Briana Sell

Georgia Institute of Technology, Scheller College of Business
PhD candidate, Strategic Management

Briana.Sell@scheller.gatech.edu
404-388-7099

Georgia Institute of Technology
Scheller College of Business
800 West Peachtree St.
Suite 462D, Office 4310
Atlanta, GA 30318

Recommendation Letter Writer:

Matthew J. Higgins
The Imlay Associate Professor of Strategic Management
Georgia Institute of Technology & NBER
Matthew.Higgins@scheller.gatech.edu

Georgia Tech Ernest Scheller Jr. College of Business

Matthew J. Higgins
The Imlay Associate Professor of Strategic Management
Faculty Research Fellow, National Bureau of Economic Research
800 West Peachtree Street N.W.
Atlanta, GA 30308-1149
matt.higgins@scheller.gatech.edu
Phone: 404.894.4368

1 April 2013

RE: Letter of recommendation, Briana Sell (Georgia Institute of Technology)

To Whom It May Concern:

I write in support of Briana Sell's application for the 2013 NBER Entrepreneurship Research Boot Camp. Briana is currently a third-year PhD student in the Strategic Management group at Georgia Tech. She has completed her formal coursework and has a primary interest in the economics of entrepreneurship. The start of her thesis has so far focused on entry determinants for entrepreneurship and resulting performance implications. She also has two additional entrepreneurship projects utilizing novel, county-level data. I will briefly discuss these projects below. Overall, I believe that Briana could greatly benefit from the exposure to not only the entrepreneurship-focused readings but also from the discussions and feedback the opportunity would provide her. She is an excellent student and should have no difficulty completing the readings prior to boot camp; I recommend her without hesitation.

The first chapter of her thesis revolves around issues related to how educational mismatch in the labor market for high-tech workers affect entry into entrepreneurship. Her second chapter extends this first paper by looking at the performance implications of mismatches in entrepreneurship. Both projects utilize the restricted-use SESTAT data. She is being advised on this group of papers by: Henry Sauermann (Georgia Tech), Peter Thompson (Emory Un.) and Barton Hamilton (Wash Un.).

More specifically, the first chapter explores how mismatches affect salary, job satisfaction and skill variety. She finds that those who are mismatched receive lower salaries and have lower job satisfaction rates than those who are matched but are engaged in a broader set of work activities, especially non-R&D activities. She then examines the implications of these mismatches on the probability of becoming an entrepreneur. Given the unique SESTAT data she is able to determine the reasons why people reported being mismatched (*e.g.*, voluntary reasons such as pay, career changes, or working conditions or involuntary reasons such as job not being available in their field) and the subsequent implications of these different types of mismatch for entry into entrepreneurship. Preliminary findings suggest: (1) those who are mismatched are more likely to enter entrepreneurship, (2) those who are voluntarily mismatched are more likely to enter entrepreneurship than those who are involuntarily mismatched; and, (3) the results are mediated by the larger number of non-R&D activities performed by those who are voluntarily mismatched.

For her second chapter she hopes to extend these results by focusing on the performance implications of these mismatches. More specifically, the paper hopes to explore whether those who are voluntarily mismatched, versus those who are involuntarily mismatched, are more likely to perform better in

entrepreneurship. She theorizes that those who are mismatched may not perform as well in entrepreneurship because of some type of lower opportunity costs to entry (*e.g.*, lower satisfaction and salary). On the other hand, the increased skill variety obtained from being mismatched may lead to higher success in entrepreneurship.

I am specifically involved with Briana on two other entrepreneurship-related papers. The first is an entrepreneurial finance paper that uses a novel, county-level dataset spanning 40-years to explore whether the government subsidy of entrepreneurial activity, through SBA loan guarantees, has been growth enhancing. Initial results suggest that it is not the size of SBA funding that is important but rather the size of the government subsidy. Interestingly, the government guarantee appears to have also increased the willingness by banks to invest in firms located in distant locations. For example, over 50% of all SBA loans are between banks and firms that are more than 500 miles a part.

The second project, which Briana, will use as her third thesis chapter uses this same novel, county level dataset however it is expanded to include micro-data on church membership. Utilizing work on the "Protestant work ethic", dating back to Weber, and this novel data, we develop a unique set of instruments for entrepreneurship. The papers ultimate goal is to explore and add to the literature relating entrepreneurship to local economic growth.

If I can provide any further information about Briana, please do not hesitate to contact me. I recommend her without hesitation that feel that she would greatly benefit from the experience.

Very truly yours,

Matthew J. Higgins
The Imlay Associate Professor of Strategic Management
Faculty Research Fellow, NBER

Briana Sell

Curriculum vitae
800 West Peachtree, Atlanta, GA
Suite 462D, Office 4310
mobile: 404-388-7099
briana.sell@scheller.gatech.edu

EDUCATION:

PhD, Strategic Management (*August 2010-present*)
Georgia Institute of Technology, Atlanta, GA

Current advisors: Henry Sauermann (Georgia Tech), Matthew Higgins (Georgia Tech), Peter Thompson (Emory University) and Barton Hamilton (Washington University)

Master of Science, Public Policy (*August 2009-present*)
Georgia Institute of Technology, Atlanta, GA

Specializing in Economic Development

Bachelor of Arts, Economics (*August 2006-May 2009*)
The University of Georgia, Athens, GA

GPA: 3.69/4.0, Cum Laude
Thesis: "Construction works in progress financing as it relates to Georgia Power nuclear power plants"

WORKING PROJECTS

Education mismatches and entry into entrepreneurship among scientists and engineers

This will be the first chapter of my dissertation (in progress). I am using the SESTAT data to examine whether the persistent effects of educational mismatches on salary, job satisfaction and skill attainment affect future entry into entrepreneurship. In a future paper I plan to use this data to analyze the performance implications of these mismatches in entrepreneurship.

Religion, entrepreneurship and growth: what can we learn from the "protestant work ethic"?
(with Matthew Higgins, Georgia Tech, and Andrew Young, West Virginia University)

This will be the second chapter of my dissertation (in progress). The paper develops a unique instrument for entrepreneurship based on the "Protestant work ethic". We use county level data over a 40-year period to examine the relationship between entrepreneurship and local economic growth.

Is the subsidy of entrepreneurial capital growth enhancing?: *Evidence from US county level data*
(with Matthew Higgins, Georgia Tech, and Andrew Young, West Virginia University)

This project uses a unique county-level data set spanning 40-years to explore whether the government subsidy of entrepreneurial activity, through SBA loan guarantees, is growth enhancing.

RELEVANT RESEARCH EXPERIENCE SUMMARY:

Research Assistant, The University of Georgia
Spring 2009

Working for Dr. Roland Fryer, Harvard University and Dr. Steven Levitt, University of Chicago, I performed data collection at the University of Georgia library for their paper, "Hatred and Profits: Getting Under the Hood of the Ku Klux Klan" which is currently under review by the Quarterly Journal of Economics.

Graduate Research Assistant, Georgia Institute of Technology

Fall 2010-Dr. Jeongsik Lee
Spring 2011- Dr. Jeongsik Lee and Dr. Alexander Oettl
Fall 2011-Dr. Anna Maria Conti and Dr. Matthew Higgins
Spring 2011-present- Dr. Matthew Higgins

TEACHING EXPERIENCE SUMMARY:

Teaching Assistant, The Georgia Institute of Technology
August 2009-Present

PST 3127, Science, Technology and Human Values, Dr. Aaron Levine
MGT 6130, MBA Managerial Economics, Dr. Matthew Higgins
MGT 6135, MBA Macroeconomics for Managers, Dr. Matthew Higgins
MGT 7501, PhD Management Econometric Models, Dr. Jerry Thursby
MGT 8803, PhD Management Statistics, Dr. Jerry Thursby
MGT 8803, Strategic Entrepreneurship, Dr. Henry Sauermann

CONFERENCE PRESENTATIONS:

August 2012, Entrepreneurship Doctoral Consortium, Academy of Management, Boston, Massachusetts
October 2012, "Determiners of Innovation: Governments, Firms & Individuals", INFORMS Annual Meeting, Phoenix, Arizona

MEMBERSHIP AND SERVICE:

Member of Academy of Management, Strategic Management Society and INFORMS
Atlanta Competitive Advantage Conference, PhD Ambassador
Reviewer for the AOM annual conference, Entrepreneurship section
Reviewer for the Atlanta Conference on Science and Innovation Policy
Georgia Tech Library Graduate Student Advisory Board
Roundtable on Engineering Entrepreneurship Research (REER), Participant
Georgia Tech Workshops on Original Policy Research, Participant
Georgia Tech Public Policy Graduate Student Association
Alpha Kappa Psi Professional Business Fraternity, Academic chair

RELEVANT PROFESSIONAL WORK EXPERIENCE:

U.S. Department of State, United States Embassy, Athens, Greece, May-August 2010
Economics Intern
Worked on policy issues in the Greek economic climate and specifically worked on trying to improve the Greek Construction industry

Council for Quality Growth, May-August 2009
Economic Development Intern
Helped in the Council's mission to be proactively involved in the formulation of policy and legislation critical to the growth and development industry in the Metro Atlanta Region

Waddell and Reed Financial Services, May-August 2008
Financial Planning Intern
Helped with acquiring and maintaining financial planning client information

Briana Sell PhD Courses Taken

Semester	Course Number	Course Title	Professor
Fall 2010	MGT 7064	PhD Microeconomic Theory	Marie Thursby
Fall 2010	MGT 8803	PhD Statistics	Jerry Thursby
Fall 2010	PUBP 6014	PhD Organization Theory	Mary Frank Fox
Fall 2010	MGT 8903	Special Problems-MGT PhD Strategy Readings and Research	Marco Ceccagnoli
Fall 2010	MGT 8811	Special Topics-PhD Seminar- Strategy	Alexander Oettl
Spring 2011	MGT 8803	PhD Econometrics	Jerry Thursby
Spring 2011	MGT 8803	PhD Industrial Organization Economics	Marco Ceccagnoli
Spring 2011	MGT 8811	Special Topics in MGT PhD Seminar-Strategy	Henry Sauermann
Spring 2011	MGT 7400	PhD Strategic Management Research I	Frank Rothaermal
Spring 2011	ECON 501 (Emory)	PhD Microeconomic Theory II (Game Theory)	Hugo Mialon
Summer 2011	MGT 8903	Special Problems-MGT-1st Year Paper	Alexander Oettl
Fall 2011	ECON 721 (Emory)	PhD Advanced Microeconometrics	David Jacho-Chavez
Fall 2011	BUS 733 (Emory)	PhD Research Seminar in O&M II (Strategy)	Peter Thompson
Fall 2011	MGT 8803	PhD Seminar in International Strategic Management Research	Danny Breznitz
Fall 2011	MGT 8803	PhD Strategy Research Methods	Jeongsik Lee
Fall 2011	MGT 8811	Special Topics PhD Strategy Seminar Series	Alexander Oettl
Spring 2012	MGT 8803	PhD Research in Organizational Sci.	Frank Rothaermel
Spring 2012	MGT 8811	Special Topics PhD Seminar- Strategy	Henry Sauermann
Spring 2012	MGT 8903	Special Problems-Management-STATA	Matthew Higgins
Spring 2012	PUBP 8823	PhD Economics & Sociology of Innovation	John Walsh
Spring 2012	MGT 8803	PhD Economics & Sociology of Science	Henry Sauermann
Summer 2012	MGT 8903	Special Problems-Management -Research Development	Matthew Higgins

To whom it may concern,

My name is Briana Sell, I am writing to apply for the 2013 NBER Entrepreneurship Research Boot Camp. I have a strong interest in entrepreneurship research which I have pursued throughout my academic career. I am currently a third year PhD candidate in Strategic Management at the Georgia Institute of Technology with a minor in Economics. My undergraduate degree was in Economics at the University of Georgia and I pursued a Master's degree at Georgia Tech in Public Policy and Economic development. My main area of interest is in the economics of entrepreneurship and my dissertation is centering on entry determinants for entrepreneurship.

The first chapter of my dissertation revolves around the research question on how educational mismatches in the high technology labor market affect entry into entrepreneurship. I use NSF restricted use SESTAT data to look at how mismatches affect salary, job satisfaction and skill variety (using this data we are able to analyze the different management and technical skills they participate in). I find that those who are mismatched receive lower salaries and have lower job satisfaction rates than those who are matched but are engaged in a broader set of work activities, especially non R&D activities. Then I examine the implications of mismatches for entry into entrepreneurship. I am able to look at the reasons why people reported being mismatched (whether for voluntary reasons such as pay, career changes, or working conditions or involuntary reasons such as job not being available in their field) and analyze the implications of these different types of mismatch for entry into entrepreneurship. I find that those who are mismatched are more likely to enter entrepreneurship and particularly those who are voluntarily mismatched are more likely to enter entrepreneurship than those who are involuntarily mismatched, which is partially mediated by the larger number of non-R&D activities performed by those who are voluntarily mismatched.

For my second chapter of my dissertation I am planning on looking at the performance implications of mismatches in entrepreneurship, and in particular whether those who are voluntarily mismatched versus those who are forced to be mismatched are more likely to perform better in entrepreneurship. Those who are mismatched may not perform as well in entrepreneurship because of the lower opportunity costs to entry (lower satisfaction and salary). On the other hand, the increased skill variety obtained from being mismatched may lead to higher success in entrepreneurship. I plan on using the SESTAT data from 2003 to 2010. With that data I will also be able to look at the specific R&D and non R&D skills possessed by the entrepreneur and analyze which skills if any are correlated with higher performance in entrepreneurship.

The third proposed chapter of my dissertation is a paper I am working on with Dr. Matthew Higgins and Dr. Andrew Young. We are exploiting novel church data to looking at religion (particularly looking at the "Protestant work ethic") as a proxy for entrepreneurship. The paper uses a county-level data set spanning 40-years in order to explore how entrepreneurship may impact local economic growth.

I believe that a larger understanding of the major theories in the field would substantially add to my knowledge and give me a stronger base for my research in the area of entrepreneurship. I look forward to reading the papers and expanding my knowledge base. I have a long-standing interest in the subject and feel that there is a lot I could learn from and contribute to the program. I also look forward to the opportunity to meet and network with other students and scholars in the entrepreneurship field.

Thank you in advance for your time and consideration.

Very truly yours,

Briana Sell