

## Valery Yakubovich

### Department Management

### Contact

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## Education

2001 - Ph.D., Sociology, Stanford University  
1994 - M.A., Sociology, University of Warwick  
1993 - Candidate, Sociology, Moscow Institute of Youth  
1985 - M.S., Mathematics, Moscow State University. Graduated with honors.

## On-going Projects

Yakubovich, Valery. "The Invisible Hand of the Hierarchy."  
Yakubovich, Valery and Serguei Netessine. "A Hard Take on Soft Assets?  
An Operational

## Publications

### Academic Publications

#### Articles

"Artificial Intelligence in Human Resources Management: Challenges and a Path Forward" (V. Yakubovich, P. Cappelli, P. Tambe), *California Management Review*, Issue Forthcoming

"Friends by Assignment? From Formal Interdependence to Informal Relations in Organizations" (V. Yakubovich, R. Burg), *Human Relations*, Jun 2019, Vol. 72, Issue 6, p. 1013-1038

"Getting a Job as a Favor in the Russian Post-Socialist Labor Market" (V. Yakubovich), *Asia Pacific Journal of Management*, Apr 2013, Vol. 30, Issue 2, p. 351-372

"The Darwinian Workplace" (S. Netessine, V. Yakubovich), *Harvard Business Review*, May 2012, Vol. 90, Issue 5, p. 25-28

"Stages of the Recruitment Process and the Referrer's Performance Effect" (V. Yakubovich, D. Lup), *Organization Science*, Mar 2006, Vol. 17, Issue 6, p. 710-723

"Passive Recruitment in the Russian Urban Labor Market" (V. Yakubovich), *Work and Occupations*, Feb 2006, Vol. 33, Issue 3, p. 307-334

"Weak Ties, Information, and Influence: How Workers Find Jobs in a Local Russian Labor Market" (V. Yakubovich), *American Sociological Review*, Mar 2005, Vol. 70(3), p. 408-421

"Cherchez la Femme: Women as Supporting" (S. Ashwin, V. Yakubovich), *European Sociological Review*, Feb 2005, Vol. 2(2), p. 149-164

"Electric Charges: The Social Construction of Rate Systems" (V. Yakubovich, M. Granovetter, P. Mc Guire), *Theory and Society*, Jan 2005, Vol. 34(5-6), p. 579-612

"The Changing Significance of Ties. An Exploration of the Hiring Channels in the Russian Transitional Labor Market" (V. Yakubovich, I. Kozina), *International Sociology*, Jun 2000, Vol. 15(3), p. 479-500

## Book Chapters

*The Emergence of the Russian Mobile Telecom Market: Local Technical Leadership and Global Investors in a Shadow of the State.* In: *The Emergence of Organizations and Markets* (with S. Shekshnia). Princeton (USA) : Princeton University Press, John F. Padgett, Walter W. Powell. 2012, p. 334-346

## Other Teaching Activities

### TEACHING

Industrial Relations and Human Resource Management: 2007 - present (Undergraduate)

Network Structures of Effective Management: 2002 - 2006 (MBA)

Frontiers of Organizational Sociology: Organizations and Environments: 2004 (PhD)

Organizations in Emerging Markets: Social, Political, and Cultural Issues: 2003 (PhD)

Custom courses for executives on social networks in organizations and markets, power and politics, and human resource management taught in Russia and at INSEAD in 2003-2010.

### DOCTORAL ADVISING

#### Doctoral Committee Chair

Daniela Lup (University of Chicago, 2009, Placement: London School of Economics), "Status and Surprises: An Analysis of the Reaction to Information about Firm Performance"

#### Doctoral Committee Member

Ryan Burg (University of Pennsylvania, expected 2011), "Rebuilding the Iron Cage: Post-Failure Organizing in Newspapers and Investment Banks."

Andrew Knight (University of Pennsylvania, 2009), "Positive Affect and Project Team Development and Effectiveness"

Rocio Bonet (University of Pennsylvania, 2007), "Getting Ahead in Organizations: Essays on Individual Career Management"

Tim Hilton (University of Chicago, 2007), "Employer's Use of Labor Market Intermediaries (LMIs) in Filling Lower-Level Jobs and Implications for Lower-Skilled LMI Clients"

## Other Activities

### Awards and Distinctions

2006 - Fellow, the Summer Institute on *Economy and Society: Trajectories of Capitalism*, the Center for Advanced Study in Behavioral Sciences, Stanford, California

2004 - The Kauffman Foundation Entrepreneurship Research Grant

2000 - Littlefield International Graduate Fellowship, the Institute for International Studies, Stanford

2000 - Fellow, Alfred P. Sloan

2002 - Foundation, Social Science Research Council Program *The Corporation as a Social Institution*

1997 La Piere Award for Best 3rd Year Graduate Student Paper, Dept. of Sociology, Stanford

1993 British Council Graduate Fellowship

## **Scientific Activities**

### **Conference Presentations**

#### **Recent Invited Papers and Presentations**

"Socializing in a Virtual Workplace" - Organization and Markets Seminar Series. The INSEAD Organizational Behavior Area - June 2010

Seminar Series of the Management Department, ESSEC Business School - Cergy-Pontoise Cedex, France. June 2010

The Sociology of Markets Seminar of the Laboratory for Economic and Sociological Research at the Moscow Higher School of Economics. April 2010

The Seminar of the Industry, Work, and Employment Relations Group at the Sloan School of Business, MIT. February 2010

Discussion panel participant at the conference "The Academic Diaspora and the Future for Russian Science." Saint Petersburg, Russia. June 2010

"The Network of Task Interdependence and Promotion in Organizations: A Case of the Russian Corporate Bureaucracy" - Lunchtime Seminar of the Center for Economic and Financial Research at the New Economic School. Moscow, Russia. May 2010

Academy of Management Meeting. Chicago. August 2009

"The Emergence of the Russian Mobile Telecom Market." The 2009 Sixth Annual AIB Conference on Research Frontiers in International Business. Charleston, South Carolina. December 2009

Discussion panel participant at the conference "Russia in Global Social Sciences and Global Social Sciences in Russia: a role of the Russian Diaspora." Moscow, Russia. October 2009

"Coproduct of Knowledge and Friendship Ties in Organizations." The Brown Bag Lunch at the Wharton Management Department, April 2009

"The Emergence of the Cellular Market in Moscow and St.Petersburg." The Conference on the Emergence of Organizations and Markets, Schenna, Italy. April 2009

## **Affiliations and Academic Responsibilities**

### **University of Pennsylvania**

2007 - present Member of the Graduate Group in International Studies at the Lauder Institute

Co-founder of the working group on Russian, East European, and Eurasian Studies

2009-2010 Inter-Departmental Social Network Dynamics Workshop organizer

2009 Management Department Seminars Committee

2007 - 2009 Labor Lunch Seminars coordinator

September 2008 Co-organizer of the Conference "Governance, Leadership, and Networks"

2007-2008 Inter-Departmental Social Networks Workshop co-founder and coordinator

2006 - 2008 Member of the HR junior faculty search committee

**University of Chicago, Graduate School of Business**

June 2003 Organizer of the Junior Scholars Conference, Chicago

**Stanford University, Department of Sociology**

1999 - 2000 Member of the Faculty Recruitment Committee

1997 - 1998 Member of the PhD Studies Committee

**Organization Science**

2009 - present Member of the Editorial Board

**European Group for Organization Studies (EGOS)**

July 2010 Co-convenor of the sub-theme "Networks and Communities" at the 26th EGOS Colloquium. Lisbon, Portugal.

**The Economic Sociology Section of the American Sociological Association**

2010 - 2011 Member of the Nominations Committee

**The Higher School of Economics, Moscow, Russia**

2010 - present Member of the Expert Council, the Faculty of Management

Ad hoc reviewer for American Journal of Sociology, American Sociological Review, Administrative Science Quarterly, Academy of Management Journal, Management Science, Organization Science, and Social Forces

Member of Academy of Management, American Sociological Association, European Group for Organization Studies, Society for Advancement of Socio-Economics

## **Professional Experience**

### **ACADEMIC AND RESEARCH POSITIONS**

2006 - present - **Associate Professor of Management**, the Wharton School, University of Pennsylvania

2001 - 2006 - **Assistant Professor of Organizations and Strategy**, Graduate School of Business, University of Chicago

1996 - 2002 - **Senior Research Fellow**, Institute for Comparative Labour Relations Research, Moscow

1995 - 2000 - **Research and Teaching Assistant**, Department of Sociology, Stanford University

1998 **Research Fellow**, Department of Sociology, University of Warwick, United Kingdom

1990 - 1993 - **Junior Research Fellow**, the Laboratory for Socio-Economic Research, Moscow Institute of Youth

1985 -1986 - **Instructor**, Department of Computational Mathematics, Brest State Pedagogical University, Belarus

### **NON-ACADEMIC POSITIONS**

2004 - 2010 - **Management Consultant**, ad hoc consulting projects for companies in the US, Russia, and Ukraine

1995 - 2001 - **Statistical Software Consultant**, Social Sciences Resource Center, Green Library, Stanford University

1990 - 1991 - **Interviewer**, the Public Opinion Research Center "Vox Populi," Moscow