Application for the **11th NBER Entrepreneurship Research Boot Camp, 2018**

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EDUCATION

2014- Ph.D. in Economics and Management, Copenhagen Business School.
Main supervisor: Mirjam van Praag, VU Amsterdam and Copenhagen Business School.
Secondary supervisor: Randolph Sloof, University of Amsterdam.
Fields: economics of entrepreneurship, organizational economics.

2013-14 M.Sc. Organizational Economics, University of Amsterdam, *cum laude*.

2010-13 B.A. International Business and Economics, Bucharest University of Economic Studies.

VISITS AND OTHER EDUCATION

2017-18 Visiting scholar, Yale University.

2016-17 Visiting scholar, Amsterdam School of Economics, University of Amsterdam.

2011-12 Visiting student, Henley Business School, University of Reading.

2011 Erste Group Summer University, Financial Services, Wirtschaftsuniversität Wien.

RESEARCH

The Origins of Entrepreneurship: Evidence from Sibling Correlations
(joint with M.J. Lindquist, J. Sol and M. van Praag, working paper available at CEPR, IZA, and the Tinbergen Institute, revised at SOFI, and featured on VoxEU; *R&R, Journal of Labor Economics.*)

We assess the broad importance of family and community background for entrepreneurship outcomes. We go beyond traditional, intergenerational associations by estimating sibling correlations in unincorporated and incorporated entrepreneurship using register data from Sweden. Sibling correlations range from 20% to 50%. They are consistently higher for more committed and incorporated entrepreneurship than for less committed or unincorporated entrepreneurship; they are also higher for brothers than sisters. We then assess what factors drive these correlations: parental entrepreneurship, neighborhoods, shared genes and financial resources help explain these high correlations, whereas immigration status, family structure and sibling peer effects have a limited contribution. The higher correlation for incorporated versus unincorporated entrepreneurship is explained mainly by the type of parental entrepreneurial engagement and financial resources, while the gap between brother and sister correlations in unincorporated entrepreneurship is largely driven by the geographic concentration of male dominated industries.

Same, but Different? Birth Order, Family Size, and Sibling Sex Composition Effects in Entrepreneurship
(*work in progress*)

Family background matters for entrepreneurial entry. However, research has focused mostly on factors that make siblings similar: the potential for families to create sibling differences may imply that the total role of families is understated. Here, I focus on the differential role of birth order and sibling sex composition, as well as their interplay with family size, in influencing individuals to become unincorporated and incorporated entrepreneurs. In a set of (causal) exercises using Swedish register data, I find that these factors have a negligible influence on entry into entrepreneurship, limited to small positive birth order effects on men becoming unincorporated entrepreneurs, largely mediated by own education, and a small negative effect of having a brother on the father-daughter association in unincorporated entrepreneurship. By contrast, I find no evidence of family size effects, and no family-driven sibling differences in incorporated entrepreneurship. These estimates confirm the role of families in generating sibling similarities, rather than differences.

Education and Entrepreneurship: Causal Evidence from Denmark
(with A. Merida, *work in progress*)

Can Social Enterprises Use Incentives Effectively?
(with S. Parker, R. Sloof, and M. van Praag, *work in progress*)

Individual Consequences of Organizational Status Loss
(*work in progress*)

I study the individual consequences of organizational status loss, in terms of quality expectations, market evaluation, and career development. In association football, relegated teams descend in the status hierarchy. This allows me to decouple quality and status: I exploit team and player similarity around the relegation line in a sharp regression discontinuity design to obtain a causal effect of status loss on individual value. Surprisingly, in the Spanish Primera División, this effect is zero – organizational status loss does not affect player market value, regardless of age, previous value, or ownership (i.e. whether a player is simply on loan, and expected to avoid the economic consequences of relegation), and despite a negative quality expectation in FIFA scores. Directly owned players are more likely to depart a relegated team, although not as a free transfer.

TEACHING EXPERIENCE

2016-17 TA for HC Kongsted, *Statistics and Quantitative Techniques* (BSc), *Applied Econometrics for Researchers* (PhD); TA for Orsola Garofalo, *Microeconomics* (BSc); Lecturer, *Innovation in Health Care Summer School* (MSc).

2015-16 TA for HC Kongsted, *Statistics and Quantitative Techniques* (BSc).

PRESENTATIONS

2018 *East Coast Doctoral Consortium*, NYU (scheduled).

2017 Macro OB lunch, Yale SOM; *Academy of Management Discoveries PDW*, NYU; *Academy of Management*, Atlanta; *DRUID17*, NYU; *1st IESE-LUISS Conference on Responsibility, Sustainability, and Social Entrepreneurship*, LUISS Rome; *24th Consortium on Competitiveness and Cooperation (CCC) Doctoral Conference*, Wharton; *DRUID Academy*, University of Southern Denmark.

2016 *5th Residence Week for Entrepreneurship Scholars*, University of Oxford; *Third CEPR European Workshop on Entrepreneurship Economics*, IFN Stockholm; *DRUID16*, Copenhagen Business School; *Socio-Economic Mobility, Inequality, and Growth*, Barcelona Graduate School of Economics; *The Intergenerational Transmission of Economic Status: Exposure, Heritability, and Opportunity*, Universidad Carlos III Madrid; brown bag seminar, *Swedish Institute for Social Research*, Stockholm University; *21st Spring Meeting of Young Economists*, University Institute of Lisbon; *DRUID Academy*, University of Bordeaux.

PROFESSIONAL SERVICE

2016- Referee, *AoM*, *DRUID*, *Entrepreneurship: Theory and Practice*, *Journal of Business Venturing*, *Research Policy*, and *Small Business Economics*.

2016- Co-organizer, *Oxford Residence Week for Entrepreneurship Scholars*, Green Templeton College, University of Oxford (with Mirjam van Praag, Saul Estrin, and Maryann Feldman, 2016 and 2017 reports available).

2016-17 Board member, CBS Doctoral School in Economics and Management, and INO Staff Involvement Forum.

2014- Member, DRUID and Danish Center for Entrepreneurship Research (DCER).

SCHOLARSHIPS, HONORS AND AWARDS

2017-18 Fox International Fellowship, Yale University.

2017 Doctoral Consortium, Entrepreneurship Division, AoM.

2014 Graduated *cum laude*, University of Amsterdam.

2013 Valedictorian, Bucharest University of Economic Studies.

2011-12 Erasmus grant for study at the University of Reading.

2011-12 Roland Berger Strategy Consultants scholarship for Erasmus students.

2010-13 Excellence scholarship, Bucharest University of Economic Studies.

COURSES TAKEN

2017 Labor Economics (Costas Meghir, Yale, non-credit)
Applied Empirical Methods (Olav Sorenson, Yale, non-credit)

2016 The Economics of Ideas, Innovation, and Entrepreneurship (Scott Stern, MIT)
Venture Capital and Private Equity (Morten Sørensen, CBS and Columbia)
The Economics of Sports (Battista Severgnini, CBS)

2015 Advanced Econometrics (Ralf Wilke, CBS)
Qualitative Methods (Torsten Ringberg, CBS, and Peter Abell, LSE)

2014 Research Foundations in Entrepreneurship (Mirjam van Praag, CBS)
Economics and Management of Innovation (Christoph Grimpe, CBS)
Applied Econometrics for Researchers (HC Kongsted, CBS)
Advanced Microeconomics (Anette Boom, CBS)

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Dear Sir/Madam,

I am Theodor Vladasel, currently a 4th year PhD student in Economics and Management at Copenhagen Business School, and a Fox International Fellow at Yale University. My research focuses on the determinants of entry into entrepreneurship in a labor economics approach, paying particular attention to types of entrepreneurship with different ex ante growth orientations. My stay at Yale, where Prof. Olav Sorenson has been my mentor, has exposed me to research closer to the field of strategy, and the NBER Entrepreneurship Research Boot Camp (ERBC) provides a unique chance for me pursue this. Closely exploring other areas of entrepreneurship research, especially around firm and career dynamics, with a stronger strategy focus, would complement my current research and offer me a wider lens for studying entrepreneurship.

To get at the determinants of entrepreneurship, my first paper (with Matthew Lindquist, Joeri Sol, and Mirjam van Praag) quantifies the importance of family background as a context individuals are exposed to early in life, known to strongly impact ability, values, resources, and role models. To measure the effect of background, we use methods from the intergenerational association literature: we estimate sibling correlations (the degree to which siblings are similar to each other in outcomes) for both unincorporated and incorporated entrepreneurship in Sweden. We find that background has a substantial influence: for incorporated entrepreneurship – a proxy for growth orientation – this context explains half the variation in men's entry decisions. When we unpack the results, we find significant scope for role models within the household and neighborhood, and for financial resources (especially for women). Genes have some explanatory power, but incorporation has a much stronger environmental component than unincorporated entrepreneurship. However, we do not find effects of family structure, immigration status, or sibling peers. Taken together, our results suggest incorporation is more malleable and that individuals learn from role models, inside and outside the home. This project is currently undergoing a revision, requested by the *Journal of Labor Economics*.

While sibling correlations measure similarities, they may significantly understate the role of family and community if they do not account for sibling differences generated in this context, such as the interactions of gender with birth order, family size, and sibling sex composition. In a second paper, I address these mechanisms in a set of causal exercises using Swedish register data. I find that birth order effects are limited to brothers and unincorporated entrepreneurship, that family size does not causally affect entrepreneurship, and that siblings' gender does not influence men and women's decision to become entrepreneurs. The only exception is the father-

daughter transmission of unincorporated entrepreneurship, which is weaker when a brother is present; however, mother entrepreneurs and incorporated fathers have countervailing effects. Comparing these results with those in the previous study, I show that sibling correlations understate the importance of family and community background by at most 5%.

In ongoing projects, I attempt (with Adrian Merida) to understand the role of general education for entrepreneurship, exploiting a set of Danish educational reforms to obtain causal estimates: our preliminary findings suggest that education helps individuals avoid unincorporated entrepreneurship, potentially by offering better labor market prospects, but that more education at first increases, then decreases incorporated entrepreneurship. This decrease is stronger for men than for women, as the latter may face a glass ceiling in established organizations, and resort instead to incorporated entrepreneurship. In another project (with Simon Parker, Randolph Sloof, and Mirjam van Praag), we use a multitasking framework with agents heterogeneous in their social preferences to argue that social enterprises could use mild incentives to attract slightly less socially motivated workers, but extract a balanced effort allocation that allows social enterprises to obtain the necessary resources to operate effectively and eventually scale up. We will soon be running an online experiment to test our predictions. In a different line of research, I study career dynamics by focusing on individual consequences of organizational status loss. Using relegation in Spanish soccer as a status loss event in a sharp regression discontinuity design, I find that while players' market value is unaffected, despite lower expectations of their technical prowess. The lack of an effect on market value is surprising, as both economic considerations and a collective labeling process suggest that relegated players should receive more negative evaluations after organizational status loss. However, such players are more likely to depart the team, and not necessarily as a free transfer. This suggests a re-allocation of resources is taking place, whose sources I am still trying to understand.

Overall, my research interests lie at the intersection of individual career paths and entrepreneurship, although so far my research has had a strong labor economic angle, and an empirical approach. As our knowledge of the determinants of entrepreneurship improves, it becomes necessary to understand how entrepreneurs operate, and what allows their ventures to be successful, including, for instance, the transition between unincorporated and incorporated entrepreneurship. Understanding the skills and strategies deployed by entrepreneurship is critical to improving venture performance, and may also help policy makers devise strategies for fostering not only more, but also better entrepreneurs. By taking part in the ERBC I can develop my theoretical and methodological tool kit, and broaden my research to the area of firm and career dynamics, and entrepreneurial strategy, going beyond *who* questions and towards *how* questions. Indeed, the ERBC would provide invaluable preparation for such an endeavor.

Sincerely,
Theodor Vladasel

Amsterdam, March 30, 2018

To whom it may concern,

I am writing this letter in support of my PhD student at Copenhagen Business School (CBS), Theodor Vladasel, who I have been advising since October 2014 and is expected to graduate in Spring 2019. Having the highest expectations of him, I wholeheartedly recommend him for participation in the 11th NBER Entrepreneurship Research Boot Camp.

My first contact with Theo took place as second reader of his Master thesis at the University of Amsterdam, where he showed a strong understanding of personnel economics. Indeed, the grade for his thesis and the entire master program easily placed him in the top 1% of students at the University of Amsterdam, where he graduated *cum laude*. His deep interest in research and the skills shown in carefully carrying it out prompted me to encourage him to consider a PhD position at CBS, in which I could be his advisor. He was one of the top candidates of 120 applicants, and I am still happy we could hire him. He is a fast learner and has shown great determination to master various areas of study in economics and management throughout his coursework, reflected in the top grades he has achieved.

Our joint research uses labor economics methods to assess the predetermination of different types of entrepreneurship, speaking to a heated policy debate (the paper has recently been invited for resubmission at the *Journal of Labor Economics*). He has shown substantial leadership and initiative, as well as an eagerness to explore the full potential of the data, always seeking to uncover the mechanisms behind our findings, and outline implications for policy and research. While our paper focuses on the role played by families in generating sibling similarities as a measure of the importance of background, he is pursuing the role of family generated sibling differences in a separate paper, completing our picture of the importance of family and community background for entrepreneurship.

Empirical research is his strength, he is always exploring new methods, and we are currently designing an online experiment assessing the effects of incentives on the selection and performance of motivated agents in multitasking settings, with an application to social enterprises. I have very high expectations of this project both in terms of academic quality (and thus publication potential), as well as in terms of practical relevance for improving the

performance of social enterprises. Theo's ability to work independently and creatively is visible in his paper using relegation in football as a setting for the study of individual consequences of organizational status loss. Curious and broad in his interests, Theo is one of the brightest students I have ever had the pleasure to work with. I believe these are some of the reasons why he was awarded the prestigious Fox International Fellowship at Yale University, where he is spending the 2017/18 academic year.

In addition to being a highly skilled writer, Theo is an excellent public speaker, conveying his message clearly, concisely, and enthusiastically, as confirmed by his positive teaching evaluations. In particular, he has shown to be an outstanding presenter at the CCC workshop (Wharton, March 2017). Outside of research, he is actively involved in planning the Oxford Residence Week for Entrepreneurship Scholars (in 2016 and 2017 with myself and Saul Estrin at LSE, and currently with Saul Estrin and Maryann Feldman at UNC), and is a member of several discussion boards at CBS. The diverse set of tasks under his control reveal that he is both well-disciplined and industrious, and his pleasant personality allows him to easily get along with colleagues.

I firmly believe Theo would greatly benefit from the opportunity for intellectual and technical development provided by NBER Entrepreneurship Research Boot Camp, especially with regards to more strategy-relevant research; therefore, it is my pleasure to recommend Theo for participating in it. Please feel free to contact me if I can provide further information; I would be more than happy to do so.

Yours sincerely,

Mirjam van Praag

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