

## GINA DOKKO

University of California, Davis  
Graduate School of Management  
Davis, CA 95616

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707-334-9494  
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### PROFESSIONAL EXPERIENCE

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Graduate School of Management, University of California at Davis, Davis, CA

2020-Present Professor

2015-2020 Associate Professor

2009-2015 Assistant Professor

Spring 2022 Visiting Fellow, University of York, York, UK

Spring 2017 Visiting Associate Professor, Cass Business School, City University of London, London, UK

Leonard N. Stern School of Business, New York University, New York, NY

2004-2009 Assistant Professor, Management and Organizations

### EDUCATION

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University of Pennsylvania, The Wharton School, Philadelphia, PA

Dec. 2004 Ph.D. Management

Carnegie Mellon University, Graduate School of Industrial Administration, Pittsburgh, PA

May 1991 M.S. Industrial Administration (MBA), Major in Marketing and Information Systems.  
Graduated with Distinction.

University of Pennsylvania, The Wharton School, Philadelphia, PA

May 1985 B.S. Economics, Major in Finance, Benjamin Franklin Scholar. Graduated with General Honors.

### PUBLICATIONS

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- 22) Bailyn, L., Bear, J. B., Beckman, C. M., Carboni, I., Clair, J., De Vos, A., Dokko, G., Fletcher, J. K., Hall, D. T. (Tim), Harrington, B., Goldin, C., Kelly, E. L., Kossek, E. E., Lovejoy, M., Mazmanian, M., Ramarajan, L., Reid, E. M., Rothbard, N. P., Stone, P., Thomas, N., van der Heijden, B., Wittman, S., N. (2025). "The crisis of care: A curated discussion." Journal of Management Inquiry. 0(0). <https://doi.org/10.1177/10564926241311511>.
- 21) Cohen, L. E., G. Dokko, and S. Mahabadi (2025). "The creation of roles and routines in startups." De Gruyter Handbook of Sociology of Innovation and Entrepreneurship. O. Sorenson, P. H. Thornton (eds.), pp. 565-580.. De Gruyter, Berlin, Boston.  
<https://doi.org/10.1515/9783111085722>.
- 20) Grohsjean, T., G. Dokko, and P. Yang (2025). "Can you go home again?: Performance assistance between boomerangs and incumbent employees." Organization Science, **36**(2).  
<https://doi.org/10.1287/orsc.2022.16685>

- 19) Dokko, G. and W. Y. Jiang (2024). "From boundaryless to boundary-crossing: A friction-based model of career transitions." Research in Organizational Behavior. **44**: 100205.  
<https://doi.org/10.1016/j.riob.2024.100205>
- 18) Montiero, P., D. Nicolini, I. Erickson, L. E. Cohen, G. Dokko, G. F. Corporaal, A. Karunakaran, B. A. Bechky, & S. O'Mahony (2024). "Beyond the buzz: Scholarly approaches to the study of work." Journal of Management Inquiry, **34**(1). <https://doi.org/10.1177/10564926241261259>
- 17) Sugiyama, K., J. J. Ladge, and G. Dokko (2024). "Stable anchors and dynamic evolution: A paradox theory of career identity maintenance and change." Academy of Management Review. **49**(1): 135-154. (the second and third authors contributed equally). Featured in the Academy of Management Review's course on theory development.
- 16) Dokko, G. and K. Chudzikowski (2023). "Career Transitions and Job Mobility." Oxford Bibliographies in Management. Ed. Ricky W. Griffin. New York: Oxford University Press, 2020-02-26. <https://www.oxfordbibliographies.com/view/document/obo-9780199846740/obo-9780199846740-0189.xml>.
- 15) Dokko, G., J. Tosti-Kharas, and R. Barbulescu (2020). "Bridging micro and macro: An interdisciplinary review of theories used in career studies." Routledge Companion to Career Studies. W. Mayrhofer, H. Gunz, M. Lazarova (eds.). pp. 25-41. Routledge.  
<https://doi.org/10.4324/9781315674704>
- 14) Dokko, G. and M. Gorli (2019). "A brief note about management research on job mobility." BMJ Leader. **3**:104-107
- 13) Dokko, G., A. Nigam, and D. Chung (2019). "Mentoring institutional change: The intergenerational use of meso-structure to shift logics in American healthcare." Research in the Sociology of Organizations. H. Hwang, J. Colyvas, G. Drori (eds.). **58**: 163-186.
- 12) Nigam, A. and G. Dokko (2019). "Career resourcing and the process of professional emergence." Academy of Management Journal. **62**(4): 1052-1084.
- 11) Dokko, G. and W. Jiang (2017). "Managing talent across organizations: The portability of individual performance." Oxford Handbook of Talent Management. W. F. Cascio, D. Collings and K. Mellahi (eds.). Oxford, UK: Oxford University Press. 115-133.
- 10) Dokko, G. and G. A. Wu (2017). "Boundary-crossing job mobility, new product area entry and the performance of entrepreneurial ventures" Emergence: Research in the Sociology of Organizations. M. L. Seidel and H. Greve (eds.). **50**: 419-448.
- 9) Gaba, V. and G. Dokko (2016) "Learning to let go: Social influence, learning, and the abandonment of corporate venture capital practices." Strategic Management Journal. **37**(8): 1558–1577.
- 8) Dokko, G., A. A. Kane, and M. Tortoriello (2014). "One of us or one of my friends: How social identity and tie strength shape the creative generativity of boundary-spanning ties." Organization Studies **35**(5): 703-726.
- 7) Dokko, G. and V. Gaba (2012) "Venturing into new territory: Career experiences of corporate venture capital managers and practice variation." Academy of Management Journal **55**(3): 563-583.  
\*used in doctoral course on Organizational Theory at INSEAD

- 6) Dokko, G., A. Nigam and L. Rosenkopf (2012). "Keeping steady as she goes: A negotiated order perspective on technological change." Organization Studies **33**(5): 681-703.
- 5) Perry, E. L., G. Dokko, and F. Golom (2012) "The Aging Worker and Person-Environment Fit." Oxford Handbook of Work and Aging. J. W. Hedge and W. C. Borman (eds.). Oxford, UK: Oxford University Press: 187-212.
- 4) Dokko, G. and L. Rosenkopf (2010). "Social capital for hire? Mobility of technical professionals and firm influence in wireless standards committees." Organization Science **21**(3): 677-695.  
\*used in doctoral course on Social Networks at Wharton
- 3) Dokko, G., S. L. Wilk and N. P. Rothbard (2009). "Unpacking prior experience: How career history affects job performance." Organization Science **20**(1): 51-68.
- 2) Almeida, P., G. Dokko and L. Rosenkopf (2003). "Startup size and the mechanisms of external learning: Increasing opportunity but declining usefulness?" Research Policy **32**(2): 301-315.
- 1) Dokko, G. and L. Rosenkopf (2003). "Job mobility of technical professionals and firm centrality in wireless standards committees." Best Papers Proceedings, Academy of Management Meetings, Seattle, WA. (10% acceptance rate)

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## WORKING PAPERS

- Yoon, T., and G. Dokko (2025). "Ethnic singulars and impactful innovation in R&D teams."
- Shen, R., G. Dokko, and J. Lu (2024). "How signaling identity and capability for strategic change affects venture capital syndication."
- Shen, R. and G. Dokko (2020). "The effects of founders' personal and professional backgrounds on strategic alliances: A study of venture capital syndication." Winner, Best Interdisciplinary Paper, 2020 SMS Human Capital Interest Group

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## OTHER

- Dachner, A., G. Dokko, and E. Makarius (2025). "Refining the challenges of the boomerang mobility process." Invited commentary for Applied Psychology: An International Review. **74**(2).  
<https://doi.org/10.1111/apps.70013>.
- Dokko, G. (2020). "Beyond microfoundations." Invited commentary for Advances in Strategic Management: Employee Inter- and Intra-Firm Mobility: Taking Stock of What We Know, Identifying Novel Insights and Setting a Theoretical and Empirical Agenda. Daniel Tzabbar and Bruno Cirillo (eds).

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## INVITED PRESENTATIONS

- 2024 "Beyond boundaryless: A friction-based model of career transitions."  
• AOM Careers Division Community Conference, Amsterdam, April
- "How signaling identity and capability for strategic change affects venture capital syndication."

- University of Nevada, Reno, October
- 2022 “You can’t go home again: Cooperative performance behavior between boomerang and incumbent employees.”
- London School of Economics, virtual, January
  - University of York, May
- “Beyond boundaryless: A friction-based model of career transitions.”
- Academy of Management Meetings, Seattle, August
  - Transitions Research Group, virtual, December
- 2021 “You can’t go home again: Cooperative performance behavior between boomerang and incumbent employees.”
- Wharton School, University of Pennsylvania, virtual, May
  - Wisconsin School of Business, University of Wisconsin-Madison, virtual, October
- 2020 “How signaling identity and capability for strategic change affects venture capital syndication.”
- HEC, virtual, October
- “You can’t go home again: Cooperative performance behavior between boomerang and incumbent employees.”
- Academy of Management Meetings, virtual, August
- “The effects of founders’ personal and professional backgrounds on strategic alliances: A study of venture capital syndication.”
- Strategic Management Society Annual Conference, virtual, October
- 2019 “You can’t go home again: Cooperative performance behavior between boomerang and incumbent employees.”
- National University of Singapore, April
  - Seoul National University, April
  - Peking University, April
  - Strategic Management Society Annual Conference, Minneapolis, MN, October
- 2018 “The effects of identity and capability signals on alliance formation: A study of venture capital syndication.”
- Academy of Management Meetings, Chicago, IL, August
  - Strategic Management Society Annual Conference, Paris, France, September
- “You can’t go home again: Task-related assistance from and toward boomerang employees.”
- Academy of Management Meetings, Chicago, IL, August
  - University of Illinois, Urbana-Champaign, IL, September
  - ESSEC Business School, Cergy, France, September
- “Career baggage: What we carry as we make career moves.”
- TEDx UCDavisSF, San Francisco, CA, April
- 2017 “Bounced back or held back: Differences in the perceived skills of men and women after joblessness.”

- IE Business School, Madrid, Spain, May
- “Career resourcing and the process of professional emergence.”
- OTREG, Imperial College London, London, UK, June
- 2016 “Bounced back or held back: Differences in the perceived skills of men and women after joblessness.”
- University of California, Riverside, CA, March
  - Labor and Employment Relations Association Annual Meeting, Minneapolis, May
  - Academy of Management Meetings, Anaheim, CA, August
- “Make love, not war: The “war for talent” meets contemporary careers.”
- Strategic Management Society Annual Conference, Strategic Human Capital extension, Munich, Germany, September
- “Career scripts as enablers of institutional entrepreneurship.”
- 32<sup>st</sup> EGOS Colloquium, Naples, Italy, July
- 2015 “Bounced back or held back: Differences in the perceived skills of men and women after joblessness.”
- Ludwig Maximilian University, Munich, Germany, November
- “Managing Talent across Organizations: the Portability of Individual Performance.”
- INFORMS, Philadelphia, PA, November
- “Career scripts as enablers of institutional entrepreneurship.”
- Western Academy of Management Conference, Kauai, HI, March
  - 31<sup>st</sup> EGOS Colloquium, Athens, Greece, July
  - Academy of Management Meetings, Vancouver, Canada, August
- 2014 “Learning to let go: Social influence, learning, and the abandonment of corporate venture capital practices”
- University of California, Irvine, CA , March (with Vibha Gaba)
  - Cass Business School, City University London, UK, May
  - University of Bath, UK, May
  - Strategic Management Society Annual Conference, Madrid, Spain, September
  - Wharton School, University of Pennsylvania, Philadelphia, PA, November
- “Career scripts as enablers of institutional entrepreneurship.”
- Davis Conference on Qualitative Research, Davis, CA, March
  - Industry Studies Association Annual Conference, Portland, OR, May (with Amit Nigam)
- “Scars or blemishes? How unemployment spells affect worker outcomes”
- The 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, May (with Erin Coyne-Makarius)
- 2013 “Learning to let go: Social influence, learning, and the abandonment of corporate venture capital practices”
- University of California, Berkeley, CA , February
  - Academy of Management Meetings, Orlando, FL, August

“Boundary-crossing job mobility, new product area entry and the performance of entrepreneurial ventures”

- Organization Science Winter Conference, Steamboat Springs, CO, February
- Academy of Management Meetings, Orlando, FL, August
- Academy of Innovation and Entrepreneurship Conference, Oxford, UK, August

“Career boundaries”

- NSF Conference on Facilitating the Creation and Transfer of Knowledge, Philadelphia, PA, July

“Career scripts as enablers of institutional entrepreneurship”

- 29th EGOS Colloquium, Montreal, Canada, July
- Structuring Work in and around Organizations workshop, Montreal, Canada, July

2012 “Learning to let go: Social influence, learning, and the abandonment of corporate venture capital practices”

- Dartmouth University, Tuck School of Business, Hanover, NH, November
- Israel Strategy Conference, Tel Aviv, Israel, December (finalist for best paper award)

“Career scripts as enablers of institutional entrepreneurship”

- American Sociological Association (with A. Nigam), Denver, CO, August

“Boundary-crossing job mobility, new product area entry and the performance of entrepreneurial ventures”

- Ohio State University, Fisher College of Business, Columbus, OH, February
- Strategic Management Society Annual Conference, Prague, Czech Republic, October

“One of us or one of my friends: How social identity and tie strength shape the creative generativity of boundary-spanning ties”

- Organization Science Winter Conference, Steamboat Springs, CO, February
- Western Business & Management Association Annual Conference, Paris, France October

2011 “One of us or one of my friends: How social identity and tie strength shape the creative generativity of boundary-spanning ties”

- VU University, Amsterdam Business Research Institute, Amsterdam, Netherlands, December

“Stepping stones to career change: How experience and the context of work can facilitate entry to new occupations for mid-career workers.”

- 27th EGOS Colloquium, Gothenburg, Sweden, July
- Academy of Management Meetings, San Antonio, TX, August

2010 “Venturing into new territory: Prior experience of corporate venture capital managers and venturing practices.”

- Academy of Management Meetings, Montreal, Canada, August
- West Coast Research Symposium on Technology Entrepreneurship, Eugene, OR, August
- Wharton Conference on People and Organizations, Philadelphia, PA, October

2009 “Keeping steady as she goes: A negotiated order perspective on technological evolution.”

- Academy of Management Meetings, Chicago, IL, August

- 25th EGOS Colloquium, Barcelona, Spain, July
- “Social network ties, social identity and the sources of innovative performance: The role of social identity in generating innovation from social interaction.”
- Academy of Management Meetings, Chicago, IL, August (with A. Kane)
  - INGroup Conference, Colorado Springs, CO, July (with A. Kane)
- “Venturing into new territory: Prior experience of corporate venture capital managers and venturing practices.”
- Academy of Management Meetings, Chicago, IL, August
  - New York University, Stern School of Business, Management and Organizations Department Brownbag, April
- “Job mobility of technical professionals and firm influence in wireless standards committees.”
- University of California, Davis, Davis, CA, March
- 2008 “Typecasting entrepreneurs: Boundary-crossing experience, funding and the performance of ventures.”
- Israel Strategy Conference, Tel Aviv, Israel, December
  - McGill-Cornell Conference on Institutions and Entrepreneurship, Montreal, Canada, June
  - 25th DRUID Celebration Conference, Copenhagen, Denmark, June (with G. Wu)
- “Unpacking prior experience: How career history affects job performance.”
- Contact Center Forum, Wharton Financial Institutions Center, Philadelphia, PA February (with N. Rothbard)
- 2007 “Typecasting entrepreneurs: Boundary-crossing experience, funding and the performance of ventures.”
- Academy of Management Meetings, Philadelphia, PA, August
- 2006 “Unpacking prior experience: How career history affects job performance.”
- Wharton OB Mini-conference, Philadelphia, PA, November
  - Columbia University, Teachers College, New York, NY, November
  - Academy of Management Meetings, Atlanta, GA, August
  - Ohio State University, Columbus, OH, March (with S. Wilk)
- “Professional identities and the construction of technical standards.”
- Academy of Management Meetings, Atlanta, GA, August
- “Social capital formation in standards setting committees.”
- 22<sup>nd</sup> EGOS Colloquium, Bergen, Norway, July
- 2005 “What you know or who you know? Human capital and social networks as determinants of individual performance.”
- Academy of Management Meeting, Honolulu, HI, August
- “Job mobility of technical professionals and firm influence in wireless standards committees.”
- Interdepartmental Workshop on Innovation, Stern School of Business, April
- 2004 “Social capital formation in standards setting committees.”

- Academy of Management Meetings, New Orleans, LA, August

“What you know or who you know? Human capital and social networks as determinants of individual performance.”

- New York University, Stern School of Business, Management and Organizations Department, February
- Carnegie Mellon University, GSIA, Department of Organizational Behavior and Theory, January
- Cornell University, School of Industrial and Labor Relations, Department of Organizational Behavior, January
- University of Illinois at Urbana-Champaign, Illinois College of Business, Organizational Behavior Department, January
- University of Iowa, Tippie School of Business, Department of Management and Organizations, January
- University of Texas at Austin, McCombs School of Business, Management Department, January

2003 “Job mobility of technical professionals and firm influence in wireless standards committees.”

- INFORMS, Philadelphia, PA, November
- Academy of Management Meetings, Seattle, WA, August
- Organization Science Winter Conference, Steamboat Springs, CO, February

“What you know or who you know? Human capital and social networks as determinants of individual performance.”

- University of Oregon, Lundquist College of Business, Department of Management and Organizations, November
- Trans-Atlantic Doctoral Conference in Business Research, London Business School, May
- Consortium on Competitiveness and Cooperation (CCC), University of Toronto, April

2001 “Job mobility of technical professionals and firm influence in wireless standards committees.”

- Academy of Management Meetings, Denver, CO, August
- INFORMS, Miami, FL, November

2000 “Startup size and the mechanisms of external learning: Increasing opportunity but declining usefulness?”

- Academy of Management Meetings, Washington, D.C., August
- Research Policy Technology Entrepreneurship Conference, University of Maryland, May (with L. Rosenkopf)

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## WORK IN PROGRESS

- Ethnic singulars and impactful innovation (with T. Yoon)
- Mobility across sectors and organizational performance (with A. Tseng and M. Yetman)

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## AWARDS AND HONORS

### RESEARCH AWARDS

2009 INSEAD Research Grant 2520-493R

2007 Berkley-Kauffman Research Grant



- 2004 Mack Center for Technological Innovation Research Grant
- 2003 Organization Science Dissertation Proposal Competition, Second Place  
Academy of Management, Best Papers Proceedings, Best Paper Finalist, OMT Division  
Reginald H. Jones Center Research Grant  
Wharton Center for Human Resources Research Grant
- 2002 Wharton Financial Institutions Center Research Grant  
Mack Center for Technological Innovation Research Grant
- 2001 Wharton e-Business Initiative Research Grant

#### OTHER HONORS

- Invited panelist, Careers Division Plenary, Academy of Management, Chicago 2024
- Invited panelist, Tenure letter writers, Strategic Human Capital Interest Group Mentoring Program 2024
- Invited member, Scientific Committee, AOM CarCon, Amsterdam 2024
- AMR Origins, 2023. Academy of Management, virtual discussion
- Invited panelist, *Resource Redeployment in an Open World*, Strategic Management Society Annual Conference, Madrid extension, 2022
- Award for Outstanding Reviewer, *Academy of Management Review*, Editorial Review Board Member 2022
- Invited panelist, Classics of Organization and Management Theory: Approaches to the Study of Work, Academy of Management Meetings 2022
- Invited panelist, Tenure Review: Letters, Packets, and Fun, Strategic Human Capital Interest Group Mentoring Program 2022
- Award for Developmental Reviewer, *Academy of Management Review*, Editorial Review Board Member 2020
- Award for Outstanding Reviewer, *Academy of Management Discoveries*, Editorial Review Board Member 2020
- Invited facilitator, Organization and Management Theory Division Junior Faculty Consortium, Academy of Management Meetings 2020, 2021
- Invited panelist, Strategic Human Capital Interest Group, Strategic Management Society Annual Conference, 2018
- Award for Outstanding Reviewing *Strategic Management Journal* Editorial Board Member, 2016
- Invited facilitator, Strategic Human Capital Junior Scholar Paper Development Workshop, Strategic Management Society Annual Conference, 2017
- Invited facilitator, Organization and Management Theory Division Doctoral Student Consortium, Academy of Management Meetings 2014, 2016, 2017
- Invited facilitator, Careers Division Careers in the Rough Research Development Workshop, Academy of Management Meetings 2014-2023
- Judge, Organization Science Dissertation Proposal Competition 2015
- Invited panelist, Strategic Human Capital Interest Group: New Frontiers, Strategic Management Society Annual Meeting 2015
- Invited panelist, Entrepreneurship and Strategy Junior Faculty Research Workshop, Strategic Management Society Annual Meeting 2014
- Invited panelist, Sumantra Ghoshal Conference on Managerially Relevant Research, London Business School 2014
- Invited panelist, "Insights for Publishing Careers Research in Top Journals" at Academy of Management Annual Meetings 2013
- Award for extraordinary service to the Editorial Board, *Organization Science*, 2012

- Invited panelist, Careers Division Early Academic Career Consortium at Academy of Management Annual Meetings 2011, 2012
- Winner, Best Symposium (with Christopher I. Rider), Careers Division, Academy of Management Meetings 2009.
- Participant in Best Symposium, Careers Division, Academy of Management Meetings, 2006.
- Invited participant OMT Junior Faculty Workshop, Academy of Management Meetings 2005.
- Invited participant OB/ODC/OMT Division Doctoral Consortium, Academy of Management Meetings, 2002.
- Invited participant TIM Division Doctoral Consortium, Academy of Management Meetings, 2001.
- Teaching Assistant of the Year, Carnegie Mellon University, 1991.

#### MEDIA MENTIONS

Research covered in *Forbes.com*, *CNN Money*, *Crains New York Business*, *Financial Times*, *Entrepreneur*, *JobsintheMoney.com*, *Knowledge@Wharton*, *New Jersey Star Ledger* (NJ.com), *Sacramento Business Journal*

#### TEACHING EXPERIENCE

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2025-Present	Introduction to Management (Undergraduate core)
2024-Present	Causes of Organizational Wrongdoing
2019-Present	Teams Workshop (MS Business Analytics core)
2018-2024	Organizational Issues in Implementing Analytics (MS Business Analytics core)
2010-2024	Organizational Strategy and Structure (MBA core)
	<ul style="list-style-type: none"><li>• 2019 Teacher of the Year, elected by full-time MBA students, UC Davis Graduate School of Management</li><li>• 2017 Teacher of the Year, elected by full-time MBA students, UC Davis Graduate School of Management</li></ul>
2015	Portable human and social capital: Implications for firm strategy and organization (Ph.D. workshop), Ludwig Maximilian University, Munich
Fall 2011	The Individual and Group Dynamics (MBA core), UC Davis, GSM
2005-2009	Managing Organizations (MBA core), NYU Stern
2001-2002	Graduate Student Instructor, Wharton School, University of Pennsylvania Management 101, Introduction to Management (Undergraduate core) with Professor Daniel Raff. Taught honors section.

#### PROFESSIONAL ACTIVITIES AND SERVICE

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##### FIELD-LEVEL ACTIVITIES:

##### Editorial Review Board

*Academy of Management Discoveries* (2017-present)  
*Strategic Management Journal* (2013-present)  
*Organization Science* (2011-2024)  
*Academy of Management Review* (2017-2023)

Ad-hoc Reviewer

*Academy of Management Journal, Administrative Science Quarterly, Management Science, Organization Studies, Journal of Management Studies*

Reviewer, Academy of Management meetings, Careers, OB and OMT Divisions, 2005-present  
Reviewer, Strategic Management Society meetings, Human Capital Interest group, 2015-present  
Reviewer, Best PhD Paper Award, Strategic Management Society, 2018  
Reviewer, Best Paper Awards, Careers Division of Academy of Management, 2015, 2017, 2023  
Reviewer, Best Paper Award, Strategic Management Society, Human Capital IG, 2016, 2017

2024-2025	Conference co-Chair, Strategic Management Society Annual Meeting, San Francisco
2024-2025	Program Chair, Strategic Human Capital Interest Group, Strategic Management Society
2023-2024	Associate Program Chair, Strategic Human Capital Interest Group, Strategic Management Society
2023	Track organizer, Careers and Institutions, European Group on Organization Studies, Cagliari, Italy
2021-2022	Past Division Chair, Careers Division, Academy of Management
2022	Workshop organizer, Navigating the journal publication process: Responding to reviewers, University of York
2020-2021	Division Chair, Careers Division, Academy of Management
2021	Track organizer, Careers and Institutions, European Group on Organization Studies, Virtual
2019-2020	Division Chair-elect, Careers Division, Academy of Management.
2019-2021	Mentoring Program, Strategic Human Capital Interest Group of the Strategic Management Society.
2011-2020	Co-organizer, annual Wharton People and Organizations Conference
2018-2019	Program Chair, Careers Division, Academy of Management.
2017-2018	PDW Chair, Careers Division, Elected representative
2017-2018	Nominations Committee, Careers Division, Academy of Management
2016-2018	Representative-at-Large, Strategic Human Capital Interest Group of the Strategic Management Society. Elected representative.
2004-2023	Served as Discussant or Chair at Academy of Management meeting sessions, multiple Divisions
2018	Track organizer, Careers and Institutions, European Group on Organization Studies, Tallinn, Estonia

2016	Panel organizer, New Theory on Managing Human Capital, Strategic Management Society Annual Conference, Berlin, Germany
2015	Discussant, We are the Champions: Research Into and Useful for Understanding Change Agents, Western Academy of Management, Kauai, HI
2013-2014	Panel organizer, NSF Conferences on Facilitating the Creation and Transfer of Knowledge
2014	Discussant, Labor and Employment Relations Association (LERA) and Industry Studies Association (ISA) Annual Meetings, Portland OR
2011-2014	Secretary, Careers Division of Academy of Management. Elected Officer and member of Executive Committee.
2013	Five Year Review Committee, Careers Division. Periodic review of division by Academy of Management.
2010-2012	Membership Committee, Careers Division, Academy of Management

#### DOCTORAL STUDENT SUPERVISION

2022	President of the jury and Examiner, Dissertation Committee for Olga Ivanova, HEC Paris (placed at University of Lugano, Switzerland)
2017-2019	Dissertation Committee for Rui Shen, Peking University (placed at Zhejiang University)
2016-2019	Dissertation Committee for Winnie Jiang, Yale School of Management (placed at INSEAD)
2014-2016	Dissertation Committee for Samantha Blackburn, UC Davis Betty Irene Moore School of Nursing (placed at Sacramento State University)
2014-2016	Dissertation Committee for Aaron Fackler, UC Davis School of Engineering
2007-2009	Dissertation Committee for Jennifer Tosti-Kharas, NYU (placed at San Francisco State University)

#### SCHOOL AND UNIVERSITY SERVICE

2024	Confidential Ad hoc Committee for Chair reappointment (two reappointments)
2023-2024	Vice Chair, Faculty Executive Committee
2023-2024	Chair, MBA Academic Director Recruitment Committee
2023	Selection committee for a faculty Chair
2023	Panelist, "Empowering Women in STEM: Perspectives on Self-Advocacy from Leaders at UC Davis," UC Davis Professors for the Future
2021-2023	Chair, Faculty Recruitment Committee. Management group, UC Davis GSM
2021-2024	Graduate Council – Subcommittee on Courses, UC Davis
2020-2021	Faculty Executive Committee, UC Davis GSM
2020-2021	Grand Challenges Building Visioning Committee, UC Davis

2020-2021	Service on a confidential committee regarding an administrative appointment, UC Davis
2021	Panelist, "Refresh and Recharge: Relevance in Retirement," UC Davis GSM Alumni Relations Event
2021	Panelist, "Returning to Work: Navigating Change after the New Normal," Cal Aggie Alumni Association, UC Davis
2021	Panelist, Amazon alumni networking lunch, UC Davis GSM
2021	Panelist, Online MBA Summer 2021 Onboarding, UC Davis GSM
2020	Moderator, "Influence in the Workplace" Professional Business Women of California/BioMarin panel discussion
2020	Panelist, "What Search Committees seek in a successful candidate: preparing a strong application packet," UC Davis Professors for the Future
2020	Panelist, Executive Insight Panel, Metro EDGE
2020	Panelist, Veterinary Business Management Association, Diversity and Inclusion Panel
2019	Organizer and featured speaker, Career Conversations, UC Davis GSM
2018-2019	Faculty Recruiting Committee. Management group, UC Davis GSM
2018-2019	Faculty Recruiting Committee. Open search, UC Davis GSM
2018-2019	Graduate Program Committee, MBA Programs, UC Davis GSM
2018	Featured speaker, Diversity, Inclusion and Equity presentation at new student orientation, UC Davis GSM
2017-2019	Member, Affirmative Action and Diversity Committee, UC Davis Faculty Senate
2017-2019	Chair, Diversity Committee, UC Davis GSM
2016-2018	Admissions Committee, Master of Science in Business Analytics, UC Davis GSM
2015-2018	Convener, Management group, UC Davis GSM
2017	Featured speaker, Career Conversations with Executive-in-Residence, UC Davis GSM
2016-2017	Graduate Program Committee, Master of Science in Business Analytics, UC Davis GSM
2015-2016	Faculty Executive Committee, UC Davis GSM
2015	Faculty Recruiting Committee. Marketing group, UC Davis GSM
2014-2016	Recruitment Committee. UC Davis GSM
2013-2014	Committee on Courses. UC Davis GSM
2012-2013	Recruitment Committee. UC Davis GSM
2011-2012	Committee on Courses. UC Davis GSM
2010-2011	Recruitment Committee. UC Davis GSM
2010	Task Force on Assessment of Learning, UC Davis GSM
2009-2010	Education Policy Committee, UC Davis GSM
2005-2009	Research Committee. Management and Organizations Department, New York University
2004/2005	Faculty recruiting committee. Management and Organizations Department, New York University

2003	Doctoral Executive Committee Student Representative. Appointed by Vice Dean. Management Department, University of Pennsylvania
2003	Space committee. Appointed by Department Chair. Management Department, University of Pennsylvania
2002	Ph.D. Student Representative. Elected by peers. Represented doctoral student issues to faculty and administration. Management Department, University of Pennsylvania
2002	Ph.D. Admissions Committee. Management Department, University of Pennsylvania

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#### OTHER WORK EXPERIENCE

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1997-1999	<b>American Express</b> , New York, NY <ul style="list-style-type: none"><li>• Director, Strategy and Business Development, Corporate Services Interactive</li><li>• Senior Product Marketing Manager, Corporate Services</li></ul>
1991-1996	<b>3M</b> , St Paul, MN <ul style="list-style-type: none"><li>• Product Marketing Manager, Diskettes, Data Storage Markets Division</li><li>• Marketing Supervisor, Desktop Tape Storage, Data Storage Markets Division</li><li>• Business Development Supervisor, Data Storage Tape Technology Division</li><li>• Business Development Administrator, Data Storage Tape Technology Division</li></ul>
1987-1989	<b>Manufacturers Hanover Trust</b> , New York, NY <ul style="list-style-type: none"><li>• Area Controller, Information Systems and Support</li></ul>
1985-1987	<b>MACY'S</b> , Northeast Division, Newark, NJ <ul style="list-style-type: none"><li>• Financial Analyst, Merchandise Statistics</li><li>• Expense Analyst, Financial Planning</li></ul>

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#### OTHER PROFESSIONAL AWARDS

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- 3M Marketing Professionalism Award, individual award for diskette brand strategy, 1996
- 3M Golden Step Award, team award for product development; 1995, 1996

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#### REFERENCES

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References available on request