Diversification", The 79th Annual Meeting of Academy of Management, Aug. 9-13, 2019, Boston, MA.
- **Nagayama, S** and Mitsuhashi H. "Expandable and Extendable Root Concepts," 5th International Conference on Computational Social Science (IC2S2), July 17-20, 2019, University of Amsterdam, The Netherlands (Oral).
- **Nagayama, S.** and Yamanoi J. "The Impact of Attentional Focus on Firm Performance: The Interactive Effects of Product Diversification," The Strategic Management Society 38th Annual International Conference, Sep. 23, 2018, Paris, France (Best paper award nominee).
- **Nagayama, S.** "Community Fusion and Fission: Network Dynamics Perspectives on Individual Creative Performance," The 77th Annual Meeting of Academy of Management, Aug. 8, 2017, Atlanta, GA.
- **Nagayama, S.** and Iriyama, A. "Intrapersonal Diversity in Function and Genre in Creative Teams: A Study of Music Industry," The Strategic Management Society 36th Annual International Conference, Sep. 20, 2016, Berlin, Germany.

- **Nagayama, S.** and Iriyama, A. "Connect the Dots, but Deliberately: Intrapersonal Diversity in Function and Genre in Creative Teams," The 76th Annual Meeting of Academy of Management, Aug 8, 2016, Anaheim, CA.
- **Nagayama, S.** "Team Assembly Strategy in Creative Project: Team Size, Networks, and Creative Phases," The Strategic Management Society 35th Annual International Conference, Oct 6, 2015, Denver, CO.
- **Nagayama, S.** and Inoue, T. "Inter-Firm Collaboration Forms within Multiple Relationships: Focusing on the Partner's Business Model," The Strategic Management Society 33rd Annual International Conference, Sep 30, 2013, Atlanta, GA.
- **Nagayama S.** and Inoue T. "Business Models and Inter-Firm Collaboration Forms: A Study of the Japanese Music Industry," The Association of Japanese Business Studies 26th Annual Conference, July 2, 2013, Istanbul, Turkey.
- Inoue, T. and **Nagayama, S.** "The Effect of Niches' Behaviors on the Japanese Video Game Business Ecosystem: Focusing on the Niche Creation, Productivity and Robustness as the Ecosystem Performance," The 53rd Annual Meeting of the Academy of International Business, Jun 26, 2011, Nagoya, Japan.
- Inoue, T. and **Nagayama, S.** "A Typology of Niche Strategy Based on the Dynamic Relationship between Niches and Hub-Firms," The Association of Japanese Business Studies 24th Annual Conference, Jun 24, 2011, Nagoya, Japan.
- Inoue, T and **Nagayama, S.** "Niche Strategies in Business Ecosystems: Challengers, Defenders, Replicators, and Opportunity Seekers," The 7th Asia Academy of Management Conference, Dec 13, 2010, Macau, China.

Grants

- Grant-in-Aid for Scientific Research (C):(JSPS KAKENHI Grant Number: 23K01579, 4,810,000 Yen), Principal Investigator, 2023-2025.
- Grant-in-Aid for Scientific Research (C):(JSPS KAKENHI Grant Number: 19K01923, 4,290,000 Yen), Principal Investigator, 2019-2022.
- Grant-in-Aid for Young Scientists (B) (JSPS KAKENHI Grant Number: 16K17180, 3,900,000 Yen), Principal Investigator, 2016-2019.
- Grant-in-Aid for Young Scientists (B) (JSPS KAKENHI Grant Number: 25780248, 4,030,000 Yen), Principal Investigator, 2013-2016.

Awards and Scholarships

- The Best Paper Award Nominee at the 38th annual conference for Strategic Management Society (2018) for paper titled, "The Impact of Attentional Focus on Firm Performance: The Interactive Effects of Product Diversification. (coauthored with Junichi Yamanoi)"

- The Best Paper Award Nominee at the annual conference for the Academy of Management (2016) for paper titled, “Connect the Dots, but Deliberately: Intrapersonal Diversity in Function and Genre in Creative Teams.(coauthored with Akie Iriyama)”
- Outstanding Achievement in the doctoral program, JASSO scholarship (2015)
- Outstanding Achievement in the master program, JASSO scholarship (2012)
- Azusa Ono Memorial Scholarship, Waseda University (2007)

Teaching

- Strategic Management and Data Science (Undergraduate), Hitotsubashi University, 2023-Present
- Seminar (Graduate School), Hitotsubashi University, 2022-Present
- Seminar (Graduate School), Hosei University, 2019-2022
- Organizational Management (Undergraduate), Hosei University, 2017-2022
- Seminar (Undergraduate), Hosei University, 2017-2023
- Introduction to Management Readings (Undergraduate), 2018-2021
- Introduction to Seminar (Undergraduate), 2017-2021
- Readings in Management (Graduate School), Waseda University, 2017
- Readings in Management (Undergraduate), Waseda University, 2015-2017

Professional Services

Ad-hoc Reviewer

- Strategic Management Society Annual Conference

Professional Memberships

- Academy of Management
- The Academic Association for Organization Science

Industry Experience

- Human First Laboratory in Nomura Real Estate Development (Advisory), 2020-2022
- Rakuten People and Culture Lab (Advisory Board Member), 2018-present
- Asahi (interior/furniture manufacturer), sales planning, 2004-2006
- Opus (music production company), production assistant, 2002-2004

Skills

Statistical analysis: R/Python/Stata

Data manipulation: R/Python

Social network analysis: R/Python

Natural language processing: R/Python

Languages

English: Fluent. Japanese: Native