Temitope S. Oladimeji

McCombs School of Business, The University of Texas at Austin
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January 20, 2022

Entrepreneurship Research Boot Camp Organizers
National Bureau of Economic Research
1050 Massachusetts Ave, Cambridge, MA 02138

Dear Organizers,

I am a fourth-year Ph.D. candidate in Strategy at the University of Texas at Austin who would love to be considered for Entrepreneurship Research Boot Camp 2022. Participating in the boot camp would be highly beneficial for me because of my research interests in the cognitive foundations of strategic and entrepreneurial outcomes. I have provided details of my motivation for wanting to attend this boot camp in the "Why I want to attend NBER Entrepreneurship Research Boot Camp 2022" essay on page 5.

Before my current doctoral studies, I earned a bachelor's degree in economics and an MBA in finance. I also worked in finance and real estate at Goldman Sachs in London and ARM, a large asset management group, in Nigeria. I believe these educational and professional experiences, in addition to my doctoral training, have given me a breadth of perspectives that would help make me a good addition to the 2022 cohort.

As requested, Dr. Andrew Henderson, my dissertation advisor, has sent a letter of recommendation in support of my application to Brett Maranjian via maranjian@nber.org.

Looking forward to your kind consideration,

Temitope S. Oladimeji
Ph.D. Candidate in Strategy
The University of Texas at Austin – McCombs School of Business

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EDUCATION

University of Texas at Austin, McCombs School of Business — **Austin, Texas**
Ph.D., Management — *Expected* 2023
M.S., Management — 2020
M.B.A., Finance — 2018

Obafemi Awolowo University — **Ile-Ife, Nigeria**
B.Sc., Economics — 2013

PUBLICATIONS

- **Oladimeji, T. S.** and Harrison, D. A. "Differential Effects of CEO Hubris and Overconfidence on Firm Performance: A Meta-Analysis." *In Sonia Taneja (Ed.), Proceedings of the Eighty-first Annual Meeting of the Academy of Management. Online ISSN: 2151-6561.*
    - *Finalist, Best Paper Award (only student-led paper),* Managerial and Organizational Cognition Division, Academy of Management Annual Meeting, 2021
    - *Finalist, Best Paper Award,* International Corporate Governance Society Conference, 2021

MANUSCRIPTS UNDER REVIEW

- Henderson, A. D., **Oladimeji, T. S.**, and Graebner, M. E**.** "Rising Complexity and the Entrenchment of Sustained Superior Performance." *(Under Review at Strategic Management Journal after "Reject and Resubmit")*
- **Oladimeji, T. S.** and Harrison, D. A. "Peril or Power in Pride: Cumulative Evidence about CEO Self-Exaggeration and Firm Performance." *(Under Review at Organization Science)*

RESEARCH IN PROGRESS

- **Oladimeji, T. S.** "Balancing Both Sides of the Equation: Joint Effects of Acquirer and Target CEO Hubris." *(Dissertation)*

CONFERENCE PRESENTATIONS (PRESENTING AUTHOR IN BOLD)

- **Oladimeji, T. S.** and Harrison, D. A. "Differential Effects of CEO Hubris and Overconfidence on Firm Performance: A Meta-Analysis."
    - Academy of Management (AOM) Annual Meeting, 2021
    - Strategic Management Society (SMS) Annual Conference, 2021
    - Competitive Dynamics Conference, 2021
    - International Corporate Governance Society Annual Conference, 2021
- Henderson, A. D., **Oladimeji, T. S.**, and Graebner, M. E**.** "Schumpeterian Fade: Has it Become Harder for Newer Firms to Join the Elite?"
    - Academy of Management Annual Meeting, 2021

- **Oladimeji, T. S.** and Harrison, D. A. "Peril or Power in Pride: Cumulative Evidence about CEO Self-Exaggeration and Firm Performance."
    - Rising Scholars Conference, Harvard Business School, 2021
    - McCombs PhD Conference, 2021

INVITED WORKSHOPS AND CONSORTIA

- Medici Summer School *(Co-organized by MIT Sloan, HEC Paris, & University of Bologna)* 2021
- Doctoral Consortium, Strategic Management Division, AOM 2021
- Managing your Dissertation Workshop, Strategic Management Division, AOM 2021
- Doctoral Workshop, Strategic Management Society 2021

AWARDS AND HONORS

- *Finalist, Best Paper Award,* Managerial and Organizational Cognition Division, AOM 2021
- *Finalist, Best Paper Award,* International Corporate Governance Society Conference 2021
- *Best Paper Designation (top 10% of accepted papers),* AOM Annual Meeting 2021
- *Invited Participant/Presenter,* Rising Scholars Conference, Harvard Business School 2021
- *SYLFF Doctoral Fellowship,* McCombs School of Business, UT Austin 2021-2022
- *Graduate Continuing Bruton Fellowship,* University of Texas at Austin 2021-2022
- *Graduate School Summer Fellowship,* University of Texas at Austin 2021
- *William and Ruth Cooper Endowed Presidential Fellowship in Business*, McCombs 2020-2021
- *First Prize (team award),* Civic Data Hackathon, University of Texas at Austin 2019
- *Doctoral Fellowship,* Management Department, University of Texas at Austin 2018-Present

ACADEMIC WORK EXPERIENCE

- Teaching Assistant, The University of Texas at Austin
    - *Corporate Strategy/Firm Growth (MBA course)* Spring 2021, 2020
    - *General Management and Strategy (Undergraduate course)* Spring 2021, Fall 2019
    - *Longitudinal Analysis (PhD course)* Fall 2020
    - *Strategic Management (MBA course)* Spring 2020, 2019
    - *Leading People and Organizations (MBA course)* Spring 2020
    - *Foundations of Finance (Undergraduate course)* Fall 2017, Spring 2018
    - *Financial Innovation for Social Impact (Graduate course)* Fall 2017
    - *Business Finance (Undergraduate course)* Fall 2017
- Graduate Research Assistant, Center for Leadership and Ethics, UT Austin Fall 2016

NON-ACADEMIC WORK EXPERIENCE

- *Research Analyst*, ARM Securities Ltd, Lagos, Nigeria 2015-2016
- *Real Estate Analyst*, ARM Properties Plc., Lagos, Nigeria 2013-2015
- *Securities Analyst Intern*, Goldman Sachs, London, United Kingdom 2012

SERVICE

- *Departmental Representative*, McCombs PhD Council 2021-2022
- *Reviewer*, Academy of Management Annual Meeting 2021-present

PROFESSIONAL MEMBERSHIP

- Academy of Management
- Strategic Management Society

List of PhD Courses Taken in Order of Completion

1. Microeconomics I
2. Math for Economists
3. Seminar in Organizational Theory
4. Seminar in Organizational Behavior
5. Social Statistics: Basic Concepts and Methods
6. Contemporary Issues in Strategic Management
7. Organization Research Design
8. Introduction to Qualitative Research Methods
9. Seminar in Cognitive Science
10. Marketing Research Methods
11. Linked Open Data and Computational Social Science Methods
12. Research in Information Systems: Organizational and Behavioral Perspectives
13. Seminar in Social Psychology
14. Longitudinal Analysis
15. Supervised Teaching in Business Administration
16. Empirical Methods in Corporate Finance
17. Advanced Analytical Skills

Why I want to attend NBER Entrepreneurship Research Boot Camp 2022

My research focuses on the antecedents and consequences of managerial and entrepreneurial cognition – the beliefs, biases, perceptions, and mental models of strategic decision-makers. Put differently, I am interested in the cognitive underpinnings of strategic and entrepreneurial outcomes. This interest has thus far informed my research projects.

I am attracted to Entrepreneurship Research Boot Camp 2022 for many reasons. First, its focus on entrepreneurship as an engine of economic growth aligns well with my interest in entrepreneurial cognition. In one of my research projects, which is currently under review at Strategic Management Journal, my coauthors and I contrasted the predictions of two prominent cognitive theories of entrepreneurship: creation and discovery. Specifically, we investigated the evolution of resource complexity and its implications for superior performance at newer versus more established firms. Through formal modeling and analyses of Compustat firms from 1967-2018, we found that rising complexity has gentrified the attainment and renewal of sustained superior performance. In other words, as new opportunities have become more complex, due to increasingly sophisticated technical knowledge and rising customer demand for more sophisticated products, less established firms have had a harder time achieving initial sustained superior performance. On the contrary, firms in the corporate elite have increasingly renewed their sustained superiority, enabling the rich to stay rich.

These findings, and others, have made me curious to know more about the dynamics and economics of entrepreneurship and I believe that this boot camp is a wonderful opportunity for me to immerse myself in this body of work. Moreover, the boot camp provides an excellent opportunity to learn closely from leading entrepreneurship scholars, some of whose works have influenced my research. For example, Dr. Nick Bloom's 2020 paper, "Are Ideas Getting Harder to Find?", strongly motivated the research I described in the previous paragraph. Dr. Antoinette Schoar's article titled "Managing with style: The effect of managers on firm policies" also

influenced my research on the firm effects of managerial hubris and overconfidence. I look forward to learning about how these professors, and others, approach their research and think about entrepreneurship more broadly.

Furthermore, my interactions with past attendees Andy Wu and Ouafaa Hmaddi make me even more eager to attend the Entrepreneurship Research Boot Camp. I am excited at the possibility of interacting with brilliant Ph.D. students from other schools and developing relationships with them. I am positive that the connections I make at the boot camp will yield impactful future research collaborations. Also, I am confident that my educational and professional background in Nigeria will enrich conversations among colleagues at the boot camp and broaden general discussions about the dynamics of entrepreneurship in different regions of the world.

McCombs School of Business
THE UNIVERSITY OF TEXAS AT AUSTIN

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January 20, 2022

Dear Entrepreneurship Research Boot Camp Organizers:

I am pleased to offer my very strong support for Temitope Oladimeji's application for NBER's Entrepreneurship Research Boot Camp 2022. I have known Temitope since 2017 when he was an MBA student in my strategic management course. He excelled in that course and showed promising scholarly abilities. When he informed me of his desire to enter a Ph.D. program, I gladly wrote letters of recommendation and encouraged him to apply to our department. Since he started his doctoral studies in 2018, he has been my research and teaching assistant. He has also taken and excelled in my doctoral seminar on organizational evolution and panel data analysis. I now serve as Temitope's dissertation chair, advising him as he works on his proposal. From all that I see, my impression is that Temitope is a smart, dedicated, and very hard-working doctoral student. He has the potential to place at a top research university and thrive as a scholar.

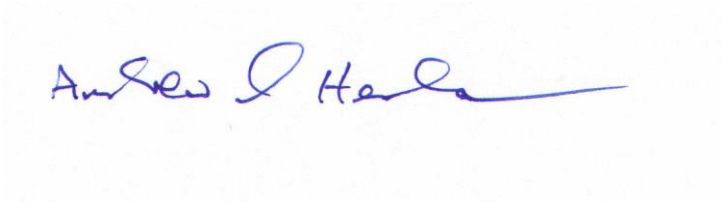
Temitope stands out among his peers for his early development of a strong research program. He is the first author of a paper that was included in the Best Paper Proceedings of the 2021 Academy of Management Annual Meeting and nominated for Best Paper Award at that meeting and at the 2021 International Corporate Governance Society Annual Conference. This paper is now under review at Organization Science. He is also my co-author on another paper that is under review at Strategic Management Journal. In addition to these efforts, he has presented his works at top academic conferences and is working on other projects. This reflects a high level of productivity, and it attests to Temitope's strong abilities and work ethic.

Temitope writes well, has interesting ideas, and possesses a good analytical mind. In my Ph.D. seminar, his contributions to our discussions set a strong example for others, especially the first-year students entering our program. In his final paper, he combined formal simulation modeling with panel data analyses to explore how CEO cognition affects the value generated or destroyed by corporate mergers and acquisitions. This work now forms the basis of his dissertation, and I look forward to seeing his thinking and analytical skills develop.

Temitope's dissertation explores the effects of executive hubris, which involves overestimations of one's abilities relative to others. Existing research in management, finance, and related fields has considered the effects of hubris on acquisition outcomes from the perspective of acquiring firms. For instance, several studies show that acquirers led by hubristic CEOs are more likely to overpay for acquisitions. However, acquisitions involve both buyers and sellers, and interactions between these parties may have important implications for acquisition outcomes. Temitope's dissertation promises to shed light on buyer-seller fit by investigating executive hubris from the perspective of sellers as well as buyers. In addition to their practical implications, his findings should make important contributions to research on managerial cognition and decision making.

I expect great things from Temitope. He has high-quality manuscripts under review and in development, and his dissertation is quite promising. Moreover, I expect that Temitope will develop into a fine member of our broader research community. He is a highly organized person who demonstrates strong empathy with his colleagues and is genuinely interested in their development. I believe that he is highly deserving of a spot in the Entrepreneurship Research Boot Camp. Please do not hesitate to contact me if I can provide additional information.

Andrew D. Henderson



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