

## GINA DOKKO

University of California, Davis  
Graduate School of Management  
One Shields Avenue  
Davis, CA 95616

707-334-9494  
gdokko@ucdavis.edu

### PROFESSIONAL EXPERIENCE

---

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

2015-Present Associate Professor

2009-2015 Assistant Professor

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

---

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

---

- 14) Dokko, G., A. Nigam, and D. Chung (forthcoming). "Mentoring institutional change: The intergenerational use of meso-structure to shift logics in American healthcare." Research in the Sociology of Organizations. J. A. Colyvas, G. Drori, and H. Hwang (eds.).
- 13) Nigam, A. and G. Dokko (forthcoming). "Career resourcing and the process of professional emergence." Academy of Management Journal.
- 12) Dokko, G., J. Tosti-Kharas, and R. Barbulescu (forthcoming). "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.).
- 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.). Vol. 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)

---

## WORKING PAPERS

- Shen, R., G. Dokko, and J. Lu (2018). “The effects of identity and capability signals on alliance formation: A study of venture capital syndication.”

Wilk, S.L., G. Dokko, and E. Makarius (2016). “Bounced back or held back: Differences in the perceived skills of men and women after joblessness.”

Lebel, R. D., N. P. Rothbard, K. J. Klein, S. L. Wilk, and G. Dokko (2017). “The way you do the things you do: How extraversion and conscientiousness shape the consequences of individual innovation.”

Dokko, G. (2014). “Resource heterogeneity from human capital and social capital as determinants of individual productivity and innovative performance.”

Dokko, G. and V. Gaba (2011). “Stepping stones to career change: How experience and the context of work can facilitate entry to new occupations for mid-career workers.”

### INVITED PRESENTATIONS

---

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: Returning employees and bi-lateral helping behavior.”

- Academy of Management Meetings, Chicago, IL, August
- University of Illinois, Urbana-Champaign, IL, September

“Career baggage: What we carry as we make career moves.”

- TEDx UC Davis SF, 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

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)

---

## **WORK IN PROGRESS**

- HR systems and the portability of individual performance (with W. Jiang)

- You can't go home again: Returning employees and helping behavior (with T. Grohsjean and P. Yang)

## **RESEARCH AND TEACHING INTERESTS**

---

Organization theory; organizational behavior; job mobility; careers, social networks, technology and innovation

## **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, Human Capital Interest Group, Strategic Management Society meetings, 2018
- Award for Outstanding *Strategic Management Journal* Editorial Board Member, 2016
- 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 2014-2017
- 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 *CNN Money*, *Crains New York Business*, *Financial Times*, *Entrepreneur*, *JobsintheMoney.com*, *Knowledge@Wharton*, *New Jersey Star Ledger* (NJ.com), *Sacramento Business Journal*

#### TEACHING EXPERIENCE

---

2018-Present	Organizational Issues in Implementing Analytics
2010-Present	Organizational Strategy and Structure (MBA core), UC Davis, GSM <ul style="list-style-type: none"><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

---

##### FIELD-LEVEL ACTIVITIES:

##### Editorial Review Board

*Academy of Management Discoveries*  
*Academy of Management Review*  
*Organization Science*  
*Strategic Management Journal*

##### Ad-hoc Reviewer

*Academy of Management Journal*  
*Administrative Science Quarterly*

*Management Science*  
*American Sociological Review*  
*Organization Studies*  
*Journal of Management Studies*

- Reviewer, Academy of Management meetings, Careers, OB and OMT Divisions  
Reviewer, Best PhD Paper Award, Strategic Management Society, 2018  
Reviewer, Best Paper Awards, Careers Division of Academy of Management, 2015  
Reviewer, Best Paper Award, Strategic Management Society, Human Capital IG, 2016-2017  
Reviewer, Israel Strategy Conference
- 2011-present Co-organizer, annual Wharton People and Organizations Conference
- 2017-2018 PDW Chair, Careers Division, Academy of Management. Elected representative
- 2016-2018 Representative-at-Large, Strategic Human Capital Interest Group of the Strategic Management Society. Elected representative.
- 2004-2018 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
- SCHOOL SERVICE AND DOCTORAL STUDENT SUPERVISION
- 2017-2018 Chair, Diversity Committee, UC Davis GSM

- 2016-2018 Admissions Committee, Master of Science in Business Analytics
- 2017 Featured speaker, Career Conversations with Executive in Residence
- 2016-2017 Graduate Program Committee, Master of Science in Business Analytics
- 2016-present Dissertation Committee for Winnie Jiang, Yale School of Management
- 2017-present Dissertation Committee for Rui Shen, Peking University
- 2015-2016 Faculty Executive Committee, UC Davis GSM
- 2015-2016 Convener, Management group, UC Davis GSM
- 2015 Faculty Recruiting Committee. Marketing group, UC Davis GSM
- 2014-2016 Dissertation Committee for Samantha Blackburn, UC Davis Betty Irene Moore School of Nursing
- 2014-2016 Dissertation Committee for Aaron Fackler, UC Davis School of Engineering
- 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
- 2007-2009 Dissertation Committee for Jennifer Tosti-Kharas (placed at San Francisco State University)
- 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

---

#### **OTHER WORK EXPERIENCE**

- 1997-1999 **American Express**, New York, NY

- Director, Strategy and Business Development, Corporate Services Interactive
- Senior Product Marketing Manager, Corporate Services
- 1991-1996 **3M**, St Paul, MN
  - Product Marketing Manager, Diskettes, Data Storage Markets Division
  - Marketing Supervisor, Desktop Tape Storage, Data Storage Markets Division
  - Business Development Supervisor, Data Storage Tape Technology Division
  - Business Development Administrator, Data Storage Tape Technology Division
- 1987-1989 **Manufacturers Hanover Trust**, New York, NY
  - Area Controller, Information Systems and Support
- 1985-1987 **MACY'S**, Northeast Division, Newark, NJ
  - Financial Analyst, Merchandise Statistics
  - Expense Analyst, Financial Planning

#### **OTHER PROFESSIONAL AWARDS**

---

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

#### **REFERENCES**

---

References available on request