

ARUN B. DATTA

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OVERVIEW

Arun B. Datta is a sixth year Ph.D. student in the Management Department at the Red McCombs School of Business, University of Texas at Austin. His research focuses on Strategic Management, examining how top managerial power, human capital, characteristics, and experiences affect outcomes such as CEO compensation, strategic positioning, firm performance, and acquisition activity. In addition to examining the effects of CEOs' industry political influence on firm performance, Arun is also active in diversity research, exploring the unique experiences faced by diverse top managers, particularly regarding compensation and power dynamics. His current projects investigate the impact of CEO human capital, institutional knowledge, personality, power, and demographic background on executive compensation, firm performance, employee turnover, and acquisitions. He has developed a comprehensive longitudinal dataset covering over 30,000 firm-years, encompassing a wide range of CEO characteristics, such as Big Five personality traits, cultural traits, founder status, a transparency index, industry-specific human capital, and demographic characteristics.

EDUCATION

UNIVERSITY OF TEXAS AT AUSTIN, Red McCombs School of Business

Ph.D., Strategic Management

exp. May 2026

Dissertation Proposal Successfully Defended

November 4, 2024

Committee: David Harrison (co-chair), Andrew Henderson (co-chair), Ram Ranganathan, Vilmos Misangyi, and Bukky Oyedeki

M.S., Management

2022

UNIVERSITY OF MICHIGAN, Ann Arbor, MI

B.A. Economics and Political Science (Double Majors, Honors)

2017

INVITED REVISE AND RESUBMIT

Datta, A.B., Harrison, D.A., & Barrymore, N. Understanding Compensation Dynamics at the Top: Does Power Differentially Determine Pay for Ethnic Minority CEOs?

- Invited R&R at *Strategic Management Journal*.
- SMS Strategic Leadership and Governance Best Doctoral Student Paper Finalist (2024)
- Dissertation 1st essay

WORK IN PROGRESS

Datta, A.B. When Vision Meets Values: Trajectory-Based Socioemotional Wealth and Founder Acquisition Behavior

- Targeted for submission in mid-July 2025 at *Strategic Management Journal*.

Datta, A.B. & Oyedeki, B. A. Unpacking CEO Industry-Specific Human Capital: Effects of CEO Industry Political Influence on Firm Performance and the Moderating Roles of Demand Instability and Market Growth.

- Targeted for submission in mid-July 2025 at *Academy of Management Journal*.
- Dissertation 2nd essay

Datta, A.B. & Henderson, A. Sustained Superior Performance and Acquisitions.

- Targeted for submission in September 2025 at *Strategic Management Journal*.

Datta, A.B. Theoretical Underpinnings of CEO Power.

- Dissertation 3rd essay
- *Target Journal: Organization Science. Status: Manuscript preparation.*

Datta, A.B. & Harrison, D.A. CEO Power and Employee Turnover.

- *Target Journal: Strategic Management Journal. Status: Theory development and empirics.*

UNIVERSITY PRESENTATIONS

Datta, A.B. & Oyedepi, B.A. Unpacking CEO Industry-Specific Human Capital: Effects of CEO Industry Political Influence on Firm Performance and the Moderating Roles of Demand Instability and Market Growth. *UT McCombs Annual Ph.D. Conference*, November 2023.

Datta, A.B. & Oyedepi, B.A.* Unpacking CEO Industry-Specific Human Capital: Effects of CEO Industry Political Influence on Firm Performance and the Moderating Roles of Demand Instability and Market Growth. *London Business School*, January 2023.

- * Presented by co-author

INVITED CONFERENCE SEMINAR AND SYMPOSIUM PRESENTATIONS

Datta, A.B. & Henderson, A. Sustained Superior Performance and Acquisitions.

- *Accepted and will present at the Academy of Management Annual Meeting, Copenhagen, Denmark, 2025*

Datta, A.B. & Henderson, A. Sustained Superior Performance and Acquisitions.

- *Accepted and will present at the Strategic Management Society Annual Meeting, San Francisco, CA, 2025*

Datta, A.B., Harrison, D.A., & Barrymore, N. Understanding Compensation Dynamics at the Top: Does Power Differentially Determine Pay for Ethnic Minority CEOs?

- *Strategic Management Society Annual Meeting, Istanbul, Turkey, 2024.*

Datta, A.B. & Oyedepi, B. A. Unpacking CEO Industry-Specific Human Capital: Effects of CEO Industry Political Influence on Firm Performance and the Moderating Roles of Demand Instability and Market Growth.

- *Strategic Management Society Annual Meeting, Toronto, Canada, 2023.*

Datta, A.B. & Harrison, D.A. Immigrant CEOs, Risk, and Compensation.

- *Academy of Management Annual Meeting, Boston, MA, 2023.*

TEACHING EXPERIENCE

Instructor

General Management and Strategy (Undergraduate, 3 credits, Summer 2023)

Instructor rating: 4.88/5

Undergraduate core course in strategic management. Fully responsible for developing syllabus, lecturing, leading case discussions, and grading for the whole semester.

Teaching Assistant

Leading People and Organizations, MBA course, Professor: David Harrison, University of Texas (Spring 2024).

HONORS & AWARDS

- University Graduate Continuing Fellowship - Red McCombs School of Business, University of Texas, Austin 2024
- SMS Strategic Leadership and Governance Best Doctoral Student Paper Finalist 2024

- William Jennings Bryan Prize in Political Science - University of Michigan, Ann Arbor 2016
- James B. Angel Scholar – University of Michigan, Ann Arbor 2015 & 2016
- Regents Merit Scholarship Recipient – University of Michigan, Ann Arbor 2013

PROFESSIONAL SERVICE

- Academy of Management Annual Conference Presenter Symposium Session Chair (2023)
- Ph.D. Council Representative, Red McCombs School of Business, University of Texas (2024-)
- STR Doctoral Consortium Participant, Academy of Management Annual Meeting (2024)

PROFESSIONAL EXPERIENCE

Research Assistant , University of Texas at Austin	2020 - present
Data Analyst , supporting supply chain & commodity risk management, Little Caesars	2018 - 2020
Category Specialist , managing & scaling a product category, Walmart eCommerce	2017 – 2018
Research Assistant , University of Michigan Institute for Social Research	2017
Detroit Venture Partners Intern , Rock Ventures	2016

SKILLS

Statistical skills: Panel data analysis, hierarchical linear (random effect) modeling, 2SLS regression, Heckman two-stage estimation, instrumental variable techniques, sample matching techniques (Euclidian Distance, Propensity Score, CEM, etc.), endogeneity checks

Software: Stata, Python

Languages: Bilingual –English (Native); Spanish (Fluent)

REFERENCES

David A. Harrison

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