Georg J.P. Link

🌐 https://georg.link/

in linkedin.com/in/georglink

iD orcid.org/0000-0001-6769-7867

INDUSTRY

Bitergia, Omaha, NE, USA
- Open Source Strategist and Director of Sales   2019 – Present
  - Increased global sales by 60% over 2 years.
  - Bitergia provides software development analytics. Bitergia is an open source company that provides all services using and building 100% free and open source software.
  - Connect with industry professionals that manage open source communities to understand their community metrics needs and evaluate a product fit with Bitergia services.
  - Manage and grow the CHAOSS community, which Bitergia co-founded and maintains the GrimoireLab project in.

Anevir LLC, Omaha, NE, USA
- President   2022 – Present
  - Open Source Consulting
  - Management Consulting
  - Entrepreneur

Freelance Web Developer
- Custom Websites and Web Applications   2007 – 2018
  - Developed custom web sites and applications with Drupal, WordPress, PHP, MySQL, HTML, CSS, JavaScript.
  - Architected and developed a custom CRM and billing system for a utility company.
  - Architected and implemented a website in course catalog with online booking for an agricultural trade school.

Claas of America, Omaha, NE, USA
- Internship in Warranty Department   2013
  - Analyzed years of warranty data using SAP export and MS Excel business intelligence features.
  - Updated and improved usability of online warranty claim submission manual.
  - Automated monthly reports in MS Excel with VBA-Programming.

VDLUFA Qualitätssicherung NIRS GmbH, Kassel, Germany
- Java Developer   2011
  - Implemented a Java-Servlet server/client application for decentralized data management and analysis.

Bankhaus C. L. Seeliger, Wolfenbüttel, Germany
- Banking Apprentice   2008 – 2011
  - Experienced each department of the bank.
  - Planned change management for rollout of a digital document management system.
  - Assisted internal organization and supported IT requests.

EDUCATION

Ph.D. in Information Technology   2019
University of Nebraska at Omaha, Omaha, Nebraska, USA
- Dissertation: Cooperative Signaling Behavior: Signals for Open Source Project Health
- Advisor: Prof. Matt Germonprez
- Focus: Organizational engagement in open source

M.S. in Business Information Systems   2014
Technical University Braunschweig, Braunschweig, Germany
- Thesis: Evaluating Anchored Discussion as a New Tool for Creativity in Online Collaboration
- Cumulative GPA: 1.3 (German grade translates to 3.7 / 4.0)

MBA – Master of Business Administration   2013
University of Nebraska at Omaha, Omaha, Nebraska, USA
- Concentration: Collaboration Science
- Cumulative GPA: 3.9 / 4.0

B.A. in Business Administration   2011
WelfenAkademie, Braunschweig, Germany
- Concentration: Banking
- Cumulative GPA: 1.8 (German grade translates to 3.2 / 4.0)

INDUSTRY TRAINING & CERTIFICATES	**Bankkaufmann** - banking professional	2008 – 2011

- Certified by Chamber of Commerce, Braunschweig, Germany
- Bankhaus C. L. Seeliger, Wolfenbüttel, Germany

Ausbilder-Eignungsprüfung - certified instructor — 2011
- Certified by Chamber of Commerce, Braunschweig, Germany
- WelfenAkademie, Braunschweig, Germany

ACADEMIC APPOINTMENTS

University of Nebraska at Omaha, Omaha, Nebraska, USA
- Adjunct Professor — 2020, 2023
- Graduate Research and Teaching Assistant — 2015 – 2019
  - Funded by Alfred P. Sloan Foundation and Mozilla

Brandeis University, Waltham, Massachusetts, USA
- Adjunct Professor — 2020 – 2021

WelfenAkademie, Braunschweig, Germany
- Visiting Lecturer for Information Systems — 2014 – 2019

Technical University Braunschweig, Braunschweig, Germany
- Research Assistant — 2014 – 2015
  - Institute of Business Information Systems — Information Management Group
- Research and Teaching Assistant — 2013 – 2014
  - Institute of Operating Systems and Computer Networks — Algorithms Group
  - Comparing Linear Programming Solvers: CPLEX, Gurobi, and COIN-OR
- Research Assistant — 2011 – 2012
  - Institute of Business Information Systems — Decision Support Group

CIVIC ENGAGEMENT

Sergeant of Arms — 2023
- Millard Rotary Club, Omaha, Nebraska, USA

Vice President — 2021 – 2022
- Board of the Oakmont Homeowners Association, Omaha, NE, USA

Co-Founder and Board Member — 2016 – Present
- CHAOSS Community at the Linux Foundation

Co-Founder and President — 2016 – 2018
- BITS - Bioinformatics and Information Technology PhD Studentgroup, University of Nebraska at Omaha, Nebraska, USA

Shelter Strike Team Member - Disaster Response Unit — 2012 – 2016
- American Red Cross, Omaha, Nebraska, USA

Senator — 2012 – 2013
- Student Government, University of Nebraska at Omaha, Omaha, Nebraska, USA

Ratsherr (Councilman) — 2011 – 2015
- Gemeinderat Warberg (City Council of Warberg), Warberg, Germany

Verwaltungshelfer (Administrative Assistant) — 2009 – 2015
- Technisches Hilfswerk (THW), Helmstedt, Germany

Jahrgangssprecher (Class Representative) — 2008 – 2011
- WelfenAkademie, Braunschweig, Germany

Mitglied des Schülerrates (Class Representative) — 2006 – 2008
- Gymnasium Julianum, Helmstedt, Germany

Vorstandsmitglied (Board Member) — 2006 – 2011
- Junge Union Nord-Elm Süpplingen, Germany

TEACHING

Information Systems Analysis — 2023
- University of Nebraska at Omaha, Omaha, Nebraska, USA

Integrating Open Source Communities in the Corporate Context — 2020 – 2021
- Brandeis University, Waltham, Massachusetts, USA

	Cultivating Open Source Communities	2020 – 2021
	▪ Brandeis University, Waltham, Massachusetts, USA	
	Introduction to Microsoft Excel	2014 – 2019
	▪ WelfenAkademie, Braunschweig, Germany	
	Organizations, Applications, and Technology	2017 – 2020
	▪ University of Nebraska at Omaha, Omaha, Nebraska, USA	
	Managing the Database Environment	2017 – 2018
	▪ University of Nebraska at Omaha, Omaha, Nebraska, USA	
	Teaching Assistant: Algorithms and Data Structures	2013 – 2014
	▪ Technische Universität Braunschweig, Germany	

GRANT FUNDING — **Total: $13,033**

- ▪ $1,618 - Linux Foundation — 2019
  - • Travel support to Open Source Leadership Summit, Half Moon Bay, CA, USA
- ▪ $1,851 - Linux Foundation — 2018
  - • Travel support to Open Source Summit Europe, Edinburgh, UK
- ▪ $805 - Linux Foundation — 2018
  - • Travel support to Open Source Summit North America, Vancouver, Canada
- ▪ $2,441 - Mozilla — 2018
  - • Travel support to ACM Collective Intelligence, Zurich, Switzerland
- ▪ $1,318 - Linux Foundation — 2017
  - • Travel support to Open Source Summit North America, Los Angeles, CA, USA
- ▪ $5,000 - University of Nebraska at Omaha — 2017
  - • Research Grant: Graduate Research and Creative Activity (GRACA)
  - • Title: The Changing Nature of Volunteerism in Open Source Communities

SCHOLARSHIPS

- ▪ College of Information Science and Technology, University of Nebraska at Omaha — 2015 – 2016
- ▪ Hanns-Seidel-Stiftung — 2012 – 2014
- ▪ German Academic Exchange Service (DAAD) — 2012 – 2013

HONORS & AWARDS

- ▪ Doctoral Student Service Award, Association for Information Systems — 2017
- ▪ Best Paper Award, AIS SIG GlobDev — 2017
  - • Link, G. J.P., & Qureshi, S. (2017). The role of open source in new business formation: Innovations for development. In *Proceedings of the Twenty-third Americas Conference on Information Systems.* Boston.
- ▪ Above and Beyond Excellence Award from UNO Student Government — 2013
- ▪ Rotary Youth Leadership Award (RYLA) Seminar — 2008

PUBLICATIONS

JOURNALS PEER-REVIEWED (5)

2021   Germonprez, M., Gandhi, R. A., & Link, G. (2021). The Routinization of Open Source Project Engagement: The Case of Open Source Risk Management Routines. *Communications of the Association for Information Systems, 49.* https://doi.org/10.17705/1CAIS.04938

2020   Link, G. J.P., Kowal, J., & Qureshi, S. (2020). Open Source in Development: Enabling Business and Services. *Information Systems Management, 37*(1), 52-74. https://doi.org/10.1080/10580530.2020.1696548

2019   Rao, M., Link, G. J.P., Marti, D., Leak, A., & Bodo, R. (2019). A market for trading software issues. *Journal of Cybersecurity, 5*(1), tyz011. https://doi.org/10.1093/cybsec/tyz011

2019   Link, G. J.P., M. Rao, D. Mari, A. Leak, R. Bodo (2019) Marktplatz zur Kollaboration und Finanzierung von Open Source Software. *HMD Praxis der Wirtschaftsinformatik, 56*(2), 419–437. https://doi.org/10.1365/s40702-018-00474-6

2016   Link, G. J.P., D. Siemon, G. de Vreede, S. Robra-Bissantz (2016). Anchored Discussion: Development of a Tool for Creativity in Online Collaboration, *Journal for Universal Computer Science, 22*(10), 1339–1359. https://doi.org/10.3217/jucs-022-10-1339

JOURNALS EDITORIALLY-REVIEWED (2)

2019 Link, G. J.P., K. Lumbard, N. Damen, H. Rosser, M. Germonprez, S. Goggins, A. Wiggins, V. Ahuja, J. brier, J. Cohoon, A. Halfaker, J. Howison, D. Marti, G. Newman, C. Østerlund, R. Paik, B. Rother, A. Schecter (2019). Open Community Health: Workshop Report. *Journal of Peer Production*, Issue 13: OPEN. http://peerproduction.net/issues/issue-13-open/news-from-nowhere/open-community-health-workshop-report/

2017 Link, G. J.P., K. Lumbard, K. Conboy, M. Feldman, J. Feller, J. George, M. Germonprez, S. Goggins, D. Jeske, G. Kiely, K. Schuster, M. Willis (2017). Contemporary issues of open data in Information Systems research: Considerations and recommendations. *Communications of the Association for Information Systems, 41*(Article 25), 587–610. http://aisel.aisnet.org/cais/vol41/iss1/25/

CONFERENCES (17)

2024 Linåker, J., Link, G. J.P.,, Lumbard, K. 2024. Estimating Sustaining Maintenance Labor for Healthy Open Source Software Projects through Human Infrastructure: A Maintainer Perspective. Proceedings of the *18th ACM/IEEE International Symposium on Empirical Software Engineering and Measurement (ESEM ' 24), October 20-25,* Barcelona, Spain, 12 pages. https://doi.org/10.1145/3674805.3686667

2024 Vargas, S., Link, G. J.P., & Lee, J. 2024. Estimating Usage Of Open Source Projects. In *21st International Conference on Mining Software Repositories (MSR ' 24), April 15-16,* Lisbon, Portugal, 2 pages. https://doi.org/10.1145/3643991.3645066

2021 Gerosa, G., Wiese, I., Trinkenreich, B., Link, G. J.P., Robles, G., Treude, C., Steinmacher, I., Sarma, S. The Shifting Sands of Motivation: Revisiting What Drives Contributors in Open Source. Proceedings of the *43rd International Conference on Software Engineering.* Virtual (originally in Madrid, Spain). https://arxiv.org/pdf/2101.10291.pdf

2018 Germonprez, M., Link, G. J.P., Lumbard, K., & Goggins, S. (2018). Eight Observations and 24 Research Questions About Open Source Projects: Illuminating New Realities. Proceedings of the *ACM on Human-Computer Interaction, 2(CSCW)*, 57:1–57:22. https://digitalcommons.unomaha.edu/isqafacpub/64/

2018 Link, G. J.P., & Germonprez, M. (2018). Assessing open source project health. Proceedings of the *Twenty-fourth Americas Conference on Information Systems 2018.* New Orleans, LA. http://aisel.aisnet.org/amcis2018/Openness/Presentations/5

2018 Rao, M., Link, G. J.P., Marti, D., Leak, A., & Bodo, R. (2018). A trading market for prices in peer production. Proceedings of *ACM Collective Intelligence.* Zurich, Switzerland.

2018 Rao, M., Link, G. J.P., Marti, D., Leak, A., & Bodo, R. (2018). A Trading Market to Incentivize Secure Software. Proceedings of the *17th Annual Workshop on the Economics of Information Security (WEIS)*, Innsbruck, Austria. https://weis2018.econinfosec.org/wp-content/uploads/sites/5/2016/09/WEIS_2018_paper_27.pdf

2018 Gandhi, R., Germonprez, M., & Link, G. J.P.[*](2018). Open data standards for open source software risk management routines: An examination of SPDX. Proceedings of the *ACM GROUP ' 18*, Sanibel Island. https://doi.org/10.1145/3148330.3148333

2018 Link, G. J.P., & Qureshi, S. (2018). The role of open source communities in development: Policy implications for governments. Presented at the *HICSS 2018*, Hawaii. http://hdl.handle.net/10125/50190

2017 Link, G. J.P. (2017). The value of engaging with open source communities. In *OpenSym ' 17 Companion.* Galway, Ireland: ACM. https://doi.org/10.1145/3126673.3126679

2017 Link, G. J.P., & Jeske, D. (2017). Understanding organization and open source community relations through the Attraction-Selection-Attrition Model. In *OpenSym ' 17 Companion.* Galway, Ireland: ACM. https://doi.org/10.1145/3125433.3125472

2017 Link, G. J.P., & Qureshi, S. (2017). The role of open source in new business formation: Innovations for development. In *Proceedings of the Twenty-third Americas Conference on Information Systems.* Boston. Retrieved from http://aisel.aisnet.org/amcis2017/ICTs/Presentations/18/

---

[*]Authors in alphabetical order

2017   Link, G. J.P., Gill, J., & Khazanchi, D. (2017). Measuring adoption of open source software and practices in organizations: A pilot study. In *Proceedings of the Twelfth Midwest Association for Information Systems Conference*. Springfield, IL. Retrieved from http://aisel.aisnet.org/mwais2017/ 43/

2017   Link, G. J.P., Lumbard, K., Germonprez, M., & Goggins, S. (2017). Advancing open online community science practice: The open community data exchange. In *Proceedings of the Twelfth Midwest Association for Information Systems Conference*. Springfield, IL. http://aisel.aisnet.org/ mwais2017/44

2016   Link, G. J.P., Germonprez, M., Goggins, S., Hemsley, J., Rand, B., & Squire, M. (2016). The Open Community Data Exchange: Advancing data sharing and discovery in open online community science. In *OpenSym ' 16 Companion*. Berlin, Germany: ACM. https://doi.org/10.1145/2962132. 2962142

2016   Link, G. J.P., & Germonprez, M. (2016). Understanding open source communities as complex adaptive systems: A case of the R Project community. In *AMCIS 2016 Proceedings*. San Diego, CA. Retrieved from http://aisel.aisnet.org/amcis2016/Open/Presentations/7/

2015   Link, G. J.P., Siemon, D., de Vreede, G.-J., & Robra-Bissantz, S. (2015). Evaluating Anchored Discussion to Foster Creativity in Online Collaboration. In N. Baloian, Y. Zorian, P. Taslakian, & S. Shoukouryan (Eds.), *Collaboration and Technology* (pp. 28–44). Springer International Publishing. https://doi.org/10.1007/978-3-319-22747-4_3

OTHER PUBLICATIONS (17)

2025   Link, G. J.P. (2025, November). Open Source –Research Partnerships: Creating Win-Win for Industry and Academia. Retrieved from https://chaoss.community/ open-source-research-partnerships-creating-win-win-for-industry-and-academia/

2023   Link, G. J.P. (2023, February). Measuring Open Source Project Health. In *The Cloud Report* (04-2022), 26–29. https://the-report.cloud/wp-content/uploads/2023/02/CloudReport_2022_04. pdf

2022   Link, G. J.P., & Vargas, S. (2022, December 2). 8 ideas for measuring your open source software usage. Retrieved from https://opensource.com/article/22/12/open-source-usage-metrics

2022   Link, G. J.P., & Galeano Gryciuk, E. (2022, November 16). How to address challenges with community metrics. Retrieved from https://opensource.com/article/22/11/ organizational-technical-challenges

2022   Link, G. J.P., & Galeano Gryciuk, E. (2022, November 15). What do you do with community metrics? Retrieved from https://opensource.com/article/22/11/ what-do-you-do-community-metrics

2022   Link, G. J.P., & Galeano Gryciuk, E. (2022, November 14). 5 metrics to track in your open source community. Retrieved from https://opensource.com/article/22/11/community-metrics

2022   McCance, S.,, Kolokotronis, N., Link, G. J.P., Ramkrishna, S., & Sanchez, N. (2022, September 7). Open source events: 4 goals to set and how to measure them. Retrieved from https://opensource. com/article/22/9/measure-success-your-open-source-event

2022   Link, G. J.P., Jadhav, A., & Galeano Gryciuk, E. (2022, February 12). 5 levels of transparency for open source communities. Retrieved from https://opensource.com/article/22/2/ transparency-open-source-communities

2021   Link, G. J.P. (2021, September 19). 5 best practices for using open source community leaderboards. Retrieved from https://opensource.com/article/21/9/community-leaderboard

2021   Link, G. J.P. (2021, June 8). Analyze community health metrics with this open source tool. Retrieved from https://opensource.com/article/21/6/health-metrics-cauldron

2021   Steinmacher, I., Link, G. J.P., Sarma, A., Robles, G., Trinkenreich, B., Treude, C., Gerosa, M., & Wiese, I. (2021, April 5). What motivates open source software contributors? Retrieved from https://opensource.com/article/21/4/motivates-open-source-contributors

2020   Link, G. J.P., Sanchez, N., Ramkrishna, S., Kolokotronis, N., & McCance, S. (2020, November 20). How we develop success metrics for open source events. Retrieved from https://opensource.com/ article/20/11/chaoss-open-source-events

2020 Link, G. J.P. (2020, March 25). Tough lessons learned from measuring community health with open source software. Retrieved from https://opensource.com/article/20/3/grimoirelab

2019 Dorfman, J., & Link, G. J.P. (2019, February 7). Umpires of open source licenses. Retrieved from https://opensource.com/article/19/2/umpires-open-source-licenses

2018 Silva, R., & Link, G. J.P. (2018, November 12). Open Community Metrics and Privacy: MozFest18 Recap. Retrieved from https://software.ac.uk/blog/2018-11-12-open-community-metrics-and-privacy-mozfest18-recap

2018 Link, G. J.P. (2018, December 7). Is open source wealth distribution fair? Retrieved from https://opensource.com/article/18/12/wealth-open-source-distributed

2018 Ahuja, V., Marti, D., Link, G. J.P., Germonprez, M., & Goggins, S. P. (2018, May 23). How to measure the impact of your open source project. Retrieved from https://opensource.com/article/18/5/metrics-project-success

PRESENTATIONS   TALKS, PANELS, & UNCONFERENCE SESSIONS (83)

2025 Rico, J., Ombredanne, P., Zacchiroli, S., & Link, G. J.P., & Garcia de Viedma, D. (2025, November). Digital Resilience in Practice: Securing the Digital Supply Chain. Panel discussion at Digital Resilience Forum 2025, Madrid, Spain. Retrieved from https://digitalresilienceforum.com/

2025 McCutcheon, T., & Link, G. J.P. (2025, June). Keynote: GrimoireLab in Action: Case Studies in Open Source Health Analytics. Presented at CHAOSScon North America 2025, Denver, CO, USA. Retrieved from https://chaoss.community/chaosscon-2025-na/ Recording at https://www.youtube.com/watch?v=y5mUHc6Yi1M

2025 Link, G. J.P. (2025, June). The Swiss Cheese Model for Proactive Open Source Risk Management. Presented at CHAOSScon North America 2025, Denver, CO, USA. Retrieved from https://chaoss.community/chaosscon-2025-na/ Recording at https://www.youtube.com/watch?v=7KgjzmUyUk0

2025 Kenyetta, F., Oyetubo, S., Link, G. J.P., & Wheeler, J. (2025, June). Panel Discussion: Scaling Inclusive Open Source: Strategies & Metrics for Building Equitable Communities. Organized at Open Source Summit North America 2025, Denver, CO, USA. Retrieved from https://sched.co/1zflS Recording at https://www.youtube.com/watch?v=8sD81Dqw0Os

2025 Link, G. J.P., Nesbitt, A., Foster, D., & Wright, A. (2025, June). Panel Discussion: The Impact of Funding for Sustainable Open Source Projects. Organized at Open Source Summit North America 2025, Denver, CO, USA. Retrieved from https://sched.co/1zfhR Recording at https://www.youtube.com/watch?v=8sD81Dqw0Os

2025 Link, G. J.P. (2025, March). Building and Supporting Open Source Communities Through Metrics: Reviewing OpenInfra Community Metrics. Presented at OpenInfra Days 2025 at SCaLE 22x, Pasadena, CA, USA. Retrieved from https://www.socallinuxexpo.org/scale/22x/presentations/building-and-supporting-open-source-communities-through-metrics-reviewing/index.html

2025 Link, G. J.P. (2025, March). Shining Light on the Open Source Supply Chain: The Risk in Community Health Presented at SCaLE 22x, Pasadena, CA, USA. Retrieved from https://www.socallinuxexpo.org/scale/22x/presentations/shining-light-open-source-supply-chain-risk-community-health/ Recording at https://www.youtube.com/watch?v=I1qjXdA5GTc

2025 Lieggi, S., Ruff, N., Carter, H., & Link, G. J.P. (2025, March). Facilitated Discussion: Open Source - Academic Partnerships: Creating Win-Win Partnerships. Organized at Linux Foundation Member Summit 2025, Napa, CA, USA. Retrieved from https://sched.co/1urXT Takeaways published at https://chaoss.community/open-source-research-partnerships-creating-win-win-for-industry-and-academia/

2025 Istenes, B., & Link, G. J.P. (2025, March). Show Me What You Got: Turning SBOMs Into Actions. Presented at Linux Foundation Member Summit 2025, Napa, CA, USA. Retrieved from https://sched.co/1urWz

2025 Link, G. J.P. (2025, March). Unconference Session: What's Next for the Open Source Supply Chain? Organized at Linux Foundation Member Summit 2025, Napa, CA, USA. Retrieved from https://sched.co/1uvkI

2025   Link, G. J.P., Linaker, J., & Lumbard, K. (2025, February). What do maintainers need from funders and others? We asked Maintainers to find out. Presented at FOSDEM 2025, Brussels, Belgium. Retrieved from https://archive.fosdem.org/2025/schedule/event/fosdem-2025-5680-what-do-maintainers-need-from-funders-and-others-we-asked-maintainers-to-find-out-/

2025   Link, G. J.P. (2025, February). Connecting SBOMs with OSS Project Health to Better Understand Dependencies. Presented at FOSDEM 2025, Brussels, Belgium. Retrieved from https://archive.fosdem.org/2025/schedule/event/fosdem-2025-5715-connecting-sboms-with-oss-project-health-to-better-understand-dependencies/

2025   Link, G. J.P. (2025, February). Analyzing Risk from an OSS Project Health Perspective: Tools, Traces, and Threats. Presented at CHAOSScon Europe 2025, Brussels, Belgium. Retrieved from https://chaoss.community/chaosscon-2025-eu/

2024   White, G., Irwin, E., Foster, D., & Link, G. J.P. (2024, November). Panel Discussion: OSS Viability: Reduce Risk with Metrics, Merges, and Money. Presented at Linux Foundation Member Summit 2024, Napa, CA, USA. Retrieved from https://sched.co/1nb0d

2024   Canas-Diaz, L., & Link, G. J.P. (2024, October). Reducing risk in software supply chains: A project health perspective with a Kubernetes example Presented at Ubuntu Summit 2024, The Hague, Netherlands. Retrieved from https://events.canonical.com/event/51/contributions/594/ Recording at https://www.youtube.com/watch?v=8wIDzfuIGKI

2024   Eichelsheim, P., & Link, G. J.P. (2024, October). Reducing risk in software supply chains: A project health perspective with a Kubernetes example Presented at OCX 2024, Mainz, Germany. Retrieved from https://www.ocxconf.org/event/2024/agenda?session=39a482d8-e10e-45d7-b39b-ba0b278e8990&shareLink=true Recording at https://www.youtube.com/watch?v=DQOGVYwZp1M

2024   Link, G. J.P. (2024, October). Comprehensive Metrics for Growing an Open Source Community. Presented at Virtual Measure Summit 2024, Virtual.

2024   Link, G. J.P. (2024, October). Squashing Diversity, Equity, and Inclusion Bugs in Open Source Projects. Presented at Grace Hopper Celebration, Virtual.

2024   Link, G. J.P. (2024, September). Unconference: CHAOSS: UN SGDs Impact Metrics on OSS. Organized at Open Source Summit Europe 2023, Vienna, Austria. Retrieved from https://sched.co/1eeJQ

2024   Vargas, S., & Link, G. J.P. (2024, September). What Can Open Source Project Health Metrics Reveal About Project Users? Presented at Open Source Summit Europe 2023, Vienna, Austria. Retrieved from https://sched.co/1ej4G Recording at https://www.youtube.com/watch?v=vDChcAYBGDE

2024   Jimenez Santamaria, A., Braam, W., Fernandez Sanchez, M. A., & Link, G. J.P. (2024, September). OSS Dependency Health: Towards Maturity and Sustainability Risk Assessment Model. Presented at SOSS Community Day Europe 2024, Vienna, Austria. Retrieved from https://sched.co/1bWjK Recording at https://www.youtube.com/watch?v=6TDT5ybSBSk

2024   Link, G. J.P. (2024, April). Squashing DEI Bugs in Open Source Projects: How to Find and Resolve Common Barriers to Contribution. Presented at Open Source Summit North America 2024, Seattle, WA, USA. Retrieved from https://sched.co/1bWjK Recording at https://www.youtube.com/watch?v=OBfTwmUXuaQ

2023   Link, G. J.P. (2023, July). Building and Supporting Open Source Communities Through Metrics. Presented at FOSSY 2023, Portland, OR, USA. Retrieved from https://2023.fossy.us/schedule/ Recording at https://archive.org/details/fossy2023_Building_and_Supporting_Open_S

2023   Link, G. J.P. (2023, June). Mitigate OpenInfra Projects Risk: An Effective Framework for Early Detection and Proactive Risk Management. Presented at OpenInfra Summit 2023, Vancouver, Canada. Retrieved from https://vancouver2023.openinfra.dev/a/schedule

2023   Link, G. J.P. (2023, June). OpenInfra and Bitergia Partnership: a year of Achievements. Presented at OpenInfra Summit 2023, Vancouver, Canada. Retrieved from https://vancouver2023.openinfra.dev/a/schedule

2023 Link, G. J.P., Goggins, S., & Onyewuchi, P. (2023, June). What is the health of your OSS project? Find out with CHAOSS Metrics and Software. Presented at OpenInfra Summit 2023, Vancouver, Canada. Retrieved from https://vancouver2023.openinfra.dev/a/schedule

2023 Link, G. J.P., & Sarma, A. (2023, May). Squashing Diversity, Equity, and Inclusion Bugs in Open Source Projects: How to Find and Resolve Common "DEI Bugs". Presented at Open Source Summit North America 2023, Vancouver, Canada. Retrieved from https://sched.co/1K5Cr

2023 Link, G. J.P. (2023, May). Building and Supporting Open Source Communities Through Metrics. Presented at Open Source Summit North America 2023, Vancouver, Canada. Retrieved from https://sched.co/1K5CE Recording at https://www.youtube.com/watch?v=m3jOT2wVTUE

2022 Link, G. J.P. (2022, November). Metrics for InnerSource. Presented at InnerSource Summit 2022, online. Retrieved from https://innersourcecommons.org/events/isc-2022/ Recording at https://www.youtube.com/watch?v=pBLDDQUv_VE

2022 Link, G. J.P. (2022, September). Lightning Talk: Creating a grocery store of metrics and models. Presented at CHAOSScon Europe 2022, Dublin, Ireland. Retrieved from https://chaoss.community/chaosscon-2022-eu/

2022 Link, G. J.P. (2022, September). Squashing Diversity, Equity, and Inclusion Bugs in Open Source Projects. Presented at Open Source Summit Europe 2022, Dublin, Ireland. Retrieved from https://sched.co/15z6f

2022 Link, G. J.P., & Galeano Gryciuk, E. (2022, September). Encore Presentation: Building & Supporting Open Source Communities Through Metrics. Presented at Open Source Summit Europe 2022, Dublin, Ireland. Retrieved from https://sched.co/15z6c

2022 Link, G. J.P., & Galeano Gryciuk, E. (2022, September). Building & Supporting Open Source Communities Through Metrics. Presented at Open Source Summit Europe 2022, Dublin, Ireland. Retrieved from https://sched.co/1B3cy

2022 Link, G. J.P. (2022, August). OpenInfra Community Dashboards - Overview of the OpenInfra and Bitergia Partnership. Presented at OpenInfra Days Mexico 2022, online. Retrieved from https://eventee.co/en/e/open-infrastructure-days-mexico-2022-13797 Recording at https://www.youtube.com/watch?v=dI8DRkTFn7I

2022 Link, G. J.P., & Galeano Gryciuk, E. (2022, August). Building & Supporting Open Source Communities Through Metrics. Presented at Open Source Summit Latin America 2022, online. Retrieved from https://sched.co/15BrV Recording at https://www.youtube.com/watch?v=L0BnS3SqyV8

2022 Link, G. J.P. (2022, June). BOF: Community Metrics Strategy. Presented at OpenInfra Summit 2022, Berlin, Germany. Retrieved from https://openinfra.dev/summit/berlin-2022/summit-schedule

2022 Link, G. J.P. (2022, June). BOF: Eliminating common barriers to contribution for more inclusive OpenInfra communities. Presented at OpenInfra Summit 2022, Berlin, Germany. Retrieved from https://openinfra.dev/summit/berlin-2022/summit-schedule

2022 Link, G. J.P. (2022, June). BOF: Understanding and Fostering Project Sustainability. Presented at OpenInfra Summit 2022, Berlin, Germany. Retrieved from https://openinfra.dev/summit/berlin-2022/summit-schedule

2022 Link, G. J.P., & Carrez, T. (2022, June). OpenInfra Community Dashboards - Overview of the OpenInfra and Bitergia Partnership. Presented at OpenInfra Summit 2022, Berlin, Germany. Retrieved from https://openinfra.dev/summit/berlin-2022/summit-schedule

2022 Link, G. J.P. (2022, June). Squashing Diversity, Equity, and Inclusion Bugs in Open Source Projects. Presented at OpenInfra Summit 2022, Berlin, Germany. Retrieved from https://openinfra.dev/summit/berlin-2022/summit-schedule

2022 Link, G. J.P. (2022, June). Incentivizing Good Community Citizenship with Contributor Leaderboards. Presented at OpenJS World, online. Retrieved from https://sched.co/10eop

2022 Udas, K., Behrenshausen, B., Link, G. J.P., Morrison, C., & Redding., J. (2022, June). Responding to the need for Open Source Technology Management Continuing Education. Co-presented at OpenApereo 2022: The Value of Open Source, online. Retrieved from https://eventyay.com/e/99f4099e/session/7734

2021 Link, G. J.P., & Wang, Y. (2021, December). 面向 Gitee 项目的开源软件项目健康指标 | OSS Project Health Metrics for Gitee Projects. Presented at Open Source Summit China, online. Retrieved from https://sched.co/pceA

2021 Link, G. J.P. (2021, November). Building and Supporting Open Source Communities Through Metrics. Presented at SeaGL, online. Retrieved from https://osem.seagl.org/conferences/seagl2021/program/proposals/848

2021 Vargas, S., Link, G. J.P., Germonprez, M., Foster, D., & Goggins, S. (2021, November). Panel Discussion: Metrics for Understanding Project Health. Presented at Linux Foundation Member Summit, Napa, CA, USA. Retrieved from https://sched.co/nDeP

2021 Link, G. J.P. (2021, November). Growing Communities: A Research-based Framework for Eliminating Barriers to Contribution. Presented at Linux Foundation Member Summit, Napa, CA, USA. Retrieved from https://sched.co/nDeq

2021 Link, G. J.P. (2021, October). Identify and Recognize your Most Valuable Contributors. Presented at All Things Open, Raleigh, NC, USA. Retrieved from https://2021.allthingsopen.org/sessions/identify-and-recognize-your-most-valuable-contributors/

2021 Link, G. J.P. (2021, September). Welcome & State of CHAOSS. Presented at CHAOSScon North America, Seattle, WA, USA. Retrieved from https://chaoss.community/chaosscon-2021-na/ Recording at https://www.youtube.com/watch?v=7mPi2A5MeYU

2021 Link, G. J.P., Barron, E., Marrich, A., Tift, M., Germonprez, M., & Goggins, S. (2021, September). Panel Discussion: Contributor Leaderboards to Incentivize Good Community Citizenship. Presented at Open Source Summit North America in Seattle, WA, USA. Retrieved from https://sched.co/lARk

2021 Sarma, A., Guizani, M., Izquierdo, D., & Link, G. J.P. (2021, September). Panel Discussion: Eliminating Common Barriers to Contribution for More Inclusive Communities. Presented at Open Source Summit North America in Seattle, WA, USA. Retrieved from https://sched.co/lAWa

2021 Link, G. J.P. (2021, June). Leaderboards: Celebrating contributors and incentivizing good community citizenship. Presented at Upstream 2021, online. Retrieved from https://upstream.live/speaker-2021/georg-link Recording at https://explore.tidelift.com/upstream/main/session-georg-link

2020 Link, G. J.P. (2020, October). BOF: Discussing Metrics for Open Source in Light of Insights from the CHAOSS Project. Birds of a Feather session facilitated at Open Source Summit Europe, online. Retrieved from https://sched.co/eCC1

2020 Link, G. J.P. (2020, September). Metrics for open source in light of insights from the CHAOSS Project. Presented at State of the Source, online. Retrieved from https://eventyay.com/e/8fa7fd14/session/6263 Recording at https://www.youtube.com/watch?v=8YXbxiZ1dpM

2020 Link, G. J.P. (2020, July). Building community metrics for GNOME and everyone. Presented at GUADEC 2020, online. Retrieved from https://events.gnome.org/event/1/contributions/73/

2020 Link, G. J.P., Foster, D., Downey, M., & Cruz, M. (2020, June). Panel: Succession Planning for the Open Source Movement. Hosted at Open Source Summit North America 2020, online. Retrieved from https://sched.co/c3WK

2020 Link, G. J.P. (2020, June). BoF: Discussing Metrics for Open Source in Light of Insights From the CHAOSS Project. Hosted at Open Source Summit North America 2020, online. Retrieved from https://sched.co/c3T5 Recording at https://www.youtube.com/watch?v=zmpWnJzTPec

2020 Link, G. J.P. (2020, June). Measuring Community Health –CHAOSS. Presented at Virtual OpenShift Commons Gathering. Retrieved from https://commons.openshift.org/gatherings/Community_Development_2020.html

2020 Brasseur, VM, Cuevas, G., Link, G. J.P., & Germonprez, M. (2020, June). AMA Live Chat with Speaker, Panelists and Community. Presented at Virtual OpenShift Commons Gathering. Retrieved from https://commons.openshift.org/gatherings/Community_Development_2020.html

2020   Link, G. J.P. (2020, March). Open source project data is not open data: a tutorial on analyzing open source projects. Presented at SCALE 18x, Pasadena, CA, USA. Retrieved from https://www.socallinuxexpo.org/scale/18x/presentations/open-source-project-data-not-open-data-tutorial-analyzing-open-source Recording at https://www.youtube.com/watch?v=iMkgqF5N7Sc

2020   Link, G. J.P. (2020, January). Keynote: Welcome and State of CHAOSS. Presented at CHAOSScon Europe 2020, Brussels, Belgium. Retrieved from https://chaoss.community/CHAOSScon-2020-EU/ Recording at https://www.youtube.com/watch?v=v02f80LHhds

2019   Huesman, N., & Link, G. J.P. (2019, August). Preparing a Community Diversity and Inclusion Report with CHAOSS Metrics. Presented at the Open Source Summit North America 2019, San Diego, CA, USA. Retrieved from https://sched.co/PURT

2019   Link, G. J.P., & Leak, A. (2019, August). BoF: CHAOSS Value Metrics for Open Source Project Health. Presented at the Open Source Summit North America 2019, San Diego, CA, USA. Retrieved from https://sched.co/PURQ

2019   Link, G. J.P. (2019, August). Two different philosophies on measuring open source project health: Comparing GrimoireLab and CROSSMINER. Presented at the CHAOSScon North America 2019, San Diego, CA, USA. Retrieved from https://chaoss.community/chaosscon-2019-na/

2019   Huesman, N., Foster, D., & Link, G. J.P. (2019, August). Diversity & Inclusion WG Tutorial. Presented at the CHAOSScon North America 2019, San Diego, CA, USA. Retrieved from https://chaoss.community/chaosscon-2019-na/

2019   Huesman, N., & Link, G. J.P. (2019, July). Growing a community through diversity and inclusion metrics. Presented at the Community Manager Gathering 2019, Portland, OR, USA. Retrieved from https://www.meetup.com/Community-Manager-Meetup/events/260853795/

2019   Huesman, N., Foster, D., Link, G. J.P., & Smith, J. (2019, March). Panel Discussion: Metrics That Matter: Forging a Path to More Diverse, Inclusive Communities. Presented at the Open Source Leadership Summit 2019, Half Moon Bay, CA, USA. Retrieved from https://sched.co/LG3N

2019   Link, G. J.P. (2019, March). Signaling Diversity and Inclusion for Open Source Project Health. Presented at the Student Research and Creative Activity Fair 2019, Omaha, Nebraska, USA. Retrieved from https://sched.co/LG3N

2018   Raniere Silva, & Link, G. J.P. (2018, October). Open Community Metrics and Privacy. Presented at the Mozilla Festival, London, UK.

2018   Link, G. J.P., Izquierdo-Cortazar, D., Irwin, E., & Foster, D. (2018, October). Tutorial: How to Prepare a Diversity and Inclusion Report for your Community. Presented at the Open Source Summit Europe 2018, Edinburgh, UK. Retrieved from https://sched.co/FxYK

2018   Link, G. J.P., & Lumbard, K. (2018, August). Chaos or CHAOSS: What we hear from the CHAOSS Community. Presented at the CHAOSScon North America 2018, Vancouver, BC, Canada. https://chaoss.github.io/website/CHAOSScon/2018NA/slides/Chaos-or-CHAOSS.pdf

2018   Link, G. J.P. (2018, March). Engaging Volunteers and Voluntolds in Open Source Projects. Presented at the 10th Annual Research and Creative Activity Fair, Omaha, NE, USA. https://digitalcommons.unomaha.edu/srcaf/2018/schedule/148/

2017   Germonprez, M., & Link, G. J.P. (2017, September). BoF: Community Health Analytics for Open Source. Birds-of-a-Feather presented at the Open Source Summit North America, Los Angeles, CA, USA. Retrieved from http://sched.co/BCsP

2017   Link, G. J.P. (2017, August). Understanding organization and open source community relations through the Attraction-Selection-Attrition Model. Presented at OpenSym 2017, Galway, Ireland.

2017   Link, G. J.P. (2017, August). The value of engaging with open source communities. Presented at the OpenSym 2017 Doctoral Consortium, Galway, Ireland.

2017   Link, G. J.P. (2017, August). The role of open source in new business formation: Innovations for development. Presented at the Twenty-third Americas Conference on Information Systems, Boston, MA, USA.

2017   Link, G. J.P., & Lumbard, K. (2017, May). Advancing open online community science practice: The open community data exchange. Presented at the Twelfth Midwest Association for Information Systems Conference. Springfield, IL, USA.

2017 Link, G. J.P. (2017, May). Measuring adoption of open source software and practices in organizations: A pilot study. Presented at the Twelfth Midwest Association for Information Systems Conference. Springfield, IL, USA.

2016 Link, G. J.P. (2016, December). Moving Open Source Communities: How Foundations Onboard Communities. Presented at the SIGOPEN Developmental Workshop at ICIS 2016, Dublin, Ireland.

2016 Link, G. J.P., & Lumbard, K. (2016, December). Communication Technology Selection in a Young Open Source Community: A Case of the Hyperledger Project. Presented at the SIGOPEN Developmental Workshop at ICIS 2016, Dublin, Ireland.

2016 Link, G. J.P. (2016, August). The Open Community Data Exchange: Advancing Data Sharing and Discovery in Open Online Community Science. Presented at the OpenSym 2016, Berlin, Germany.

2016 Link, G. J.P. (2016, April). The Guided Evolution of Open Source Communities. Presented at the 14th Annual BigXII+ MIS Research Symposium, Baylor University, Waco, TX, USA.

2016 Link, G. J.P. (2016, March). The Guided Evolution of Open Source Communities. Presented at the 8th Annual Research and Creative Activity Fair, Omaha, NE, USA. http://digitalcommons. unomaha.edu/srcaf/2016/Schedule/56/

2015 Link, G. J.P. (2015, November). The Movement and Commoditization of Open Source Communities. Presented at the INFORMS Annual Meeting 2015, Philadelphia, PA, USA.

GRANT WRITING EXPERIENCE

NSF: Early-concept Grants for Exploratory Research (EAGER)   2018
- Title: Securing Critical Software Through Futures Markets
- PI: Matt Germonprez
- Unfunded proposal

Mozilla Research Grants 2018H1   2018
- Title: Experiment on Introducing Project Health Signals and Price Signals in Open Source
- PI: Georg Link
- Unfunded proposal

Mozilla Open Source Experiments Program   2018
- Title: Experiment for Health Signals in Bugmark
- PI: Georg Link
- Unfunded proposal

Alfred P. Sloan Foundation   2017
- Title: Open Source Project Health and Sustainability
- PI: Matt Germonprez and Sean Goggins
- Funded with $449,351 (2018-2020)

GRACA internal grant University of Nebraska at Omaha   2017
- Graduate Research and Creative Activity (GRACA)
- Title: The Changing Nature of Volunteerism in Open source Communities
- PI: Georg Link
- Funded with $5,000 (2017)

GRACA internal grant University of Nebraska at Omaha   2016
- Graduate Research and Creative Activity (GRACA)
- Title: The Guided Evolution of Open Source Communities
- PI: Georg Link
- Unfunded proposal

BMBF (German Federal Ministry of Education and Research)   2014
- Title: DETHIS - Design Thinking for Industrial Services
- PI: Christoph Lattemann
- Project number 01FJ15100 funded with 1.6 million Euro (2016-2019)

PROFESSIONAL UNIVERSITY ACTIVITIES

UNO Mozilla Club, University of Nebraska at Omaha
- Founder and Vice-President   2018 – 2019

Graduate College Committee, University of Nebraska at Omaha
- Student Representative   2016 – 2018

UCRCA Committee (internal grants), University of Nebraska at Omaha
- Student Representative   2016 – 2017

PhD Student Group, University of Nebraska at Omaha
- Founder and President   2015 – 2017

PROFESSIONAL ACADEMIC ACTIVITIES	**Executive**	
	▪ Communications Director, AIS SIGOPEN	2015 – 2019
	Organizing (Conference and Workshop)	
	▪ CHAOSScon North America Organizing Committee	2018 – present
	▪ CHAOSScon Europe Organizing Committee	2018 – present
	▪ FOSSY Conference Track on Diversity, Equity, and Inclusion	2023
	▪ Workshop on Open Community Health	2018
	▪ Workshop on Funding in OSS	2026
	▪ OpenSym Program Committee	2018
	▪ AMCIS Minitrack Co-Chair	2018
	• Minitrack: Peer Production Project Health	
	▪ OpenSym Program Committee and Session Chair	2017
	▪ SIGOPEN Pre-ICIS Workshop on Open Phenomena	2017
	Reviewing for Granting Agency	
	▪ 2024	2024
	• National Science Foundation (NSF) Review Panel	
	Reviewing for Journals	
	▪ 2018	2018
	• Information and Organization	
	• Information & Management	
	• Information Technology for Development	
	• Journal of the Association for Information Systems	
	• Journal of Organizational Computing and Electronic Commerce	
	• HMD Praxis der Wirtschaftsinformatik	
	▪ 2017	2017
	• Information Technology for Development	
	• Information & Management	
	• International Journal of Entrepreneurship and Small Business	
	• International Journal of Human-Computer Interaction	
	▪ 2016	2016
	• Communications of the Association for Information Systems	
	Reviewing for Conferences	
	▪ 2019: AMCIS	2019
	▪ 2018: ICIS, AMCIS, ECIS, OpenSym	2018
	▪ 2017: AMCIS, ECIS, PACIS, MWAIS, OpenSym	2017
	▪ 2016: ICIS, HICSS, AMCIS, ECIS	2016
	▪ 2015: ECIS	2015
	Conference Volunteering	
	▪ ACM Group	2018
	▪ OpenSym	2017
	▪ Big XII+ MIS Research Symposium	2017
	▪ International Conference on Information Systems	2016
	▪ International Conference on Web Intelligence and International Conference on Brain Informatics & Health	2016
	▪ Coalition of Urban and Metropolitan Universities	2015
PROFESSIONAL AFFILIATIONS	**Open Source Initiative (OSI)**	2019 – Present
	Link-Afrika e.V.	2021 – 2023
	Rotary International - Millard Club	2022 – 2023
	Oakmont Homeowners Association, Inc.	2019 – 2019
	Free Software Foundation (FSF)	2019 – 2020
	Association for Computing Machinery (ACM)	2016 – 2019
	Association for Information Systems (AIS)	2016 – 2019
	▪ AIS SIGOPEN	
	▪ Midwest United States Association for Information Systems (MWAIS)	

	German Federal Agency for Technical Relief, Helmstedt	2009 – 2015

OPEN SOURCE   **Contributor to Open Source Projects**

- CHAOSS Project   2017 – Present
- Intersect MBO, Open Source Committee   2024 – Present
- OpenSSF Best Practices Badge Program [was: Core Infrastructure Initiative Badge]   2017 – Present
- IEEE SA OPEN   2021 – 2022
- SustainOSS   2018 – 2022
- Bugmark   2017 – 2019
- Toolkit for YNAB   2017 – 2018
- Drupal   2009 – 2010
- OpenOffice.org   2006 – 2009

Attended Open Source Conferences

- All Things Open   2019, 2021
- CHAOSScon Europe   2018 - 2026
- CHAOSScon North America   2018 - 2025
- Digital Resilience Forum   2025
- FOSDEM   2018, 2020 - 2026
- FOSSY   2023
- GNOME Users And Developers European Conference (GUADEC)   2020, 2024
- InnerSource Summit   2022
- Linux Foundation Member Summit (was: Open Source Leadership Summit)   2017, 2019, 2021 - 2025
- Mozilla Festival (MozFest)   2017, 2018
- Open Core Summit   2019
- Open Source Summit China   2021
- Open Source Summit Europe   2017, 2018, 2020, 2022, 2025
- Open Source Summit Latin America   2022
- Open Source Summit North America   2017 - 2025
- OpenInfra Summit   2022, 2023
- OpenJS World   2022
- OSCON   2019
- OCX (Open community Experience)   2024
- SeaGL   2021
- Southern California Linux Expo (SCaLE)   2020, 2025
- State of the Source   2020
- Sustain Summit   2018, 2020
- Upstream   2021
- United Nations Open Source Week (OSPOs For Good)   2024, 2025
- What's Next for OSS?   2024

LANGUAGES

- English: Native
- German: Native
- Spanish: Beginner

[CV last updated on 2026-01-17]