

VICTORIA SEVCENKO

INSEAD
1 Ayer Rajah Ave., Singapore 138676
victoria.sevcenko@insead.edu

ACADEMIC POSITIONS

2018-present Assistant Professor of Strategy, INSEAD
(on maternity leave 2021-2022)

EDUCATION

2018 PhD, Strategy and Entrepreneurship, London Business School
Dissertation: “Essays on Value Creation and Appropriation from Human Capital”
Wiley-Blackwell Outstanding Dissertation Award 2019, Finalist
Committee: Sendil Ethiraj (advisor), Gary Dushnitsky, Isabel Fernandez-Mateo, Madan Pillutla, Henri Servaes

2012 MSc in Economics and Management, London School of Economics

2011 MSc in Management, Imperial College Business School

2010 BSc in Politics, Philosophy and Economics, University of Warwick

RESEARCH INTERESTS

Human capital, employee mobility, labor market frictions, organization design

PUBLICATIONS

- [1] Sevcenko, V. & Ethiraj, S. (2018) “How do firms appropriate value from employees with transferable skills?” *Organization Science*, 29(5): 775-795. ([link](#))
- [2] Sevcenko, V., Wu, L., Kacperczyk, O. & Ethiraj, S. (2022) “Surplus Division Between Labor and Capital: A Review and Research Agenda.” *Academy of Management Annals*, 16(1): 334-390. ([link](#))
- [3] Choudhury, P., Khanna, T. & Sevcenko, V. “Firm Induced Migration Pathways and Strategic Human Capital Outcomes.” *Management Science*, articles in advance. ([link](#))

WORKING PAPERS

- [4] Sevcenko, V. “When to put the best to rest? The trade-off between star human capital and organizational adaptation”. Second Revise & Resubmit at *Administrative Science Quarterly*.
 - Winner of the William H. Newman Award for Best Dissertation Paper, AOM 2019
 - Winner of the STR Distinguished Paper Award, AOM 2019
 - Winner of the Strategic Human Capital IG Best Paper Award, SMS 2019
 - An abridged version appears in Academy of Management Best Paper Proceedings 2019
- [5] Ghoshsamaddar, S., Marchetti, A. & Sevcenko, V. “Who Captures the Value from Organizational Culture? Evidence from Employer Reviews and Vacancy Postings”. Under review at *Organization Science*.
 - Finalist for the 2021 SMS Best Conference Paper Prize
 - Finalist for the 2021 SMS Research Methods Paper Prize

- [6] Sevchenko, V. & Ethiraj, S. “The Peter Principle of Organizational Awards: Employee Visibility and Employee-Firm Goal Misalignment? Preparing for submission.
- [7] Sevchenko, V., Jang, S. & Choudhury, P. Temporary co-location, face-to-face communication, and performance in all-remote firms. Preparing for Submission.

CURRENT PROJECTS

- [8] Mavrokonstantis, P., Nehmer, R., Sevchenko, V. & Zhang, R. Team Incentives and Worker Engagement in the Gig Economy. Preparing for Submission.
- [9] Hoisl, K., Sevchenko, V. & Wang, T. Organizational remote work policy, employee salary, and skill bundle rarity. Data analysis stage.

AWARDS & GRANTS

Strategic Management Journal Best Reviewer, 2022
SMS Knowledge & Innovation Outstanding Reviewer, SMS 2021 & 2022
Certificate of Recognition for MBA Teaching Excellence, INSEAD, 2020-2021
SMS Best Conference Paper Prize Finalist, SMS 2021
SMS Research Methods Paper Prize Finalist, SMS 2021
William H. Newman Award for Best Dissertation Paper, AOM 2019
STR Wiley Blackwell Outstanding Dissertation Award Finalist, AOM 2019
STR Distinguished Paper Award, AOM 2019
SMS Minneapolis Best Paper Prize Nomination, SMS 2019
Outstanding Reviewer Award, BPS, AOM 2014
PhD Programme Financial Award, London Business School, 2012-2017
Economic & Social Research Council Scholarship, 2012-2017
Reinvention Centre Undergraduate Research Grant, Warwick University 2010

INVITED TALKS & CONFERENCE PRESENTATIONS

Copenhagen Business School (Sep 2022)
LERA 74th Annual Meeting (June 2022)
Strategy Research Forum (May 2022)
Wharton People and Organizations Conference (Sep 2021)
Strategic Management Society Annual Meeting (Sep 2021)
Academy of Management Annual Meeting (Aug 2021)
2nd AI & Strategy Consortium at ISB (Jan 2021)
Strategic Management Society Virtual Meeting (Sep 2020)
Austin Technology and Entrepreneurship Conference (Feb 2020)
Strategic Management Society Annual Meeting (Sep 2019)
Academy of Management Annual Meeting (Aug 2019)
Tuck Strategy Summer Camp (Aug 2019)
Academy of Management Annual Meeting (Aug 2018)
Carlson School of Management, University of Minnesota (2018)
HEC Paris, Strategy and Business Policy (2018)
IESE, Strategic Management Department (2018)
Frankfurt School of Finance & Management (2018)
INSEAD, Strategy Department (2018)
SMS Special Conference in Milan (2017)

Trans-Atlantic Doctoral Conference at London Business School (2017)
Academy of Management Annual Meeting (2015-2017)
Vienna Conference on Strategy, Organization & Innovation (2015)
CCC Doctoral Consortium at New York University (2015)
Trans-Atlantic Doctoral Conference at London Business School (2014)
Academy of Management Annual Meeting (2014)

WORKSHOPS

PDW on New Data and Methods in Management Research, Co-Organizer & Panelist, Academy of Management Annual Meeting (2021, 2022)
PDW on Managing Remote Work, Co-Organizer & Panelist, Academy of Management Annual Meeting (2021)
TIM Doctoral Consortium at the Academy of Management Annual Meeting (2018)
BPS Doctoral Consortium at the Academy of Management Annual Meeting (2015)
Emerging Scholars Workshop, Wharton (2014)

TEACHING CASES

Sevcenko, V. & Yang, A. (2021) *Incentivizing Drivers at Grab: Social Embeddedness in the Gig Economy*. INSEAD Teaching Case.

Sevcenko, V., Stolk, D. & Heely, L. (2021) *En Classe: Aligning Incentives in the Public School System across Democratic Republic of Congo*. INSEAD Teaching Case.

TEACHING

Strategy, Structure and Incentives 2019-present, INSEAD MBA Elective
Org 2.0: People Analytics 2019-present, INSEAD MBA Elective
Special Topics in Strategy 2020-present, INSEAD PhD Elective

PHD STUDENT ADVISING

Dissertation Co-Chair (together with Jasjit Singh) for Sukti Ghoshmaddar (Strategy)

Dissertation Co-Chair (together with Phanish Puranam) for Xi Kang (Strategy)
Placement: Vanderbilt University (2022)

INTERNAL SERVICE

Member, Faculty Focus Group on Infrastructure Investments (2020-2021)
Member, Recruitment Committee, Strategy Area (2018-2020)

PROFESSIONAL SERVICE

Journal Reviewing:

Editorial Board Member: Strategic Management Journal (2020-present)

Ad-hoc Journal Reviewer: Administrative Science Quarterly, Management Science, Organization Science, European Management Review, Journal of Business Research

Conference Reviewing:

SMS Annual Conference, AOM Annual Meeting STR & OMT

Leadership and Contributions to Academic Organizations:

Strategic Management Society:

Representative-at-Large, Strategic Human Capital IG (2022-present)
Junior Faculty Brownbag Organizer, Strategic Human Capital IG (2021-present)
'Best Paper Award' Reviewer (2020-present), Strategic Human Capital IG
PhD Student Mentor (2019-present), Strategic Human Capital IG
Sunday Panel Organizer & Session Chair, Competitive Strategy IG (2021, 2022)

Academy of Management:

Research Committee Member, STR Division (2022-present)
Best Dissertation Award Reviewer, TIM Division (2022)

Memberships:

Academy of Management, Strategic Management Society, Organization Design Community, Labor and Employment Relations Association