

VICTORIA SEVCENKO

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ACADEMIC POSITIONS

2018-present **Assistant Professor of Strategy, INSEAD, Singapore**
(on parental leave 2021-2022; 2024-2025)

EDUCATION

2018 **PhD, Strategy and Entrepreneurship, London Business School, UK**

2012 **MSc Economics & Management, London School of Economics & Political Science, UK**

2011 **MSc Management, Imperial College Business School, UK**

2010 **BSc Politics, Philosophy and Economics, University of Warwick, UK**

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.** (2023) “Firm Induced Migration Pathways and Strategic Human Capital Outcomes.” *Management Science*, 69(1): 419-445. ([link](#))

PAPERS UNDER REVIEW

1. Shukla, D., **Sevcenko, V.** & Singh, J. “The Role of Referral-Based Hiring in the Gig Economy: Evidence from an On-Demand Food Delivery Platform in India”. *Revise and resubmit at Organization Science*.
 - Winner of the 2025 SMS Strategic Human Capital IG Best PhD Paper Prize
2. **Sevcenko, V.**, Mavrokonstantis, P., Zhang, R. & Nehmer, R. “Team Incentives in the Gig Economy: Evidence from a Field Experiment”. *Under review at Organization Science*.
 - Winner of the 2025 SMS Research Methods Best Paper Prize
 - Runner-up for the 2025 SMS Strategic Human Capital IG Best Paper Prize
3. Gulati, P., Marchetti, A., **Sevcenko, V.**, & Puranam, P., “Generative AI Adoption and Higher Order Skills”. *Under review at Strategic Management Journal*.

WORKING PAPERS

4. **Sevcenko, V.**, Ayoubi, C., Jang, S. & Choudhury, P. “Office at Offsite: How Temporary Colocation Shapes Communication in an All-Remote Organization.” *Preparing to submit*.
 - Third Place at the Wharton People Analytics Conference White Paper Competition
 - Finalist for the 2021 SMS Best Conference Paper Prize
 - Finalist for the Best Paper Award at EGOS

5. **Sevcenko, V.** “When to put the best to rest? The trade-off between star human capital and organizational adaptation”. *Preparing to submit.*
 - 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
6. *He, T., Hoisl, K., **Sevcenko, V.** & Wang, T. “Radical Technological Change And The Specialist–Generalist Tension: How Uncertainty And Competition Shape Skill Demand”. *Preparing to submit.*
7. *Marchetti, A. & **Sevcenko, V.** “Who Captures the Value from Organizational Culture? Evidence from Employer Reviews and Vacancy Postings”. *Preparing to submit.*
 - Finalist for the 2021 SMS Best Conference Paper Prize
 - Finalist for the 2021 SMS Research Methods Paper Prize
8. *Espinosa, M., *Kryscynski, DK., **Sevcenko, V.** & Prada, S. “Task Complexity, Doctor Experience, and the Value of Supervisors: Evidence from an Emergency Department”. *Preparing to submit.*
9. Ghosh, S., **Sevcenko, V.** & Singh, J. “Interdependent Agendas in Sustainability: Analyzing the Trade-offs in Firm Decarbonization and Workforce Diversity.” *Preparing for submission.*

*Equal contribution, authors are listed alphabetically.

OTHER PUBLICATIONS

10. Fišar, M., Greiner, B., Huber, C., Katok, E., Ozkes, A., and the Management Science Reproducibility Collaboration (2023). Reproducibility in Management Science. *Management Science*, 70(3): 1343-2022. ([link](#))
 - Note: Member of the Management Science Reproducibility Collaboration.

RESTING PAPERS

11. **Sevcenko, V.** & Ethiraj, S. “When do employees pursue firm goals versus their career concerns?” Unpublished manuscript. ([link](#))

AWARDS & GRANTS

SMS Annual Conference Research Methods Paper Prize Winner, 2025
 SMS Annual Conference Strategic Human Capital IG Best Paper Prize Finalist, 2025
 SMS Annual Conference Strategic Human Capital IG Best PhD Paper Prize Winner, 2025
 Third Place at the Wharton People Analytics Conference White Paper Competition, 2025
 Strategic Management Journal Best Reviewer Award, 2024
 Organization Science Outstanding Reviewer Award, 2024
 EGOS Best Paper Award Nomination, 2023
 Strategic Management Journal Outstanding Reviewer Award, 2022
 SMS Knowledge & Innovation Outstanding Reviewer, SMS 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
 SMS Knowledge & Innovation Outstanding Reviewer, 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

IE Business School Strategy Seminar Series (June 2026)
Ghoshal Conference LBS (May 2026)
Strategic Management Society Annual Conference (October 2025)
Academy of Management Annual Conference (August 2025)
London Business School Seminar Series (May 2025)
SMS Annual Conference (October 2024)
People and Organizations Conference (September 2024)
SMS Special Conference in DC (June 2024) (withdrawn)
SRF (June 2024) (withdrawn)
INSEAD Singapore Campus Brownbag (2024)
Strategic Management Society (Sep 2023)
Academy of Management (Aug 2023)
Strategic Human Capital IG Brownbag (March 2023)
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)

INVITED WORKSHOPS

SMS Dissertation Consortium, Faculty Mentor, Strategic Management Society Annual Meeting (2026)
STR Dissertation Consortium, Faculty Mentor, Academy of Management Annual Meeting (2025)
OMT PDW Paper Development Workshop, Panelist, ESSEC (2023)
TIM Doctoral Consortium, Participant, Academy of Management Annual Meeting (2018)

BPS Doctoral Consortium, Participant, Academy of Management Annual Meeting (2015)
Emerging Scholars Workshop, Participant, Wharton (2014)

TEACHING CASES

Sevcenko, V. (2026) TechFlow: Using LLMs to simulate workforce responses to new policies.

Clement, J. & Sevcenko, V. (2026) ChiTech's Turnover Challenges.

Sevcenko, V. (2023) *Hiring at OmniCorp*, INSEAD Teaching Case.

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 Core Course 2026, INSEAD MIM

People Analytics 2023-present, INSEAD MBA Elective

Reimagining Organizations 2024-present, INSEAD Leadership Programme for Senior Executives

Jardines Program 2024, INSEAD Executive Programs

Strategy, Structure and Incentives 2019-present, INSEAD MBA Elective

Competitive Strategy Research B 2022-present, INSEAD PhD Core Course

Organizing for the Future 2023-2024, INSEAD MBA Elective

Org 2.0: People Analytics 2019-2022, INSEAD MBA Elective

Special Topics in Strategy 2020-present, INSEAD PhD Elective

PHD STUDENT ADVISING

Dissertation Co-Chair (together with Jasjit Singh) for Devanshee Shukla (Strategy), expected graduation June 2027

Dissertation Committee Member for Tiancheng Wang (Strategy), expected graduation June 2028

Dissertation Co-Chair (together with Jasjit Singh) for Sukti Ghosh (Strategy)
Placement: Singapore Management University (2025)

Dissertation Committee Member for Piyush Gulati (Strategy)
Placement: University College London (2025)

Dissertation Committee Member for Hang-Jun Cho (Entrepreneurship)
Placement: Hong Kong Polytechnic University Business School (2023)

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

PROFESSIONAL SERVICE

INTERNAL SERVICE

Co-organizer of the INSEAD Strategy & EFE Seminar Series (2023-present)
Strategy Area RA Champion (together with Hyunjin Kim) (2023-present)

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

EXTERNAL SERVICE

Journal Reviewing:

Editorial Board Member:

Administrative Science Quarterly (2025-present)
Organization Science (2022-present)
Strategic Management Journal (2020-present)

Ad-hoc Journal Reviewer: Management 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:

Program Chair, Knowledge and Innovation IG (2026)
Associate Program Chair, Knowledge and Innovation IG (2025)
Representative-at-Large, Knowledge and Innovation IG (2023-2025)
Representative-at-Large, Strategic Human Capital IG (2022-2024)
Junior Faculty Brownbag Organizer, Strategic Human Capital IG (2021-2023)
Sunday Panel Organizer & Session Chair, Competitive Strategy IG (2021, 2022)
'Best Paper Award' Reviewer (2020-2023), Strategic Human Capital IG
PhD Student Mentor (2019-2023), Strategic Human Capital IG

Academy of Management:

William H. Newman Award Committee (2024)
Research Committee Member, STR Division (2022-present)
Best Dissertation Award Reviewer, TIM Division (2022)

Memberships:

Academy of Management, Strategic Management Society, Organization Design Community

Conference Symposium and Workshop Organizer:

PDW on Human Capital Strategy in the Age of AI, Strategic Management Society (2026)
PDW on AI and Organization Design, Strategic Management Society (2025)
Symposium on Communication in Organizations, Strategic Management Society (2024)
PDW on New Data and Methods in Management Research, Academy of Management Annual Meeting (2021, 2022, 2023, 2024)
PDW on Remote Work, Academy of Management Annual Meeting (2023)
PDW on Geography & Innovation, Strategic Management Society (2023)
SMS K&I IG Junior Faculty Paper Development Workshop (2023)
PDW on Managing Remote Work, Academy of Management Annual Meeting (2021)