

25 June 2024

Curriculum Vitae

VALERY YAKUBOVICH

Mack Institute for Innovation Management
The Wharton School
University of Pennsylvania
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EDUCATION

- Ph.D. 2001 Sociology, Stanford University, USA
M.A. 1994 Sociology, University of Warwick, United Kingdom
Diploma 1985 Mathematics, Moscow State University, Russia. Graduated with honors.

ACADEMIC AND RESEARCH POSITIONS

- 2022 - **Executive Director**, the Mack Institute for Innovation Management
University of Pennsylvania, Philadelphia, USA
- 2011 - **Senior Fellow**, the Center for Human Resources, the Wharton School,
University of Pennsylvania, Philadelphia, USA
- 2020 - 2023 **Professor of Management**, ESSEC Business School, Cergy-Pontoise, France
- 2020 - 2022 **Executive Director**, Computational Social Science Lab
University of Pennsylvania, Philadelphia, USA
- 2011 - 2020 **Associate Professor of Management**, ESSEC Business School, Cergy-Pontoise, France
- 2011 - 2018 **Senior Fellow**, Global Leadership Center, INSEAD, Fontainebleau, France
- 2018 **Visiting Scholar**, Management Department, the Wharton School
University of Pennsylvania, USA
- 2017 **Visiting Scholar**, Mannheim Center for European Social Research (MZES)
University of Mannheim, Germany
- 2006 - 2011 **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

ACADEMIC HONORS AND AWARDS

- 2017 Finalist for the ESSEC Foundation Teaching Award
- 2014 Finalist for Best International Paper Award
at the Academy of Management Meeting in Philadelphia
- 2013 The ESSEC Foundation Teaching Award
- 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 Foundation,
2002 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

NON-ACADEMIC POSITIONS

- 2004 - 2013 **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

PUBLICATIONS

Articles in Refereed Journals

1. Yakubovich, Valery and Shuping Wu. 2022. "The Impact of Organizational Knowledge on Organizational Technologies: Evidence from Patent Data." *Academy of Management Annual Meeting Proceedings* 2022(1): 4014. DOI: 10.5465/AMBPP.2022.17897abstract
2. Yakubovich, Valery and Daniela Lup. 2020. "The Impact of Japanese Labels on the Perceived Relevance of Lean Production Practices in a Russian Bank." *Management and Organization Review*. DOI: 10.1017/mor.2020.36
3. Tambe, Prasanna, Peter Cappelli, and Valery Yakubovich. 2019. "Artificial Intelligence in Human Resources Management: Challenges and a Path Forward." *California Management Review*, 61(4): 15-42. DOI: 10.1177/0008125619867910
4. Yakubovich, Valery and Ryan Burg. 2019. "Friends by Assignment? From Formal Interdependence to Informal Relations in Organizations." *Human Relations*, 72(6): 1013-1038. DOI:10.1177/0018726718789479 (lead article).
5. Yakubovich, Valery. 2013. "Getting a Job as a Favor in the Russian Post-Socialist Labor Market." *Asia Pacific Journal of Management*, 30(2): 351-372. DOI: 10.1007/s10490-012-9336-2.
6. Netessine, Serguei and Valery Yakubovich. 2012. "The Darwinian Workplace." *Harvard Business Review*, 90(5): 25-28.

Translated into Russian as «Естественный отбор на рабочем месте», *Harvard Business Review – Россия*, June-July 2012: 21-23.
7. Yakubovich, Valery and Daniela Lup. 2006. "Stages of the Recruitment Process and the Referrer's Performance Effect." *Organization Science*, 17(6): 710-723.
8. Yakubovich, Valery. 2006. "Passive Recruitment in the Russian Urban Labor Market." *Work and Occupations*, 33(3): 307-334. DOI: 10.1177/1054773804271935.
9. Yakubovich, Valery. 2005. "Weak Ties, Information, and Influence: How Workers Find Jobs in a Local Russian Labor Market." *American Sociological Review*, 70(3): 408-21.
10. Ashwin, Sarah and Valery Yakubovich. 2005. "Cherchez la Femme: Women as Supporting Actors in the Russian Labor Market." *European Sociological Review*, 21(2): 149-64. DOI: 10.1093/esr/jci010.
11. Yakubovich, Valery, Mark Granovetter, and Patrick McGuire. 2005. "Electric Charges: The Social Construction of Rate Systems." *Theory and Society*, 34(5-6): 579-612.
12. Yakubovich, Valery and Irina Kozina. 2000. "The Changing Significance of Ties. An Exploration of the Hiring Channels in the Russian Transitional Labor Market." *International Sociology*, 15(3): 479-500.

Other Articles and Book Chapters

13. Peter Cappelli, Prasanna (Sonny) Tambe, and Valery Yakubovich. 2024. "Will Large Language Models Really Change How Work Is Done?" *MITSloan Management Review*, 65(3).
<https://sloanreview.mit.edu/article/will-large-language-models-really-change-how-work-is-done/>
14. Ashwin, Sarah and Valery Yakubovich. 2023. "An Inspired Collaboration with Russian Sociologists: An Interview with Simon Clarke." *Capital & Class*, 47(2): 201-209.
DOI:10.1177/03098168231171810.
15. Cappelli, Peter, Prasanna Tambe, and Valery Yakubovich. 2020. "Can Data Science Change Human Resources?" In: Canals J. and Heukamp F. (eds) *The Future of Management in an Artificial Intelligence World*. IESE Business Collection. Palgrave Macmillan, Cham.
DOI: 10.1007/978-3-030-20680-2_5.
16. Yakubovich, Valery and Stanislav Shekshnia. 2012. "The Emergence of the Russian Mobile Telecom Market: Local Technical Leadership and Global Investors in a Shadow of the State." In J. Padgett and W. Powell (editors), *The Emergence of Organizations and Markets*. Princeton, NJ: Princeton University Press.
17. Yakubovich, Valery and Ryan Burg. 2009. "Missing the Forest for the Trees: Network-Based HR Strategies." In *Network-Based Strategies and Competencies*. Edited by Paul R. Kleindorfer and Yoram Wind. Upper Saddle River, NJ: Wharton School Publishing.
18. Yakubovich, Valery and Irina Kozina. 2007. "Recruitment at Russian Enterprises." In *Human Resource Management in Russia: The current state of leadership, recruitment, payment, and training practices within Russian enterprises*. Edited by Michel Domsch and Tatjana Lidokhover. Aldershot, United Kingdom: Ashgate Publishing Group. pp. 153-169.
19. Yakubovich, Valery. 2002. "Institutions, Social Networks, and Market Exchange: Matching Workers and Jobs in Russia." *Economic Sociology: New Approaches to Institutional and Network Analysis*, ed. by Vadim Radaev. In Russian. Moscow: ROSSPEN. pp. 210-51.
20. Valery Yakubovich and Sveta Yaroshenko. 2000. "Economic Sociology in Russia." *Economic Sociology. European Electronic Newsletter*, 1(3): 24-28, <http://econsoc.mpifg.de>.

Translated in Russian and reprinted in *Экономическая социология. Автопортреты*, ed. by V.V. Radaev and M.S. Dobryakova. In Russian. Moscow: Higher School of Economics. 2006. c.447-453.
21. Yakubovich, Valery. 1999. "Social Opportunities and Economic Constraints: Participation in Informal Exchange Networks of Russian Urban Households". *Employment and Households' Behavior. Adaptation to Conditions of the Russian Transitional Economy*, ed. by V. Kabalina and S. Clarke. In Russian. Moscow: ROSSPEN. pp. 254-87.
22. Yakubovich, Valery and Simon Clarke. 1999. "Household Survey in Four Russian Cities: Sampling Design, Survey Organization and Implementation." *Employment and Households' Behavior. Adaptation to Conditions of the Russian Transitional Economy*, ed. by V. Kabalina and S. Clarke. In Russian. Moscow: ROSSPEN. pp.288-310.

23. Yakubovich, Valery. 1995. "Qualitative Methods or Quality of Results." *Sociology: Methodology, Methods, Mathematical Modeling*. vol.5-6:16-27. In Russian.

Working Papers

24. Yakubovich, Valery. "Computer – Human Management Research: From Machine-Learned Prediction to Theory-Guided Action."
25. Yakubovich, Valery and Shuping Wu. "Organizational Innovations of the 20th Century as High Tech of the 21st? Evidence From Patent Data."

Selected Invited Papers and Presentations

"OrgTech: Is Organization an Innovative Technology"

Wharton Technology and Innovation Conference, University of Pennsylvania, April 2021

Keynote at the Annual Economic Sociology Conference, Higher School of Economics, Moscow, Russia, July 2020

"Computer – Human Management Research: From Machine-Learned Prediction to Theory-Guided Action"

Faculty Research Seminar, Higher School of Economics, Moscow, Russia, November 2019

"Artificial Intelligence in Human Resources Management: Challenges and a Path Forward."

Organizing in the Era of Digital Technology Conference, Monte Verità, Switzerland, June 2019

"Timing Is Money: Continuous Employment in a Gig Economy."

The 2019 Meeting of the Academy of Management, Boston, August 2019

The American Sociological Association Meeting, Philadelphia, August 2018

Industrial Relations and Labor Review's Conference "Toward New Theories of Employment Relations." MIT, Boston, USA. May 2018

The HRO Today Forum, Washington DC, USA. May 2018

The Industry Studies Association, Seattle, USA. May 2018

"What's in a Name? Linguistic Labels and the Adoption of a Lean Production System in a Russian Bank."

The Industry Studies Association, Kansas City, USA. May 2015

Discussion panel participant at the 2nd conference “The Academic Diaspora and the Future for Russian Science.” Saint Petersburg, Russia. December 2014.

“The Vocabulary of Lean Production and the Organized Anarchy of Its Foreign Adoption.”

The People and Organizations Conference, the Wharton School, Philadelphia, USA. October 2014

The Academy of Management Meeting, Philadelphia. August 2014

The Industry Studies Association, Portland, OR. May 2014

“Learning Foci and the Reproduction of Social Relations in Organizations”

The Conference on Network Evolution, INSEAD, Fontainebleau, France, October 2014

The Academy of Management Annual Meeting, Philadelphia. August 2014

The Annual Meeting of the American Sociological Association, San Francisco. August 2014

The Industry Studies Association, Portland, OR. May 2014

The seminar on Networks and Regulation, the Center for Sociology of Organizations (CSO) at Science Po, Paris, France. February 2014

“Motivation of Innovative Behavior.” The 3rd Annual Sberbank Innovation Forum. Moscow, Russia. May 2013

“Labor Market Shelters within Organizations”

Centre for European Social Research (MZES) and Department of Sociology, the University of Mannheim, Germany. September 2012

The Annual Conference of the Industry Studies Association, Pittsburgh, USA. May 2012

Management Department, London School of Economics, London. March 2012

“Getting a Job as a Favor: Reciprocity in the Russian Post-Socialist Labor Market”

Academy of Management Meeting, Boston. August 2012

“Spontaneous Communication in a “Winners-Take-All” Organization”

The 1st Annual Madrid Work and Organizations Symposium, IESE Business School, Madrid, Spain. October 2011

Department of Sociology, Princeton University. March 2011

The International Business School, Brandeis University, Boston. January 2011

Management Department. ESSEC Business School. Cergy-Pontoise Cedex, France. January 2011

The Organizational Behavior Group. The Judge Business School, Cambridge University. Cambridge, United Kingdom. November 2010

Research Seminar. The European School of Management and Technology. Berlin, Germany. November 2010

Organization and Markets Seminar Series. The INSEAD Organizational Behavior Area. Fontainebleau, 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

“Coproduction 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

Reports, Non-Academic Publications, and Other Materials

Peter Cappelli, Valery Yakubovich, and Prasanna (Sonny) Tambe. “AI May Not Be a Job Killer, After All.” *The Wall Street Journal*, May 9, 2024.

Orenstein, Mitchell and Valery Yakubovich. 2020. [“Will Women Overthrow Europe’s Last Dictator.”](#) *Project-Syndicate.Org*

Yakubovich, Valery. “From Art to Science: A Paradigm Shift in People Management.” [Global Voice Magazine](#), September 2019, issue 11: 59-62.

- Yakubovich, Valery. [“Marx’s Descendants.”](#) *Slon Magazine* (online). July 2013. In Russian.
- Yakubovich, Valery and Evgeniya Chernozatonskaya. 2012. “Irresistible Attraction to Work.” Interview with Mihaly Csikszentmihalyi. *Harvard Business Review – Russia*. October: 95-99.
- Yakubovich, Valery. 2011. “Forward” to the Russian edition of *The New Age of Innovation* by C.K. Prahalad and M.S. Krishnan. Moscow: Skolkovo School of Management. Pp: 11-14.
- Yakubovich, Valery. [“The Network Valley.”](#) *Nezavisimaya Gazeta*. November 24, 2010. In Russian.
- Yakubovich, Valery. [“No Right to Fail.”](#) *Vedomosti*. November 10, 2010. In Russian.
- Shekshnia, Stanislav and Valery Yakubovich. [“A Commentary on the Eight Years of the Russian Association of Managers Executive Rankings.”](#) *Kommersant*. September 25, 2008. In Russian.
- Useem, Michael and Valery Yakubovich. [“Russia’s Best-known Banker, Ruben Vardanian, on Building Trust in a Fast-moving World”](#) Interview for Knowledge@Wharton. June 11, 2008.
- Yakubovich, Valery. “A Special Opinion: Is There a Labor Market in Russia?” *Vedomosti*, October 16, 2003. In Russian.
- Tuma, Nancy B., Mikk Titma, and Valery Yakubovich. 1995. *Sampling Design and Realization for Paths of a Generation*. Technical Report. Department of Sociology, Stanford University, Stanford, California.

Selected Media Mentions

Research on AI in HR Management is discussed in the following publications:

[“Can Artificial Intelligence Help Answer HR’s Toughest Questions?”](#) Knowledge@Wharton, August 30, 2019.

[“How Artificial Intelligence Helps Companies Recruit Talented Staff.”](#) *Financial Times*, 25 February 2019.

[“AI as Talent Scout: Unorthodox Hires and Maybe Lower Pay.”](#) *The New York Times*, 6 December 2018.

[“Why Not Just Flip a Coin.”](#) *ESSEC Knowledge*, November 29, 2018.

[“Russia Turns Screw on Science Foundation.”](#) *Nature*, 28 May 2015.

[“Putin’s Russia Divides and Enrages Scientists.”](#) *Nature*, 16 September 2014.

[“Financial Crisis and Social Capital.”](#) interview to the Moscow Talent Equity Institute, published on RB.RU, a business portal of the Russian newspaper *Vedomosti*. March 2009.

Research on a virtual call center is discussed in the Knowledge@Wharton article [“On the Clock: Are Retail Sales People Getting a Raw Deal?”](#) October 1, 2008.

Research on the Russian labor market is discussed in the article by Olga Promptova, “We Don’t Have a Labor Market,” published in the leading Russian business daily *Vedomosti*; in Russian. October 2, 2003.

PROFESSIONAL SERVICE

ESSEC

2019 – 2020	Member of the Dean’s AI group in charge of developing the school strategy in the area of artificial intelligence
2011 - 2020	Ad hoc reviewer of the materials from the applicants to the grand-école and PhD programs
2012	Member of the ad hoc group developing student and faculty exchange programs with the Higher School of Economics and New Economic School in Moscow, Russia
2014	Member of the Dean’s study group in charge of the preparation of the statue for the Ethics Committee
2014 – 2016	Coordinator of the Management and Organizations Seminar
2015 – 2017	Member of the School’s Scientific Committee
2015 – 2016	Member of the Department’s ad hoc group in charge of reviewing the Department’s publication priorities
2016 – 2017	Elected member of the School’s Senate
2019 – 2020	Developed the School’s partnership with Huawei: participated in the company’s public events and raised €160K for the School’s Data Science and Business Analytics Program

University of Pennsylvania

2007 – 2011	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
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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
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European Group for Organization Studies (EGOS)

July 2010	Co-convenor of the sub-theme “Networks and Communities” at the 26 th EGOS Colloquium. Lisbon, Portugal.
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The Economic Sociology Section of the American Sociological Association

2010 - 2011	Member of the Nominations Committee
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The Higher School of Economics, Moscow, Russia

2012	External member of the Faculty Selection Board, the Faculty of Management
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2010 - 2014 Member of the International Expert Council, the Faculty of Management
2019 – present Member of the Academic Council of the Master’s Program in HR Analytics
2019 – present External Member of the Faculty Review Committee

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

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

TEACHING

Understand and Change the World, introductory seminar: 2018 - 2020 (MS in Management)

Innovation Management: 2015 – 2020 (MS in Management)

Talent Management: 2015 – 2020 (EMBA)

Managing Business Networks: 2014 – 2019 (MS in Management)

Social Network Analysis: 2014 – 2017 (PhD in Management)

Behavioral and Economic Foundations of Management: 2012 - 2015 (PhD in Management)

Sociological and Psychological Pillars of Management: 2011 – 2015 (PhD in Management)

Organizational Behavior: 2011 – 2020 (MS in Management)

Industrial Relations and Human Resource Management: 2007 – 2011 (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, talent management, innovation management, AI-augmented people management

DOCTORAL ADVISING

Doctoral Committee Chair

Dmitry Golubkov (ESSEC Business School, 2016, Placement: Higher School of Economics, Moscow, Russia). “Corporate Political Connections in Russia and Their Implications for Firm-Level Accounting and Financial Characteristics.”

Melissa Morales (ESSEC Business School, 2016, Placement: The Central Bank of Brazil). “Challenging a Status-Quo: A New Look into Proactive Work Behaviors.”

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, 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”

Doctoral Committee Ad Hoc Member for the Defense of Dissertations and Proposals

Kseniya Novozhilova (HEC, 2016). “The Transparency Perspective on the Implementation of New Information and Communication Technologies: The Case of Social Media in an Organizational Context.”

Donoxti Baylon (ESSEC, 2015). “Writing as a Professional Practice: the Case of French Diplomats.”

Joan Sopt (ESSEC, 2014). “Bringing Dialogic Accounting to Life: An Empirical Study of Corruption During the 2008 Financial Crisis.”

Academic Advisor

An Yi (ESSEC, 2013 – 2014).