

September 6, 2008

Curriculum Vitae

VALERY YAKUBOVICH

Department of Management
The Wharton School
University of Pennsylvania
2023 Steinberg Hall-Dietrich Hall
3620 Locust Walk
Philadelphia, PA 19104-6370

phone: (215) 746-3132
fax: (215) 898-0401
Valery.Yakubovich@wharton.upenn.edu

EDUCATION

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

ACADEMIC AND RESEARCH POSITIONS

- 2006 - **Associate Professor of Management**, the Wharton School, University of Pennsylvania
2001 - 2006 **Assistant Professor of Organizations and Strategy**,
University of Chicago Graduate School of Business
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

ACADEMIC HONORS AND AWARDS

- 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

TEACHING AND RESEARCH AREAS

Organization and Management Theory, Social Networks, Economic Sociology,
 Human Resource Management

PUBLICATIONS

Journal Articles (Peer-Reviewed)

- Yakubovich Valery and Daniela Lup. 2006. "Stages of the Recruitment Process and the Referrer's Performance Effect." *Organization Science*, 17(6): 710-723.
- Yakubovich, Valery. 2006. "Passive Recruitment in the Russian Urban Labor Market." *Work and Occupations*, 33(3): 307-334. DOI: 10.1177/1054773804271935.
- 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.
- 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.
- Yakubovich, Valery, Mark Granovetter, and Patrick McGuire. 2005. "Electric Charges: The Social Construction of Rate Systems." *Theory and Society* 2005, 34(5-6): 579-612.
- 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.

Articles in Edited Volumes and Book Chapters

- Yakubovich, Valery and Stanislav Shekshnia. "The Formation of the Russian Cellular Industry: Entrepreneurial Success in a Failing Economy." In J. Padgett and W. Powell (editors), *Market Emergence and Transformation*. MIT Press, Forthcoming.
- 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.
- 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.

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.

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.

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.

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.

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

Working Papers

Yakubovich, Valery and Stanislav Shekshnia. "The Formal Structure of Informal Networks: the Case of a Russian Corporate Bureaucracy."

Yakubovich, Valery. "An Organizational Response to Short-Term Labor Market Uncertainties."

Other Publications

Nancy B. Tuma, Mikk Titma, and Valery Yakubovich. 1995. *Sampling Design and Realization for Paths of a Generation*. Technical Report. Department of Sociology, Stanford University, Stanford, California.

Other Relevant Experience

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

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

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

Professional Affiliations and Activities

University of Pennsylvania

2007 – current	Labor Lunch Seminars coordinator
2007-2008	Inter-Departmental Social Networks Workshop co-founder and coordinator
	Member of the Graduate Group in International Studies at the Lauder Institute
2006 – 2008	Member of the HR junior faculty search committee

University of Chicago, Graduate School of Business

2003	Organizer of the Junior Scholars Conference, Chicago, June
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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

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

Member of Academy of Management, American Sociological Association, International Sociological Association, Society for Advancement of Socio-Economics, International Network for Social Network Analysis