

BUKKY AKINSANMI OYEDEJI

(OLUBUKUNOLA AKINSANMI OYEDEJI AIA, NCARB, LEED AP)
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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, Human Capital Complementary Resources, Employee Mobility, Employee Entrepreneurship,

Published Sponsored Research

- **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

Published Edited Book Chapter

- 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.

Revise and Resubmit:

- **Akinsanmi, O. I.** Involuntary Separations as Precursors to Entrepreneurial Entry: The role of non-transferable knowledge.

Under Review:

- **Akinsanmi, O.I.** & Bermiss, Y.S. “Workplace Design as a Strategic Human Capital Management Tool, Part 2”
- **Akinsanmi, O.I.** “Value Creation at the Intersection of Human Capital and Other Firm Resources: The Case for Physical Working Environments”.

Working Papers and Research in Progress

- **Akinsanmi, O. I.**, Na, I. & Coff, R. W., Perceived Firm-Specific Human Capital, and Turnover: Stuck in their Heads?.
- **Akinsanmi, O.I.** “Why Pay Rent When You Can Zoom: Impact of Spatial Configuration on Unit-Level Human Capital Effectiveness”.
- Na, I. & **Akinsanmi, O.I.** “How Can Firms Capture Value from Employees’ ex post Firm-Specific Investments?”.
- **Akinsanmi, O.I.** & Coff, R.W. “Human Capital Complementarities: The Asset Specificity of Physical Work Environments as a Human Capital Enhancing Strategic Resource”.
- Kim J., & **Akinsanmi, O. I.** “Management Practices and Perception of Firm Specificity of Skills”. *Data Analysis*
- **Akinsanmi, O.I.** & Kim J. “Dimensions of Job Satisfaction and Perception of Firm Specificity of Skills: Effects on Turnover”.
- **Akinsanmi, O.I.** “Unilateral dependencies in Human Capital Complementarities”

Other Publications

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

RESEARCH GRANTS, AWARDS AND SCHOLARSHIPS

Research

- 2020 Best Reviewer Award, Entrepreneurship, Academy of Management
- 2020 Outstanding Reviewer Award, Strategic Management, Academy of Management
- 2020 Faculty Research Associate, Population Research Center, University of Texas at Austin
- 2018 Strategic Research Foundation Dissertation Grant Recipient, Strategic Management Society
- 2018/2019 Pricer Fellowship, Wisconsin Center for Entrepreneurship, UW Madison
- 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

- 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

2019

- McCombs School of Business, University of Texas at Austin, TX.
- Strategy Area, 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

“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

“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

“Involuntary Turnover and Employee Entrepreneurship: Vengeance of the demi-gods”, Akinsanmi, O.I.

- 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.
Divisional paper, Business Policy and Strategy Division; August 2017
- 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.

- 2016 *Academy of Management Annual Meeting, Anaheim, CA.*
Divisional paper, Business Policy and Strategy Division. August 2016
- 2016 *University of Wisconsin-Madison MHR Departmental Brown-Bag* March 2016

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

- 2016 *Academy of Management Annual Meeting, Anaheim, CA.*
Symposium, Organizational Behavior Division. August 2016
- 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

Other Conference Presentations:

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

TEACHING EXPERIENCE

2019 FALL	MHR 300: Managing Organizations
2017 FALL	Inter-HE-801: 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

University of Texas at Austin Service

- 2021 Austin Technology and Entrepreneurship Conference Planning Committee.

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.

Reviewer

- Academy of Management (Strategic Management; Entrepreneurship) 2014 - 2020
- Strategic Management Society (Human Capital; Entrepreneurship) 2019 - 2020
- Midwest Academy of Management (Strategy; Entrepreneurship) 2018

Session Chair

- Academy of Management Conference (Entrepreneurship) Atlanta, GA 2017

Consortia Participation

- 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 - 2018

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Strategic Management Society
- KPMG PhD Project
- American Institute of Architects (AIA)

OTHER PROFESSIONAL EXPERIENCE

- 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

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

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)

WORK AUTHORIZATION

- Naturalized Citizen, United States of America.

REFERENCES:

Russ Coff, Ph.D.
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University of Wisconsin Madison
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