

Temitope S. Oladimeji

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ACADEMIC POSITIONS

University of Massachusetts Amherst , Isenberg School of Management	Amherst, Massachusetts
Assistant Professor of Strategic Management	2023-Present

EDUCATION

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

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

RESEARCH INTERESTS

My research examines how organizational performance differences emerge and persist over time through often-overlooked mechanisms in strategy and entrepreneurship. I approach this through two complementary lenses—examining both the organizational resources (capabilities) that firms develop and the human capital (actors) that drives organizational outcomes.

PUBLICATIONS

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- **Oladimeji, T. S.** 2026. “When Rareness and Scarcity Interact in Resource-Based Competitive Advantage.” *Academy of Management Best Paper Proceedings*
 - **Oladimeji, T. S.** 2025. “Temporal Compression and Capability Development in New Ventures: A Theory of Early Hiring Patterns.” *Academy of Management Best Paper Proceedings*
 - *Best Conceptual Paper Award*, Academy of Management (ENT Division), 2025
 - Henderson, A. D., **Oladimeji, T. S.**, and Graebner, M. E. 2022. “Rising Complexity and the Gentrification of Sustained Superior Performance.” *Academy of Management Best Paper Proceedings*
 - *Glueck Best Paper Award*, Academy of Management (STR Division), 2022
 - **Oladimeji, T. S.** and Harrison, D. A. 2021. “Differential Effects of CEO Hubris and Overconfidence on Firm Performance: A Meta-Analysis.” *Academy of Management Best Paper Proceedings*
 - *Best Paper Award, Finalist*, Academy of Management (MOC Division), 2021
 - *Best Paper Award, Finalist*, International Corporate Governance Society, 2021

MANUSCRIPTS UNDER REVIEW

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- Henderson, A. D., **Oladimeji, T. S.**, and Graebner, M. E. “Evolving Complexity, Sustained Superior Performance, and the Potential Entrenchment of the Corporate Elite.”
 - *2nd Revise & Resubmit at Organization Science*
 - *Earlier version won the 2022 Glueck Best Paper Award of AOM’s STR Division*
 - **Oladimeji, T. S.** and Zahra, S.A. “When Rareness and Scarcity Interact: Complementary, Substitution, and Conflicting Effects in Resource-Based Competitive Advantage.”
 - *Under Review at Strategic Management Journal*
 - **Oladimeji, T. S.** “Pivotal First Hires: How Early Hiring Decisions Create Persistent Imprints in Entrepreneurial Ventures.”
 - *Reject & Resubmit at Journal of Business Venturing*

WORKS IN PROGRESS

- **Oladimeji, T. S.** and McDonald, R. M. “Strategic Repivoting: When Going Back is the Best Way Forward.”
 - *Stage: Writing*
 - *Preparing for submission to Strategic Management Journal*
- **Oladimeji, T. S.**, Gray, S. M., and Bartel, C. A. “Prototypes and Entrepreneurial Team Formation.”
 - *Stage: Writing*
 - *Preparing for submission to Academy of Management Review*
- Gray S. M., Howell T., Zhang S. X., and **Oladimeji, T. S.** “An Oscillation Theory of Founding Team Formation.”
 - *Stage: Writing*
 - *Preparing for submission to Academy of Management Journal*
- **Oladimeji, T. S.** and Skaggs, B. C. “From Emergence to Aggregation: Interdependence, System-Level Human Capital, And Competitive Advantage.”
 - *Stage: Writing*
 - *Preparing for submission to Academy of Management Review*
- Felin, T. and **Oladimeji, T. S.** “A Theory of Stakes.”
 - *Stage: Writing*
 - *Preparing for submission to Academy of Management Review*
- **Oladimeji, T. S.**, Leonel, R., and Richard, O. C. “When and Why Does CEO Gender Matter for Acquisition Behavior: A Moderated Mediation Model”
 - *Stage: Additional data collection*
 - *Preparing for submission to Organization Science*

TEACHING EXPERIENCE

- *Instructor*, University of Massachusetts Amherst
Business Policy and Strategy (Senior Undergraduate Capstone) Spring 2024 – Present
 - *Most recent ratings: 5.0/5.0*
- *Instructor*, University of Texas at Austin
General Management and Strategy (Senior Undergraduate Capstone) Summer 2022
- *Teaching Assistant*, University of Texas at Austin
 - Longitudinal Analysis (PhD course) Fall 2020
 - Corporate Strategy/Firm Growth (MBA course) Spring 2021, 2020
 - General Management and Strategy (Undergraduate course) Spring 2021, Fall 2019
 - Strategic Management (MBA course) Spring 2020, 2019
 - Foundations of Finance (Undergraduate course) Fall 2017, Spring 2018

AWARDS AND HONORS

- Best Paper Proceedings, Academy of Management (STR Division) 2026
- Nominee, College Outstanding Teacher Award, Isenberg School, UMass Amherst 2026
- Best Conceptual Paper Award, Academy of Management (ENT Division) 2025
- Best Paper Proceedings, Academy of Management (ENT Division) 2025
- Invited Discussant, Entrepreneurship and Innovation Policy Research Seminar 2023
- Glueck Best Paper Award, Academy of Management (STR Division) 2022
- Outstanding Reviewer Award, Academy of Management (STR Division) 2022
- Best Paper Proceedings, Academy of Management (STR Division) 2022
- Tokyo Foundation’s SYLFF Doctoral Fellowship 2022
- Graduate Continuing Bruton Fellowship, University of Texas at Austin 2022
- Graduate Professional Development Award, University of Texas at Austin 2022

- Best Paper Award (Finalist), Academy of Management (MOC Division) 2021
- Best Paper Award (Finalist), International Corporate Governance Society 2021
- Best Paper Proceedings, Academy of Management (MOC Division) 2021
- Tokyo Foundation's SYLFF Doctoral Fellowship 2021
- Graduate Continuing Bruton Fellowship, University of Texas at Austin 2021
- Graduate School Summer Fellowship, University of Texas at Austin 2021
- William and Ruth Cooper Endowed Presidential Fellowship in Business 2020
- First Prize, Civic Data Hackathon, University of Texas at Austin 2019
- McCombs School of Business Doctoral Fellowship, University of Texas at Austin 2018-2023

CONFERENCE PRESENTATIONS (Presenting author in bold)

- **Oladimeji, T. S.** and Zahra, S.A. "When Rareness and Scarcity Interact: Complementary, Substitution, and Conflicting Effects in Resource-Based Competitive Advantage."
 - Tenure Project Conference, *Morgan State*, 2026
 - Industry Studies Association,, *GWU*, 2026
 - Strategy Science Conference, *Colorado-Boulder*, 2026
 - Academy of Management Annual Meeting, *Philadephia*, 2026
 - Management Faculty of Color Association Conference, *Philadephia*, 2026
 - Southern Management Association Annual Meeting, *St. Pete, Florida*, 2026
- **Oladimeji, T. S.** 2026. "The Organization Founders Envision and the Organization Early Hires Build: Imprint Competition and Venture Heterogeneity."
 - Southern Management Association Annual Meeting, *St. Pete, Florida*, 2026
- **Oladimeji, T. S.** "Strategic Repivoting: When Going Back is the Best Way Forward."
 - BYU Winter Strategy Conference, *Utah*, 2025
 - Academy of Management Annual Meeting, *Copenhagen*, 2025
 - Strategic Management Society Annual Conference, *San Francisco*, 2025
- **Oladimeji, T. S.** "Temporal Compression and Capability Development in New Ventures: A Theory of Early Hiring Patterns."
 - Industry Studies Association, *MIT Sloan*, 2025
 - Tenure Project Conference, *Michigan-Ross*, 2025
 - Academy of Management Annual Meeting, *Copenhagen*, 2025
- Oladimeji, T. S., **Leonel, R.**, and Richard, O. C. "CEO Gender and Acquisition Behavior: Risk-Taking and Communion as Explanatory Mechanisms?"
 - Academy of Management Annual Meeting, *Copenhagen*, 2025
- **Oladimeji, T. S.** "Balancing the Equation: The Joint Effects of Acquirer and Target CEO Hubris on Acquisition Deal Completion."
 - University of Washington, Foster School of Business, 2022
 - University of Toronto, Rotman School of Management, 2022
 - University of Massachusetts Amherst, Isenberg School of Management, 2022
 - Stevens Institute of Technology (canceled), 2022
 - Academy of Management Annual Meeting, 2022
- Henderson, A. D., **Oladimeji, T. S.**, and Graebner, M. E. "Rising Complexity and the Gentrification of Sustained Superior Performance."
 - Academy of Management Annual Meeting, *Seattle*, 2022
- **Oladimeji, T. S.** and Harrison, D. A. "Differential Effects of CEO Hubris and Overconfidence on Firm Performance: A Meta-Analysis."
 - Academy of Management Annual Meeting, 2021
 - Strategic Management Society Annual Conference, 2021
 - International Corporate Governance Society Annual Conference, 2021
 - Competitive Dynamics 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
 - Texas McCombs PhD Conference, 2021

INVITED WORKSHOPS AND CONSORTIA

• NBER Summer Institute	2026
• NBER Summer Institute	2025
• NBER Innovation Information Initiative Technical Working Group	2024
• NBER Entrepreneurship Working Group	2024
• NBER Summer Institute	2024
• NBER Entrepreneurship Working Group	2023
• NBER Entrepreneurship Research Boot Camp	2022
• STR PhD Workshop, Academy of Management	2022
• Rising Scholars Conference, Harvard Business School	2021
• Medici Summer School in Management Studies	2021
• STR Doctoral Consortium, Academy of Management	2021
• STR Managing your Dissertation Workshop, Academy of Management	2021
• SMS Doctoral Workshop, Strategic Management Society	2021

NON-ACADEMIC WORK EXPERIENCE

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

SERVICE

- *Reviewing*
 - *Organization Science*
 - *Entrepreneurship Theory and Practice*
 - *Academy of Management Annual Meetings*
 - *Strategic Management Society Conferences*
- University of Massachusetts Amherst
 - *Speaker Series*
 - *Curriculum Committee*
 - *Faculty Recruitment*
 - *Doctoral Students Recruitment*

PROFESSIONAL MEMBERSHIP

- Academy of Management
- Strategic Management Society
- National Bureau of Economic Research (Entrepreneurship and Organizational Economics)
- Industry Studies Association