

DIMO DIMOV

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PROFESSIONAL EXPERIENCE

- 2006 – present Assistant Professor of Management
University of Connecticut, School of Business
- 2004 – 2006 (Assistant) Professor of Entrepreneurship
Instituto de Empresa, Madrid, Spain
- 2001 - 2004 Visiting lecturer
European Business School, London.
London Business School - The Centre for Scientific Enterprise (CSEL).
London School of Economics, Department of Industrial Relations.
- 1997-2000 CFO, Budapest Marriott Hotel and Executive Apartments
2 commercial developments: 5-star hotel (362 rooms), serviced
apartments (108 units), 3,000 m² retail space, 3,300 m² office space.
\$30M in annual revenue; 400 employees; 17 direct reports.

EDUCATION

- PhD, Entrepreneurship, 2004
London Business School (University of London), UK
- MBA, International Management, 1998
Case Western Reserve University, USA and IMC, Hungary
- BSc, Business Administration, 1995
Oklahoma City University, USA

REFEREED JOURNAL PUBLICATIONS

- Dimov, D. Forthcoming. Nascent entrepreneurs and venture emergence: Opportunity confidence, human capital, and early planning. *Journal of Management Studies*.
- Dimov, D. and Martin de Holan, P. Forthcoming. Firm experience and market entry by venture capital firms (1962-2004). *Journal of Management Studies*.

- De Clercq, D., Dimov, D., and Thongpapanl, T. In press. The moderating impact of internal social exchange processes on the entrepreneurial orientation-performance relationship. *Journal of Business Venturing*.
- De Clercq, D., Thongpapanl, N., and Dimov, D. In press. When good conflicts gets better and bad conflict becomes worse: The role of social capital in the conflict-innovation relationship. *Journal of the Academy of Marketing Science*.
- Dimov, D. and Milanov, H. In press. The interplay of need and opportunity in venture capital syndication. *Journal of Business Venturing*.
- De Clercq, D. and Dimov, D. 2008. Internal knowledge development and external knowledge access in venture capital investment performance. *Journal of Management Studies*, 45: 585-612.
- Dimov, D. and Murray, G.C. 2008. Determinants of the incidence and scale of seed capital investments by venture capital firms. *Small Business Economics*, 30: 127-152.
- Dimov, D. 2007. From opportunity insight to opportunity intention: The importance of person-situation learning match. *Entrepreneurship Theory & Practice*, 31(4): 561-583.
- Dimov, D. 2007. Beyond the single person, single insight attribution in understanding entrepreneurial opportunities. *Entrepreneurship Theory & Practice*, 31(5): 713-731.
- Dimov, D., Shepherd, D.A., and Sutcliffe, K.M. 2007. Requisite expertise, firm reputation, and status in venture capital investment allocation decisions. *Journal of Business Venturing*, 22: 481-502.
- Dimov, D. and De Clercq, D. 2006. Venture capital investment strategy and portfolio failure rate: A longitudinal study. *Entrepreneurship Theory & Practice*, 30(2): 207-223.
- Dimov, D. and Shepherd, D.A. 2005. Human capital theory and venture capital firms: Exploring 'home runs' and 'strike outs', *Journal of Business Venturing*, 20: 1-21.
- De Clercq, D. and Dimov, D. 2004. Explaining venture capital firms' syndication behavior: A longitudinal study. *Venture Capital: An International Journal of Entrepreneurial Finance*, 6(4): 243-256.

BOOK CHAPTERS AND EDITED BOOKS

- De Clercq, D. and Dimov, D. Forthcoming. Doing it not alone: Antecedents, dynamics, and outcomes of venture capital syndication. *Companion to Venture Capital, Robert W. Kolb Companion to Finance Series*.

- Dimov, D. 2006. Idea generation from a creativity perspective. In A. Zacharakis and S. Spinelli, Jr. (Eds.), *Entrepreneurship: The Engine of Growth, Volume 2: Process*. Portsmouth, NH: Greenwood Publishing Group.
- Dimov, D. and Murray, G. C. 2006. Through a glass darkly: New perspectives on the equity gap. In Tom Schamp (ed.), *Entrepreneurship and the Financial Community: Starting Up and Growing New Business*. London: Edward Elgar.
- Wiklund, J., Dimov, D., Katz, J.A., and Shepherd, D.A. (Eds.). 2006. Entrepreneurship: Frameworks and empirical investigations by from forthcoming leaders of European research. *Advances in Entrepreneurship, Firm Emergence, and Growth*, Volume 9. Amsterdam: Elsevier.
- Dimov, D. 2004. The individuality of opportunity identification: A critical review and extension, In J. Butler (Ed.) *Research in Entrepreneurship and Management, Vol. 4: Opportunity identification and entrepreneurial behavior*: 135-161. Greenwich, CT: Information Age Publishing.

CONFERENCE PROCEEDINGS

- De Clercq, D., Thongpapanl, N., and Dimov, D. 2008. Unpacking innovation: Toward a better understanding of the challenges of R&D – marketing collaboration. *Academy of Management Best Paper Proceedings*.
- Dimov, D. and Milanov, H. 2007. Different faces of uncertainty: The syndication of VC investments in new industries. *Frontiers of Entrepreneurship Research*. Babson Park, MA: Babson College.
- Milanov, H., Dimov, D., and Shepherd, D.A. 2006. Diversification of investments: Examining venture capital firms' bundles of social network resources. *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Dimov, D. and Martin de Holan, P. 2005. Venture capital firm knowledge and technology boom-and-bust cycles. *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- DeClercq, D. and Dimov, D. 2003. A knowledge-based view of venture capital firms' portfolio investment strategy and syndication. *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.
- Dimov, D.P. 2003. The nexus of individual and opportunity: Opportunity recognition as a learning process. *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College.

CONFERENCE PRESENTATIONS

- De Clercq, D., Thongpapanl, N., Dimov, D. 2008. The joint role of conflict and social capital in innovation. AOM conference (TIM división), Anaheim, CA.
- Dimov, D. and Martin de Holan, P. 2008. Rules, repeated exploration, and temporal ambidexterity in venture capital firms. AOM conference (OMT división), Anaheim, CA.
- Dimov, D. 2008. From opportunity formation to business creation. "Future of Entrepreneurship Research" Workshop, Jonkoping International Business School, Jonkoping, Sweden. (June).
- Harris, A. Mosakowski, E., and Dimov, D. 2008. Entrepreneurial text, prior knowledge, and investor interest", Babson College Entrepreneurship Research Conference, University of North Carolina Chapel Hill, Chapel Hill, NC..
- Dimov, D. and Simsek, Z. 2007. Exploiting exploration: The impact of exploitation knowledge on the firm's exploration performance. AOM conference (OMT division), Philadelphia, USA.
- Dimov, D. and Milanov, H. 2007. Different faces of uncertainty: The syndication of VC investments in new industries. Babson College Entrepreneurship Research Conference, Instituto de Empresa, Madrid, Spain.
- Gedajlovic, E. and Dimov, D. 2007. Property rights theory and the venture capital firms: Explaining portfolio composition and new sector entry. AOM conference (Entrepreneurship division), Philadelphia, USA.
- Dimov, D. and Martin de Holan, P. 2006. Tales of serial exploration: Knowledge specialization, repetitive momentum, early conditioning, and exploratory drives in a universe of organizations. AOM conference (OMT division), Atlanta, USA.
- Kotha, R., Dimov, D., and George, G. 2006. The systematic nature of serendipity in opportunity discovery: Implications for the theory of entrepreneurship. Babson College Entrepreneurship Research Conference, Indiana University, USA.
- Milanov, H., Dimov, D., and Shepherd, D.A. 2006. Diversification of investments: Examining venture capital firms' bundles of social network resources. Babson College Entrepreneurship Research Conference, Indiana University, USA.
- Dimov, D. and Martin de Holan, P. 2005. Who will seize the promise of the new? Antecedents of exploration in a population of organizations. AOM conference (OMT division), Honolulu, USA.
- Dimov, D. and Shepherd, D.A. 2005. Management team expertise and investments in uncertain markets: The moderating roles of firm reputation and status. AOM conference symposium, Honolulu, USA.

- Dimov, D. and Martin de Holan, P. 2005. Venture capital firm knowledge and technological boom-and-bust cycles. Babson-Kauffman Entrepreneurship Research Conference, Babson College, USA.
- De Clercq, D. and Dimov, D. 2004. Emergence, formation, and relational rents in new firm – incumbent firm relationships. AOM Conference, New Orleans, USA.
- Dimov, D. 2004. Opportunity recognition in venture capital deal origination: An experiential learning perspective. Babson-Kauffman Entrepreneurship Research Conference, University of Strathclyde, UK.
- Mullins, J.W. and Dimov, D. 2004. Toward a theory of market opportunities. Babson-Kauffman Entrepreneurship Research Conference, University of Strathclyde, UK.
- DeClercq, D. and Dimov, D. 2003. A knowledge-based view of venture capital firms' portfolio investment strategy and syndication. Babson-Kauffman Entrepreneurship Research Conference, Babson College, USA.
- Dimov, D. 2003. The glasses of experience: An experiential theory of opportunity recognition. AOM Conference, Seattle, USA.
- Dimov, D. 2003. Second-order opportunity recognition: An experiential theory of venture capital investment screening. AOM Conference, Seattle, USA.
- Dimov, D. 2003. The nexus of individual and opportunity: Opportunity recognition as a learning process. Babson-Kauffman Entrepreneurship Research Conference, Babson College, USA.
- Dimov, D. and Mullins, J.W. 2003. Opportunity recognition: An experiential learning model of transforming discrepant experience into cognitive possibility. EURO/INFORMS conference, Istanbul, Turkey.
- Dimov, D., Murray, G.C., and Kearney, R. 2003. Venture capital investments in seed companies: Challenging current wisdom. Babson-Kauffman Entrepreneurship Research Conference, Babson College, USA.
- Dimov, D. 2002. A new look at venture capital investing: An experience-based model of channelled attention. Poster session, Babson-Kauffman Entrepreneurship Research Conference, University of Colorado at Boulder, USA.

TEACHING

Opportunity generation, assessment, and promotion (University of Connecticut, undergraduate). Latest rating: 9.3/10

Risks and rewards of entrepreneurship (university of Connecticut, undergraduate). Latest rating: 9.4/10

Entrepreneurship (Instituto de Empresa, MBA). Latest ratings: 3.8-4.5/5

Entrepreneurial finance (Instituto de Empresa, MBA). Rating: 4.1/5

Early-stage finance (Instituto de Empresa, MBA). Elective module for students developing business plans.

Developing competitive business plans (Instituto de Empresa, Executive)

Opportunity generation, assessment and development (Instituto de Empresa, Executive).

Private Equity and Venture Capital (European Business School London, MSc)

Research Methods (European Business School London, MSc)

Workshops on entrepreneurial finance for students from technology-research institutions (Center for Scientific Enterprise London).

Organisational Theory and Behaviour (London School of Economics, undergraduate seminars).

SERVICE AND CONSULTING ACTIVITIES

Associate Editor: Small Business Economics (2009 – present)

Editorial Board member: Journal of Management Studies; Entrepreneurship Theory and Practice; Journal of Business Venturing

Ad hoc reviewer: Strategic Management Journal, Strategic Entrepreneurship Journal, Journal of Business Venturing, Journal of International Business Studies, Organizational Research Methods, Small Business Economics; AOM Conference (Entrepreneurship & OMT divisions); Babson College Entrepreneurship Research Conference.

Consulting reports prepared for the United Nations Economic Commission for Europe:
Policy Options and Instruments for Financing Innovation: A Practical Guide to Early-Stage Financing (August 2008).

Financing Innovative Development: Comparative Review of the Experiences of UNECE Countries in Early-Stage Financing (September, 2007).

SCHOLARSHIPS, AWARDS, AND GRANTS

- 2008 "Stimulating innovation through cross-functional collaboration". Research grant (\$170,000) sponsored by Social Sciences and Humanities Research Council of Canada (collaborator; with D. De Clercq and N. Thongpapanl)

- 2008 Outstanding Reviewer Award, Journal of Business Venturing
- 2008 Above and Beyond the Call of Duty Award, AOM OMT Division
- 2006 Outstanding Reviewer Award, Journal of Business Venturing
- 2006 Honorable Mention, Best Reviewer Award, AOM Entrepreneurship Division.
- 2005 NFIB Best Dissertation Award, AOM Entrepreneurship Division.
- 2004 European Best Paper Award (2nd place), Gate2Growth Specialized Research Workshop, IESE, 12 November 2004.
- 2004 Taylor & Francis Publishers Award for Best Paper on Venture Capital, Babson-Kauffman Entrepreneurship Research Conference, Babson College.
- 2004 Best Reviewer Award, AOM Entrepreneurship Division.
- 2003 Honorable Mention, Best Reviewer Award, AOM Entrepreneurship Division.
- 2000 Huntsworth Scholar, London Business School.
- 1996 Full "George Soros" scholarship, Case Western Reserve University and IMC (Hungary).
- 1995 Magna Cum Laude, Oklahoma City University
- 1995 Rotary International Club award for outstanding senior international student.
- 1993 Full academic scholarship, Oklahoma City University.

OTHER INFORMATION

Affiliations: Academy of Management - Entrepreneurship and OMT divisions

Language proficiency: English (fluent), Russian (fluent), Spanish (fluent), German (proficient), Hungarian (proficient), Bulgarian (native)