

BUKKY AKINSANMI OYEDEJI
(OLUBUKUNOLA I. AKINSANMI AIA, NCARB, LEED AP)
Strategy and Entrepreneurship Area, London Business School
The Regent's Park, London NW1 4SA,

ACADEMIC POSITIONS

London Business School, London, UK June 2023 – Till Date
Assistant Professor of Strategy and Entrepreneurship

The University of Texas at Austin, Austin, Texas July 2020 – May 2023
Assistant Professor of Strategy

EDUCATION

May 2020	<i>PhD (Strategy & Entrepreneurship)</i> University of Wisconsin – Madison,	PhD
May 2006	<i>Master of Architecture (Distinction)</i> , University of Oklahoma	M. Arch
Mar 2002	<i>Master of Environmental Design (Distinction)</i> , University of Lagos	M.E.D. Architecture
Nov 2000	<i>Bachelor of Architecture (Distinction)</i> , University of Lagos	B. Arch

RESEARCH & PUBLICATIONS

Research Interest:

Human Capital, Physical Work Environments, Employee Mobility, Employee Entrepreneurship,

Publications

- **Oyedeji, B. A.**, Ko, Y.H. & Lee S., 2025 “Physical Work Environments: An Integrative Review and Agenda for Future Research”. *Journal of Management (Accepted for Publication)*
- **Oyedeji, B. A.**, & Coff, R. W., 2024 “Firm-Specific Human Capital: Mobility Constraint or Enhancer”. *Academy of Management Journal*
- Miner, A. S., & **Akinsanmi, O. I.** (2016). Idiosyncratic Jobs, Organizational Transformation, And Career Mobility. In *The structuring of work in organizations* (pp. 61-101). Emerald Group Publishing Limited.
- **Akinsanmi, O.I.**, & Darby, C. 2022. *Bridging the Spatial Divide: A Guide to Achieving Diversity, Equity and Inclusion in Physical Work Environments*. 556. Technical Report. Filene Research Institute. Westchester Publishing.
- **Akinsanmi, O.I.**, & Bermiss, Y.S. 2021. *Workplace Design as a Strategic Human Capital Management Tool, Part 2*. 526. Technical Report. Filene Research Institute. Westchester Publishing.
- **Akinsanmi, O.I.**, & Bermiss, Y.S. 2019. *Workplace Design as a Strategic Human Capital Management Tool, Part 1*. 478. Technical Report. Filene Research Institute. Westchester Publishing.

Revise and Resubmit:

- **Oyedeji, B. A.**, “Perceptions of Knowledge Transferability and Entrepreneurial Entry: The Role of Firm-Initiated Turnover”. *Strategic Management Journal (Submitted for 3rd Round Review)*
- **Oyedeji, B. A.**, Ko, Y.H & Harrison, D.A., “Human Capital Capabilities: Effects of Spatial Interconnectedness on Unit-Level Performance”. *Strategic Management Journal (Reject and Resubmit)*

Under Review:

- Datta, B.A, **Oyedeji, B. A.**, “Unpacking CEO Industry-Specific Human Capital: CEO Industry Influence and Firm Performance.”: *Strategic Management Journal*. (Awaiting editor decision)

Selected Working Papers and Research in Progress

- **Oyedeji, B. A.**, Trzebiatowski, T. & Volpone S.D., “The Role of Physical Work Environments in Diversity, Equity and Inclusion Effectiveness: A Review and a Research Agenda”. *Preparing for Submission*
- **Oyedeji, B. A.**, Na, I. Chadwick, C. & Coff, R. W., “When and Why do Workers Perceive their Human Capital Portfolio as Firm Specific?”. *Preparing for submission*
- **Oyedeji, B. A.**, Kim J., & Junseok Goh, “Management Practices and Perception of Firm Specificity of Skills”. *Data Analysis*
- **Oyedeji, B. A.**, & Brodsky A. “Variety of Work Settings in Home Offices: Impact on Remote Workers, Implications for Firm Outcomes”. *Data Gathering*

Other Publications

- 7 publications in leading Architecture and Urban design journals, reports and case studies.

RESEARCH GRANTS, AWARDS AND SCHOLARSHIPS

Research

- 2023/24 Research and Material Development Grant (£20,000)
- 2022 Undergraduate Research Assistant Grant (Fall)
- 2021 McCombs Research Excellence Grant Award, University of Texas at Austin (\$15,000)
- 2021 Seed Grant Award, Population Research Center, University of Texas at Austin (\$6,500)
- 2021 Undergraduate Research Assistant Grant (Summer and Fall, 2021)
- 2020 Outstanding Reviewer Award, Strategic Management, Academy of Management
- 2020 Best Reviewer Award, Entrepreneurship, Academy of Management
- 2020 Faculty Research Associate, Population Research Center, University of Texas at Austin
- 2018/2019 Pricer Fellowship, Wisconsin Center for Entrepreneurship, UW Madison
- 2018 Strategic Research Foundation Dissertation Grant Recipient, Strategic Management Society (\$10,000)
- 2018 Jimmy Shadler Fund for Management Development, UW Madison
- 2017 Midwest Academy of Management Research Scholarship
- 2014 & 2017 Advanced Fellow, Wisconsin School of Business, UW Madison

Teaching

- 2017 Henry C. Naiman Outstanding Graduate Student Teaching Award, UW Madison.
- 2016 Distinguished Teaching Award, Wisconsin School of Business, UW Madison.

Travel

- 2022 Tenure Project Travel Grant.
- 2022 Faculty Travel Grant, University of Texas at Austin
- 2017 West Coast Research Symposium Travel Award
- 2015 – 2018 MHR Ph. D. Travel Award, UW Madison
- 2015 – 2017 Research Travel Grant, Wisconsin School of Business UW Madison

INVITED TALKS

2024

- Junior Faculty Strategy Research Summer Camp, Tuck Business School, Dartmouth (August)
- Strategy, Innovation and Entrepreneurship Forum, Virtual. (March)

2023

- Skyline University, Kano State, Nigeria. (March)

2022

- Texas McCombs Alumni Network Knowledge-To-Go Webinar, UT Austin, TX. (May)
- McCombs School of Business *What Starts Here Campaign*, UT Austin TX. (March)
- Effective Business Strategy in Remote Work Environments, Certified Professional Manufacturers Representatives Conference, Austin, TX. (January)

2021

- London Business School, Strategy and Entrepreneurship, London, United Kingdom. (November)
- Stephen. M. Ross School of Business, University of Michigan, Ann Arbor, MI. (November)
- University of Texas at San Antonio, San Antonio, TX. (October)
- Nazarbayev University Graduate School of Business, Nur-Sultan, Kazakhstan. (September)
- Pension Real Estate Association, University of Texas at Austin, TX. (July)

2020

- School of Human Ecology, University of Wisconsin at Madison, WI.

2019

- McCombs School of Business, University of Texas at Austin, TX.
- Strategy Group, INSEAD, Fontainebleau, France.
- London Business School, London, United Kingdom.
- Questrom School of Business, Boston University, Boston, MA.
- Dept. of Management and Technology, Bocconi University, Milan, Italy.
- Olin School of Business, Washington University, St. Louis, MO.
- Smeal College of Business, The Pennsylvania State University, State College, PA.
- Terry College of Business, University of Georgia, Athens, GA.
- Eli Broad College of Business, Michigan State University, MI
- Martin J. Whitman School of Management, Syracuse, New York.
- Paul Merage School of Business, University of California at Irvine, Irvine, CA.
- Tippie College of Business, University of Iowa, Iowa City, IA.
- Sam M. Walton College of Business, University of Arkansas, Fayetteville, AR.
- Hankamer School of Business, Baylor University, Waco, TX.
- Kogod School of Business, American University, Washington D.C.
- University of Colorado – Colorado Springs College of Business, Colorado Springs, CO.
- Isenberg School of Management, University of Massachusetts, Amherst
- Lee Business School, University of Nevada, Las Vegas
- Shidler College of Business, University of Hawaii, Manoa
- Bentley University, Boston, Massachusetts.

CONFERENCES & PRESENTATIONS

“CEO Industry Influence, Value Appropriation and Firm Performance.” Datta, B.A, Akinsanmi O.I.,
 • 2023 Strategic Management Society, Annual Conference. October 2023

“When and Why do Workers Perceive their Human Capital Portfolio as Firm Specific?”

Akinsanmi, O. I., Na, I. Chadwick, C. & Coff, R. W.

- 2022 Academy of Management Annual Conference August 2022
Divisional paper, Strategic Management Division.
- 2022 Management Dept. McCombs School of Business Research Seminar October 2021
- 2021 The Wharton School’s People and Organizations Conference, Upenn. October 2021
- 2021 Strategic Management Society, Annual Conference. Virtual. October 2021

“Enhancing Human Capital Capabilities: Spatial Interconnectedness and Unit-Level Performance”

Akinsanmi O.I., Ko, Y.H & Harrison, D.A.

- 2022 Strategic Management Society Annual Conference London September 2022
- 2022 Academy of Management Annual Conference August 2022
Divisional paper, Strategic Management Division.
- 2022 SW Academy of Management Meeting New Orleans, LA March 2022
- 2021 Pension Real Estate Association Conference, UT Austin June 2021
- 2021 Strategic Management Society, Human Capital IG Brownbag Series March 2021
- 2021 Austin Technology & Entrepreneurship Conference, UT Austin. February 2021

“Perceptions of Knowledge Transferability and Entrepreneurial Entry: The Role of Firm-Initiated Turnover (formerly titled “Involuntary Turnover and Employee Entrepreneurship: Vengeance of the demi-gods”), Akinsanmi, O.I.

- 2022 Strategic Management Society Annual Conference London (*Upcoming*) September 2022
- 2019 University of Wisconsin-Madison MHR Departmental Brown-Bag March 2019
- 2017 Midwest Academy of Management Meeting, Chicago, IL October 2017
- 2017 West Coast Research Symposium, Alberta, Canada. September 2017
- 2017 Academy of Management Annual Meeting, Atlanta, GA. August 2017
Divisional paper, Business Policy and Strategy Division;
- 2017 Midwest Strategy Meeting, Aimes, IA June 2017
- 2017 University of Wisconsin-Madison MHR Departmental Brown-Bag April 2017

“Perceived Firm-Specific Human Capital and Turnover: Stuck in their Heads?”, Akinsanmi, O.I & Russ, C.W.

- 2022 Strategic Management Society, Human Capital IG Brownbag Series April 2022
- 2022 SW Academy of Management Annual Meeting New Orleans, LA March 2022
- 2022 Management Dept. McCombs School of Business Research Seminar February 2022
- 2021 The Wharton School’s People and Organizations Conference, Upenn. September 2021
- 2016 Academy of Management Annual Meeting, Anaheim, CA. August 2016
Divisional paper, Business Policy and Strategy Division.
- 2016 University of Wisconsin-Madison MHR Departmental Brown-Bag March 2016

“Why Pay Rent When There is Zoom? Human Capital Complementarities with Physical Work Environments”, Akinsanmi O.I.

- 2020 The Wharton School’s People and Organizations Conference, Upenn. October 2020
- 2020 All Departments Research Seminar, McCombs School of Business October 2020
- 2020 Management Dept. McCombs School of Business Research Seminar November 2020

“Human Capital Specificity and Value: Making Space for New Perspectives”, Akinsanmi. O.I.

- 2019 Strategic Management Society Annual Conference, Minneapolis, MN. October 2019

“Value Creation at the Intersection of Human Capital and Other Firm Resources: The Case for Physical Working Environments”, Akinsanmi O.I.

- 2019 Great Lakes Entrepreneurship Network Conference May 2019
- 2018 Strategic Management Society Doctoral Consortium October 2018
- 2018 University of Wisconsin-Madison MHR Departmental Brown-Bag April 2018

“Supraliminal Priming: Assessing Human Capital Productivity in Workplace Design”, Akinsanmi, O.I

- 2016 Academy of Management Annual Meeting, Anaheim, CA. August 2016
Symposium, Organizational Behavior Division.
- University of Wisconsin-Madison MHR Departmental Brown-Bag December 2015

“The Stones the Builders Rejected: Gaining Competitive Advantage from General Human Capital”, Akinsanmi O.I & Russ C.W.

- 2015 Academy of Management Annual Meeting, Vancouver, Canada. Symposium, Business Policy and Strategy Division. August 2015
- 2015 University of Wisconsin-Madison MHR Departmental Brown-Bag April 2015

Panelist, Workshops/Consortia

- Panelist, Strategy Research Foundation Dissertation Workshop, Strategic Management Society conference. 2024
- Panelist, Organizer, Leveraging Strategic Human Capital for Entrepreneurial Performance, Academy of Management 2024
- Panelist, Organizer, Physical Work Environments as a Strategic Resource, Academy of Management Conference 2024
- Panelist, People & Organizations Hackathon Academy of Management 2023
- Panelist, IG&C Power of Diversity for Innovation Strategic Management Society 2022
- Panelist, STR Dissertation Consortium, Academy of Management Conference 2022
- Panelist, Professional Development Workshop: New Data and Methods, AOM 2022

Other Conference Presentations:

- 7 presentations in leading Architecture and Urban Design conferences including the American Institute of Architects yearly conferences.

MEDIA MENTIONS

- July 2024** **Guest**, African Women in STEM Podcast with Adaeze Iloeje-Udeogalanya, Founder.
- Apr 2022** “Promoting Diversity, Equity and Inclusion via Your Physical Workplace” in **CUManagement.com** – A premier industry digital media source powered by CUES, the leading membership association for talent development in the Credit Union industry.
- Mar 2022** “Disrupted New World: How the pandemic is altering the way we do business, the office culture, and our work lives.” in **Medium.com** – A global and open digital platform with over 100 million readers.
- Mar 2022** “The Business World was Primed for Disruption.” in **McCombs Magazine**, Spring 2022. **McCombs Magazine** is a wide-reaching magazine for affiliates of the **McCombs School of Business**
- Mar 2022** “The role physical working environments play in diversity, equity, and inclusion” in **CUInsight** – A leading digital media source for Credit Unions in the United States.
- Feb 2022** “DEI in the Physical Workplace” in **CUInsight** – A leading digital media source for Credit Unions in the United States.
- May 2020** “Staff who shape their own jobs help companies navigate uncertainty” in **HRM** – The official news site for the Australian HR Institute.
- Mar 2013** “The Old College Try” in **ARCHITECT** – The official magazine for the American Institute of Architects.
- Aug 2012** “AIA Chooses Winners for Facility Design Awards” in **School Construction News** – The leading magazine for the K-12 Design and Construction industry.

TEACHING EXPERIENCE

- 2023 AUTUMN C112: Required Core Strategy MBA course (*London Business School*)
 - 6no. Streams A – F (491 students in all) (In Person)
- 2022 SPRING MAN 374H: General Management and Strategy (*Canfield Bus. Honors, UT-Austin*)
 - Section I – Undergraduate Capstone Course (In Person)
 - Section II– Undergraduate Capstone Course (In Person)

	<ul style="list-style-type: none"> • Section III- Undergraduate Capstone Course (In Person)
2021 SPRING	MAN 374H: General Management and Strategy (<i>Canfield Bus. Honors</i> , UT-Austin) <ul style="list-style-type: none"> • Section I – Undergraduate Capstone Course: (Fully Virtual) • Section II– Undergraduate Capstone Course: (Fully Virtual)
2020 FALL	Inter-HE-801(Professional Master’s Degree Program): Facilitation and Management Strategies, Guest Lecturer at School of Human Ecology. UW-Madison
2019 FALL	MHR 300: Managing Organizations
2017 FALL	Inter-HE-801(Professional Master’s Degree Program): Professional and Management Skills, Guest Lecturer at School of Human Ecology. UW-Madison
2016 SPRING	MHR 305: Introduction to Human Resource Management (UW-Madison) <ul style="list-style-type: none"> • Section I: Instructor evaluation: 4.85 • Section II: Instructor evaluation: 4.95 • Section III: Instructor evaluation: 4.78 • Section IV: Instructor evaluation: 4.89 • Section V: Instructor evaluation: 4.69
2015 FALL	MHR 305: Introduction to Human Resource Management (UW-Madison) <ul style="list-style-type: none"> • Section I: Instructor evaluation: 4.48 • Section II: Instructor evaluation: 4.47 • Section III: Instructor evaluation: 4.56 • Section IV: Instructor evaluation: 4.73 • Section V: Instructor evaluation: 3.70
2006 – 2008	LEED AP Professional Certification course, United States Green Building Council
2005 FALL	ARCH 1253 Design and Graphics Studio II, University of Oklahoma, Norman OK.
2005 SPRING	ARCH 1154 Design and Graphics Studio I, University of Oklahoma, Norman OK.

TEACHING ASSISTANTSHIPS

2020 SPRING	MHR 765: Strategy (MBA)
2016 FALL	MHR 322: Introduction to Entrepreneurial Management
2015 SPRING	MHR 628: Negotiations
2014 FALL	MHR 322: Introduction to Entrepreneurial Management
2004 FALL	ARCH 1153: Design and Graphics Studio I, University of Oklahoma, Norman OK.
2001 – 2003	TUTOR, Multiple courses including Professional Practice, Design Studio, etc.

PROFESSIONAL SERVICE AND ACTIVITIES

London Business School

- 2024 Moderator, ‘Voices and Ventures Fireside Chat, Speak Out Week’, Black Employees Network at LBS and Black in Business, London.
- 2023/2024 PhD Committee
- 2023, Panelist, Advancing Black Careers, Black Employees Network, LBS
- 2023, Moderator, ‘Leading the Way: Women building the Healthtech’, Tech@LBS Conference

University of Texas at Austin Service

- 2022/2023 Executive Council Member, Management Department
- 2022/2023 Austin Technology and Entrepreneurship Conference Planning Co-ordinator.
- 2021/2022 PhD Admissions Committee Member
- 2022 Austin Technology and Entrepreneurship Conference Planning Co-ordinator.
- 2021/2022 New Faculty Orientation: Panelist, Transition to Teaching

- 2021 Undergraduate Research Assistant Mentor
- 2021 Austin Technology and Entrepreneurship Conference Planning Committee.
- Peer Teaching Evaluator (2021)
- Mentorship:
 - PhD Dissertation Committee Membership:
 - Temitope Oladimeji
 - Arun Datta
 - PhD Student Mentorship
 - Temitope Oladimeji
 - Sik Chung Jong
 - Meenal Bangal
 - Mentor, Undergraduate Research Assistants (Summer & Fall 2021, 2022)

University of Wisconsin- Madison Service

- 2018 Wisconsin School of Business Teaching Awards Selection Committee Member for:
 - Gaumnitz Distinguished Faculty Teaching Award
 - Mabel W. Chipman Outstanding Faculty Award for Excellence in Teaching
 - Mabel W. Chipman Outstanding Academic Staff Award for Excellence in Teaching
 - Henry C. Naiman Outstanding Graduate Student Teaching Award
- 2016/2017 Undergraduate Research Scholars Program - Mentor
- 2016 Teaching Improvement Program Panelist: An orientation and instructional program for all incoming teaching assistants at Wisconsin School of Business.

Academic Journal Reviewer

- Organization Science 2022 – 2024
- Administrative Science Quarterly 2022 – 2024
- Academy of Management Review 2020 – 2024

Academic Conference Reviewer

- Academy of Management (Strategic Management; Entrepreneurship) 2014 - 2023
- Strategic Management Society (Human Capital; Entrepreneurship) 2019 - 2023
- Southwest Academy of Management (Strategy; Entrepreneurship) 2021
- Midwest Academy of Management (Strategy; Entrepreneurship) 2018

Membership Engagement Committee Member

- Academy of Management, Strategic Management Division 2023-2024
- Convener, STR Scholar Practitioner Network Forum Nov 2024
- Organizer, STR Architectural Walk Aug 2024
- Convener, STR Scholar Practitioner Network Seminar Mar 2024
- Co-organizer, STR Review workshop Jan 2024

Representative at Large

- Strategic Management Society, Strategic Human Capital Interest Group 2022-2024

Session Chair/Coordinator

- SW Academy of Management (Strategy) 2022
- Strategic Human Capital Interest Group Junior Scholar Brown Bags 2021
- Academy of Management Conference (Entrepreneurship) Atlanta, GA 2017

Consortia/Workshop Participation

- Academy of Management Journal Reviewer Workshop 2021

- Academy of Management Journal Revise & Resubmit Workshop 2021
- Population Research Center Summer Grant Writing Boot Camp 2021
- Academy of Management Conference Junior Faculty Workshop (Tenure Prep) 2021
- Academy of Management Conference Junior Faculty Teaching Workshop 2021
- Academy of Management Review Special Issue Idea Development Workshop 2021
- Academy of Management Strategic Management Theory Writing Workshop 2020
- Academy of Management Strategic Management *Meet the Scholar* Series 2020
- SRF Scholar Dissertation Consortium, Strategic Management Society 2019
- STR Dissertation Consortium, Academy of Management Annual Meeting 2019
- SRF Scholar Doctoral Workshop, Strategic Management Society 2018
- Wisconsin Organizational Modelling Meeting, University of Wisconsin-Madison 2018
- Doctoral Consortium, Strategic Management Society 2018
- BPS Doctoral Workshop, Academy of Management Annual Meeting 2017
- West Coast Research Symposium & Doctoral Student Workshop, Alberta, Canada. 2017
- Doctoral Workshop, Midwest Strategy Meeting, Aimes, IA 2017
- BPS Doctoral Consortium Midwest Academy of Management 2017
- KPMG PhD Project Doctoral Workshops 2015 - 2019

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Strategic Management Society
- Management Faculty of Color Association
- KPMG PhD Project
- Tenure Project
- American Institute of Architects (AIA)

OTHER PROFESSIONAL EXPERIENCE

- Warehouse, York, Pennsylvania
Director of Strategy and Research, (2017 – 2020)
- MHIP/Designs, Lagos, Nigeria
Principal, (2012 – 2014)
- Cooper Carry Inc. Atlanta, GA, USA
Project Architect, (2011 – 2012)
- MHIP/Designs, Lagos, Nigeria
Lead Architect, (2009 – 2011)
- SHW Group, Plano TX USA
Architect/Design Research Specialist, (2006 – 2009)
- Architects in Partnership, Norman, OK USA
Architectural Intern, (2005 – 2006)
- Adeniyi Coker Consultants Limited, Lagos, Nigeria
Architectural Intern, (2003)

OTHER PROFESSIONAL LICENSES

Apr 2010 Professional Architectural License AIA, State of Georgia (USA)
May 2009 Professional Architectural License AIA, State of Texas (USA)
Feb 2006 LEED AP, United States Green Building Council (USGBC)

OTHER AWARDS AND SCHOLARSHIPS

- 2013 Federal Foreign Office of Germany Sponsorship Award for Urban Planning and Architecture
- 2012 American Institute of Architects Committee on Architecture for Education Featured Speaker
- 2009 National Terrazzo and Mosaic Association Design Honor Award
- 2008 Inducted into University of Oklahoma Dept. of Architecture Hall of Fame
- 2004 First Place Winner, Southern Oklahoma Resource Center design competition
- 2003 Design Award: Outstanding Graduate Design Thesis, Department of Architecture.
- 2001 & 2002 Society of Architecture Students Academic Awards: Outstanding Academic Performance (Graduate)
- 2000 Academic Award: Outstanding Academic Performance (Undergraduate), Dept. of Architecture
- 2000 Society of Architecture Students Most Consistent Academic Achievements Award
- 1999 Second Place Winner, Inter-university Society of Architecture Students design competition
- 1997 - 2000 Society of Architecture Students Academic Awards: Outstanding Academic Performance
- 1997 - 2002 Shell Nigeria Annual Academic Scholarship (\$2000)