

STANISLAV D. DOBREV

Sheldon B. Lubar College of Business
University of Wisconsin-Milwaukee
3202 N Maryland Ave
Milwaukee, WI 53201
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Email dobrev@uwm.edu

ACADEMIC POSITIONS:

- 2013 – Robert L. and Sally S. Manegold Chair in Strategic Management
Sheldon B. Lubar College of Business, University of Wisconsin-Milwaukee
- 2010 – 2013 David Eccles Professor of Strategy and /by courtesy/ Sociology, Department of
Management, Eccles School of Business, University of Utah
- 2008 – 2010 Associate Professor of Organizational Behavior (with tenure), INSEAD
- 2000 – 2008 Assistant to Associate (2003) Professor of Organizations and Strategy, Booth
School of Business, University of Chicago
- 1998 – 2000 Seinsheimer Assistant Professor of Organizational Behavior and /by courtesy/
Sociology, A.B. Freeman School of Business, Tulane University.
- 1997 – 1998 Post-Doctoral Research Fellow, Center for Entrepreneurial Studies, Graduate
School of Business, Stanford University

EDUCATION:

Stanford University, Ph.D. 1997, M.A. 1995, Sociology
SUNY-Stony Brook, B.A. 1993 *summa cum laude*, Sociology (*with honors*)

PUBLICATIONS:

“Bottled up or Poured out: How Product Name Emotions Affect Appeal and Authenticity in
the Market for Craft Beer” O.M. Khessina, J.C. Verhaal and S.D. Dobrev. *Strategy Science*,
forthcoming.

“The Authenticity Paradox: Why the Returns to Authenticity on Audience Appeal Decrease in Popularity and Iconicity” J.C. Verhaal and S.D. Dobrev, 2022. *Journal of Management*, 48(2): 251-280.

“Bringing the Firms (and Forms) Back In: Organizational Form Identity and Individual Turnover” S.D. Dobrev and T.-Y. Kim. 2019. *Academy of Management Journal*, 62(4): 1028-1051.

“Stayers versus Movers: Social Capital and Early Career Imprinting among Young Professionals” S.D. Dobrev and J. Merluzzi. 2018. *Journal of Organizational Behavior*, 39(1): 67–81.

“When Incremental is Imperative: Tactical Innovation in the In-Vitro Fertilization Industry” J.C. Verhaal, S.D. Dobrev and L. Bigelow. 2017, *Industrial and Corporate Change*, 26(4): 709–726.

“A Careers Perspective on Entrepreneurship” M.D. Burton, J.B. Sørensen and S.D. Dobrev; 2016, *Entrepreneurship Theory and Practice*, 40(2): 237-247.

“Unequal on Top: Gender Profiling and the Income Gap among High Earner Male and Female Professionals” J. Merluzzi and S.D. Dobrev; 2015, *Social Science Research*, 53 (September): 45-58.

“Oppositional Product Names, Organizational Identities and Product Appeal” J.C. Verhaal, O.M. Khessina and S.D. Dobrev; 2015, *Organization Science*, 26(5): 1466–1484.

“First-Mover Advantages and Disadvantages” S.D. Dobrev 2013, pp 285-287 in *Encyclopedia of Management Theory*, Volume I, edited by E.H. Kestler. Los Angeles: Sage.

“Organizational Ecology” S.D. Dobrev 2013, pp 547-553 in *Encyclopedia of Management Theory*, Volume II, edited by E.H. Kestler. Los Angeles: Sage.

“Career Change and the Iron Cage: Organizations and the Early Labor Market Experience of Professional Managers” S.D. Dobrev, 2012, *Journal of Management Studies*, 49: 843-868.

“Legitimacy Vacuum, Structural Imprinting, and the First-Mover Disadvantage” S.D. Dobrev and A. Gotsopoulos, 2010, *Academy of Management Journal*, 53: 1153-1174.

“Competing in the ‘Looking Glass’ Market: Imitation, Resources and Crowding.” S.D. Dobrev 2007. *Strategic Management Journal*, 28 (13):1267-1289.

“The Ecological Interdependence of Emergent and Established Organizational Populations: Legitimacy Transfer, Violation by Comparison, and Unstable Identities.” S.D. Dobrev, S.Z. Ozdemir, A. Teo. 2006. *Organization Science*, 17(5):577-597.

“Positioning among Organizations in a Population: Moves between Market Segments and the Evolution of Industry Structure.” S.D. Dobrev and T. Kim. 2006. *Administrative Science Quarterly*, 51:230-261.

“Introduction: Ecology vs Strategy or Strategy and Ecology” S.D. Dobrev, A. van Witteloostuijn and J.A.C. Baum, 2006, pp. 1-27 in *Strategy and Ecology: Advances in Strategic Management*, v.23, edited by J.A.C. Baum, S.D. Dobrev, and A. van Witteloostuijn, Oxford UK: JAI/Elsevier.

“Career Mobility and Job Flocking.” S.D. Dobrev. 2005. *Social Science Research*, 34:800-820.

“Organizational Roles and Transition to Entrepreneurship.” S.D. Dobrev and W.P. Barnett. 2005. *Academy of Management Journal*, 48:433-449.

“Niches” S.D. Dobrev. 2005. pp. 478-481 in *International Encyclopedia of Economic Sociology*, J. Beckert & M. Zafirovski (editors). Routledge.

“The Two Sides of the Coin: Core Competence as Capability and Obsolescence.” S.D. Dobrev, T. Kim and L. Solari, 2004, pp. 255-285 in *Advances in Strategic Management*, v.21 edited by J.A.C. Baum and A.M. McGahan, Oxford UK: JAI/Elsevier.

“Size (and Competition) Among Organizations: Modeling Scale-Based Selection among Automobile Producers in Four Major Countries, 1885-1981.” S.D. Dobrev and G.R. Carroll, 2003, *Strategic Management Journal*, 24: 541-558.

“Festina Lente: Learning and Inertia among Italian Automobile Producers, 1896-1981.” T. Kim, S.D. Dobrev and L. Solari, 2003, *Industrial and Corporate Change*, 12 (6): 1279-1301.

“Shifting Gears, Shifting Niches: Organizational Inertia and Change in the Evolution of the U.S. Automobile Industry, 1885-1981” S.D. Dobrev, T. Kim and G.R. Carroll, 2003, *Organization Science* 14: 264-282.

“Theorie der Ressourcenteilung in der Organisationsökologie” G.R. Carroll, S.D. Dobrev and A. Swaminathan, 2002, *Koelner Zeitschrift fuer Soziologie und Sozialpsychologie*. 42, S. 381-413.

“The Evolution of Organizational Niches: U.S. Automobile Manufacturers 1885-1981” S.D. Dobrev, T. Kim and G.R. Carroll, 2002, *Administrative Science Quarterly*, 47: 233-264.

“Organizational Processes of Resource Partitioning” G.R. Carroll, S.D. Dobrev and A. Swaminathan, 2002, *Research in Organizational Behavior*, 24: 1-40.

“Revisiting Organizational Legitimation: Cognitive Diffusion and Sociopolitical Factors in the Evolution of Bulgarian Newspaper Enterprises, 1846-1992.” S.D. Dobrev, 2001, *Organization Studies*, 22: 419-444.

“Dynamics of Niche Width and Resource Partitioning” S.D. Dobrev, T. Kim and M.T. Hannan, 2001, *American Journal of Sociology*, 106: 1299-1337.

“Decreasing Concentration and Reversibility of the Resource Partitioning Model: Supply Shortages and Deregulation in the Bulgarian Newspaper Industry, 1987-1992.” S.D. Dobrev, 2000, *Organization Studies*, 21: 383-404

“The Dynamics of the Bulgarian Newspaper Industry in a Period of Transition: Organizational Adaptation, Structural Inertia and Political Change.” S.D. Dobrev, 1999, *Industrial and Corporate Change*, 8: 573-605.

“Organizational Mortality in European and American Automobile Industries, Part I: Revisiting the Effects of Age and Size.” M.T. Hannan, G.R. Carroll, S.D. Dobrev and J. Han, 1998, *European Sociological Review*, 14: 279-302.

“Organizational Mortality in European and American Automobile Industries, Part II: Coupled Clocks.” 1998 M.T. Hannan, G.R. Carroll, S.D. Dobrev, J. Han and J. Torres, 1998, *European Sociological Review*, 14: 303-313.

MANUSCRIPTS:

“Organizational and Industry Effects on the Reappointment of Chinese Senior Executives to Congress” S.D. Dobrev, Z. Cheng, and X. Yang

“Organizational Authenticity: How Craft-Based Ventures Manage Authentic Identities and Audience Appeal” S.D. Dobrev and J.C. Verhaal.

“*Prêt-à-Quitter*: Career Mobility and Entrepreneurship in the Global High-End Fashion Industry” S.D. Dobrev, K. Claes, F. Godart

“An Ecology of Strategic Moves: Firm Scope, Resource Deployment, and Crowding” S.D. Dobrev and K. Claes

“Sources of Authenticity, Audience Heterogeneity, and Product Appeal in the Online Market for Cigars” S.D. Dobrev, J.C. Verhaal, and J. Wade (*in progress*)

“Authenticity Premiums for Quality Discounts: Evidence from Contemporary Art Auctions” S.D. Dobrev, Y.-K. Kim, and J. Kim (*in progress*).

REFEREED AND INVITED PRESENTATIONS:

August, 2022, Academy of Management Annual Meetings, Seattle, WA

June, 2021, Nagymaros Research Conference, *Virtual*

June, 2020, Organizational Ecology Conference, *Virtual*

December, 2019, University of Memphis Management Seminar, Memphis, TN

August, 2019, American Sociological Association Annual Meeting, New York, NY

August, 2019, Organizational Ecology Conference, Stanford, CA

August, 2018, Academy of Management Annual Meetings, Chicago, IL

June, 2018, Organizational Ecology Conference, Cambridge, U.K.

November, 2017, George Washington University Management Seminar, Washington, D.C.

April, 2017, University of Illinois Management Seminar, Champaign, IL

November, 2016, Research Seminar, Lubar School, UWM, Milwaukee, WI

August, 2016, Academy of Management Annual Meetings, Anaheim, CA

July, 2016, Organizational Ecology Conference, Catania, Italy

May, 2016, Management Seminar, ESSEC, Paris, France

April, 2016. Entrepreneurship Seminar, INSEAD, Fontainebleau, France

February, 2016. Organization Studies Seminar, Leuven University, Leuven, Belgium

February, 2016. INFORMS Organization Science Winter Conference, Park City, UT

November, 2015. Management Seminar, Antwerpen University, Antwerp, Belgium

July, 2015. Organizational Ecology Conference, Istanbul, Turkey

June, 2015. Research Day, Management Dept., Tilburg University, Tilburg, The Netherlands

October, 2014. Research Seminar, Lubar School, UWM, Milwaukee, WI

August, 2014. American Sociological Association Annual Meeting, San Francisco, CA

August, 2014. Academy of Management Annual Meetings, Philadelphia, PA

July, 2014. Organizational Ecology Conference, Barcelona, Spain

July, 2014. European Group for Org. Studies Annual Sym., Rotterdam, the Netherlands

October, 2013. Research Seminar, Lubar School, UWM, Milwaukee, WI

August, 2013. Academy of Management Annual Meetings, Orlando, FL

July, 2013. Organizational Ecology Conference, Budapest, Hungary

May, 2013. Research Seminar, University of Korea Business School, Seoul, South Korea

December, 2012. Research Seminar, Lubar School, UWM, Milwaukee, WI

July, 2012. Organizational Ecology Conference. Copenhagen, Denmark.

July, 2011. Organizational Ecology Conference, Lugano, Switzerland.

February, 2010. Management Seminar, College of Management, Georgia Tech, Atlanta, GA.

January, 2010. Management Seminar, Eccles School, University of Utah, Salt Lake City, UT.

January, 2010. Management Seminar, School of Business, University of Miami, Miami, FL.

October, 2009. OBIR Seminar, Haas School, University of California, Berkeley, CA.

August, 2009. Academy of Management Annual Meetings, Chicago, IL.

August, 2009. American Sociological Association Annual Meeting, San Francisco, CA.

June, 2009. DRUID Summer Conference (plenary speaker). Copenhagen, Denmark.

May, 2009. Sabanci University, Istanbul, Turkey.

October, 2008. LBS-INSEAD Organizational Behavior Conference, Fontainebleau, France.

August, 2008. Academy of Management Annual Meetings, Anaheim, CA.

June, 2008. Organizational Ecology Conference, Antwerp, Belgium.

February, 2008. Organizations and Markets Workshop, Chicago GSB, Chicago, IL.

January, 2008. INSEAD OB Seminar. Fontainebleau, France.

December, 2007. Vienna University of Business and Economics, Vienna, Austria.

November, 2007. Conference on Social Organization, Booth School of Business, Chicago, IL.

October, 2007. Lindquist College of Business, Univ. of Oregon, Eugene, OR.

October, 2007. Said Business School, Oxford University, Oxford, U.K.

October, 2007. Tanaka Business School, Imperial College, London, U.K.

October, 2007. HEC, University of Lausanne, Switzerland.

September, 2007. University of Miami Management Seminar. Miami, FL.

August, 2007. Academy of Management Annual Meeting, Philadelphia, PA.

June, 2007. Department of Economics, University of Lugano, Switzerland.

June, 2007. Said School of Business. Oxford, U.K.

May, 2007. Department of Economics, University of Zurich, Switzerland.

May, 2007. Conference on Technology Entrepreneurship, Madison, WI.

November, 2006. INSEAD Strategy Seminar, Fontainebleau, France

August, 2006. American Sociological Association Annual Meeting, Montreal, Canada.

August, 2006. Academy of Management Annual Meeting, Atlanta, GA.

June, 2006. Organizational Ecology Workshop, Sintra, Portugal.

May, 2006. LBS Entrepreneurship Conference, London, UK.

April, 2006. OB Seminar, University of Illinois Business School, Champaign, IL.

March, 2006. Management Seminar, University of Wisconsin-Milwaukee, WI.

October, 2005. Organizations and Markets Workshop, Chicago GSB, Chicago, IL.

September, 2005. Strategy Seminar, Georgetown University, Washington, D.C.

August, 2005. American Sociological Association Annual Meeting, Philadelphia, PA.

January, 2005. Organizations and Markets Workshop, Chicago GSB, Chicago, IL.

August, 2004. American Sociological Association Annual Meeting, San Francisco, CA.

August, 2004, Academy of Management Annual Meeting, New Orleans, LA.

April, 2004, Organizational Ecology and Strategy Conference, Olin School, St. Louis, MO.

February, 2004, Organizations and Markets Workshop, Chicago GSB, Chicago, IL.

October, 2003, Harvard Strategy Conference, Harvard, MA.

August, 2003, INSEAD AiSM Strategy Conference, Fontainebleau, France.

August, 2003, Academy of Management Annual Meeting, Seattle, WA.

May, 2003, Organizational Behavior Workshop, London Business School, London, UK.

May, 2003. Chicago GSB Management Conference, Chicago, IL.

April, 2003. Organizations and Markets Workshop, Chicago GSB, Chicago, IL.

February, 2003. Organization Science Winter Conference, Steamboat, CO.

December, 2002. Conference on 25th Anniversary of Organizational Ecology, Stanford, CA.

August, 2002. American Sociological Association Annual Meeting, Chicago, IL.

July, 2002. European Group for Organization Studies Annual Symposium, Barcelona, Spain.

June, 2002. Ecology Workshop, Netherlands Institute for Advanced Studies, the Netherlands.

May, 2002. Chicago GSB Management Conference, Chicago, IL.

April, 2002. Organizations and Markets Workshop, Chicago GSB, Chicago, IL.

April, 2002. Strategy Workshop, Olin School, Washington University, St. Louis, MO.

March, 2002. Smith School of Business, University of Maryland, College Park, MD.

February, 2002. Organization Science Winter Conference, Steamboat, CO.

August, 2001. American Sociological Association Annual Meeting, Anaheim, CA

August, 2001. Academy of Management Annual Meeting, Washington, D.C.

July, 2001. Research Workshop in Organizational Ecology, Chicago, IL.

March, 2001. Stanford Strategy Conference, Stanford Business School, CA.

February, 2001. Management Seminar, Columbia Business School, New York, NY.

February, 2001. Organizations and Markets Workshop, Chicago GSB, Chicago, IL.

August, 2000. American Sociological Association Annual Meeting, Washington, D.C.

August, 2000. Academy of Management Annual Meeting, Toronto, Canada.

July, 2000. Organizational Ecology Annual Workshop, Trento, IL.

April, 2000. Organizations and Markets Conference, Chicago GSB, Chicago, IL.

March, 2000. Tulane Sociology Research Seminar, New Orleans, LA.

January, 2000. Organizations and Markets Workshop, Chicago GSB, Chicago, IL.

August, 1999. American Sociological Association Annual Meeting, Chicago, IL.

August, 1999. Academy of Management Annual Meeting, Chicago, IL.

June, 1999. Organizational Ecology Workshop, Nagymaros, Hungary.

April, 1999. Management Workshop, UT Dallas School of Management, Dallas, TX.

March, 1999. Tulane Sociology Research Seminar, New Orleans, LA.

October, 1998. Entrepreneurship Conference, UC Irvine GSM, Irvine, CA.

August, 1998. Academy of Management Annual Meeting, San Diego, CA.

July, 1998. European Group for Organization Studies Meeting, Maastricht, the Netherlands.

March, 1998. Organizational Behavior Research Seminar, Stanford Business School, CA.

TEACHING:

Sheldon B. Lubar College of Business, University of Wisconsin-Milwaukee

2013 – Strategic Management (MBA, Executive Education, B.A.)
 2013 – Organization and Management Theory (PhD)

David Eccles School of Business, University of Utah

2010 – 2013 Business and Corporate Strategy (MBA, PMBA, BA)
 2010 – 2013 Organization Theory (PhD)

INSEAD

2009 – 2010 Leading Organizations (MBA)
 2009 – 2010 Organizational Sociology (PhD)
 2008 – 2010 Executive Education Programs

Booth School of Business, University of Chicago

2000 – 2008 Strategy and Structure: Organizations and Markets (MBA)
 2003 – 2005 Organizational Ecology (PhD)
 2001 – 2002 International Strategic Management (Executive MBA)

Freeman School of Business, Tulane University

1999 – 2000 Organization Design and Strategy (MBA and Undergraduate)
 Organization Theory (PhD)
1998 – 1999 Organizational Behavior (Undergraduate)
 Organizational Change (PhD)

SERVICE:

Academia

Editorial Boards: *Entrepreneurship Theory and Practice* (2006-present)
Organization Science (2004-present)
Organization Studies (2004-present)
Administrative Science Quarterly (2002-2010)
Strategic Organization (2004-2012)

Member: Academy of Management
 American Sociological Association

Ad-hoc reviewer: *Academy of Management Journal*
Academy of Management Review
American Journal of Sociology
American Sociological Review
Computational and Mathematical Organization Theory
Industrial and Corporate Change
Journal of International Business Studies
Journal of Management Studies
Management and Organization Review
Management Science
National Science Foundation
Netherlands Research Council
Princeton University Press
Social Forces
Social Science Research
Social Service Review
Sociological Methods and Research
Stanford University Press
Strategic Management Journal
Strategy Science

Other: 2018. Chair, Conference Committee, Organizational Ecology Conference,
Cambridge, U.K.

2017. Junior Faculty Consortium, Academy of Management Annual Meeting, Atlanta, GA
 2012. Chair, Conference Committee, Organizational Ecology Conference, Copenhagen, Denmark
 2010. Chair, Conference Committee, European Organizational Ecology Conference, Venice, Italy
 2001. Chair, Conference Committee, Organizational Ecology Conference, Chicago, IL

School-specific

2021 – 2022 Chair, Rockwell Chaired Professor Search Committee, LCB, UWM
 2021 – 2022 Chair, Klappa Chaired Professor Search Committee, LCB, UWM
 2017 – 2018 Chair, Notebaert Chaired Professor Search Committee, LCB, UWM
 2017 – Present MBA Program Committee, LCB, UWM
 2017 – 2018 Chair, Lubar Chaired Professor Search Committee, LCB, UWM
 2016 – 2017 Chair, Management Area, LCB, UWM
 2016 – 2017 Chair, Strategy Recruitment Committee, LCB, UWM
 2014 – 2017 Organizer, MGMT Research Workshop, LCB, UWM
 2014 – 2015 Chair, Strategy Recruitment Committee, LCB, UWM
 2014 – 2015 Chair, Ethics Award Selection Committee, LCB, UWM
 2013 – 2016 Chair, Research Committee, LCB, UWM
 2013 – Present Executive Committee, LCB, UWM
 2013 – 2016 Director, M&I Center for Business Ethics, LCB, UWM
 2011 – 2012 Department of Sociology Chair Search Committee, Univ. of Utah
 2011 – 2013 University of Utah RPT Policy Committee
 2011 – 2013 Departmental Representative, College Council, Eccles School of Business, Univ. of Utah
 2010 – 2012 Strategy seminar organizer, Eccles School, Univ. of Utah
 2009 – 2010 Seminar organizer, Organizations and Markets, INSEAD
 2009 – 2010 INSEAD OB Recruiting Committee
 2008 – 2010 INSEAD Research and Development Committee
 2008 – 2010 Director, INSEAD PhD Program, OB Area
 2004 Univ. of Chicago Booth School Public School Summer Program
 2003 Seminar organizer, Univ. of Chicago Booth School Markets & Organizations
 2003 Session organizer and moderator (“Designing Successful Organizations”), The 51st Chicago Booth School Management Conference
 2002 Seminar organizer, Univ. of Chicago Booth School Markets & Organizations
 2002 Session organizer and moderator (“Strategic Design and Organizational Change”), The 50th Univ. of Chicago Booth School Management Conference
 2001 Seminar organizer, Univ. of Chicago Booth School Markets & Organizations
 1999 *The PhD Project*, Tulane University faculty representative

Media Mentions

The Wall Street Journal (Jan. 2011)
INC (Jan. 2011)
Bloomberg (Sep. 2009)
Rotman Magazine (Winter 2008)
Manufacturing Business Technology (Oct. 2005)
INC (Sep. 2005)
The Times (Apr. 2005)
KataWeb Lavoro (Apr. 2005)
Expansión / El Mundo (July 2002)
Capital Ideas (Dec. 2001)
CIO-Asia (Nov. 2001)

FELLOWSHIPS AND AWARDS:

2017 – 2019 Research Grant, Lubar School of Business, UWM
 2015 Research Premier Publication Award, Lubar School of Business, UWM
 2014 Gold Star Teaching Award, Lubar School of Business, UWM
 2013 – Robert L. and Sally S. Manegold Endowed Chair in Strategic Management
 2010 – 2013 Eccles Faculty Fellow, Department of Management, Univ. of Utah
 2009 – 2010 Research Grant, INSEAD Research Fund
 2006 – 2007 Research Grant, Ewing Marion Kauffman Foundation
 2006 Finalist, 2005 AMJ Best Paper Award
 2004 – 2005 Research Grant, Ewing Marion Kauffman Foundation
 2002 – 2003 FMC Faculty Research Grant, GSB, University of Chicago
 2000 – 2001 Research Grant, Ewing Marion Kauffman Foundation
 1999 – 2000 Seinsheimer Faculty Fellow, Tulane University
 1998 Young Scholar Award, EGOS (European Group for Organization Studies)
 1995 – 1997 Dissertation grants, CREES, Stanford University
 1994 – 1996 Research grants, “Open Society” Fund – Soros Foundation
 1993 Phi Beta Kappa & Golden Key National Honor Societies

OTHER EXPERIENCE:

1997 Market Research Analyst
 - *Dataquest/GartnerGroup*, San Jose, CA
 - *Griggs-Anderson Research/GartnerGroup*, Portland, OR

 1997 Business Development Analyst
 - *On-Command Corporation*, San Jose, CA.

 1996 Research Fellow
 - *American Institutes for Research*, Palo Alto, CA.

 1993 Legislative assistant

- *New York State Assembly*, Albany, NY.

1987-1989 Unit Commander
 - *Bulgarian Army*.

LANGUAGES:

Bulgarian (native), French (intermediate), Russian (intermediate), Latin (basic), Old Greek (basic), Old Bulgarian (basic)