

## Ouafaa Hmaddi

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University of Oregon  
Eugene, OR

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### EDUCATION

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University of Oregon	<b>Ph.D. Candidate, Strategic Management</b>	Exp. 2022
	Thesis: Essays on antecedents of new ventures' strategy formation. Committee: Andrew Nelson, Lauren Lanahan, Peter Younkin, and Saurabh Lall	
Cornell University	<b>MPA with honors (Pi Alpha Alpha)</b>	2017
	Thesis: Quality of Disclosure on Material Topics in Mandatory and Voluntary Reports. Advisor: Glen W. Dowell	
École Mohammadia d'Ingenieurs	<b>B.S. with honors Industrial Engineering</b>	2013
	Thesis: Risk Management	
CPGE Classes Préparatoires aux Grandes Écoles	<b>Mathematics and Physics</b>	2010

### RESEARCH INTERESTS

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Entrepreneurial resource acquisition, Entrepreneurial strategy formation, and Field experiments.

### PUBLICATIONS AND ARTICLES IN PREPARATION

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**Hmaddi O.** and Lanahan L. "The indirect effects of entrepreneurial policy on market level early-stage entrepreneurial activity." *Under Review – Academy of Management Discoveries*  
-Finalist for Best Paper Prize at SMS Berkley Special Conference 2020  
-Nominated for the SMS Virtual PhD Paper Prize 2020

Joshi A., Lanahan L., **Hmaddi O.**, & Armanios D.E. "Certifying Need: How to expand access to those who benefit most from certification?" *Preparing for submission to Management Science*

**Hmaddi O.** "New venture strategy formation and the repertoire of learning in resource constrained environments" *Analysis & Writing*

**Hmaddi O.** "Does your access to resources determine your strategic path? A Randomized Field-Experiment" *Analysis & Writing*– Featured in Innovation Growth Lab [Spotlight](#)

**Hmaddi O.** & Younkin P. "Preventing signal interference – How can entrepreneurs signal success without losing strategic flexibility?" *Data collection & Writing*

Gonzalez-Uribe J. and **Hmaddi O.** "Accelerators: Integrative Review of Past Research, and Future Research Agenda" *Writing*

**Hmaddi O.** "Empowered Policy: Evidence of Sustainable, Accessible, and Affordable Energy Resources" *Cornell Policy Review*, November 2016

Anderson D., Cullen B. and **Hmaddi O.** "[Social Data Science with R](#)", *Expected completion by 2022*

### CONFERENCE & WORKSHOP PRESENTATIONS

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"Does your access to resources determine your strategic path? A Randomized Field-Experiment"

• Rotman School of Management Strategy Seminar	2021
<i>“On the Right Tract? Certification, Arbitrage, and the Performance of High-Tech Ventures in Distressed Neighborhoods.”</i>	
• Academy of Management (presented by Joshi A.)	2020
• SMS Berkley Special Conference, Berkley, CA (Canceled)	2020
<i>“Government policy for entrepreneurial activity: Failing as means to success”</i>	
• Academy of Management Annual Conference	2021
• Western Academy of Management	2021
• Harvard Business School Digital Initiative	2020
• Strategic Management Society Annual Conference	2020
• SMS Virtual Berkeley: Best Paper Prize Session	2020
• Virtual Three Minute Thesis Competition – Honorable mention	2020
• Wharton Innovation Doctoral Symposium, Philadelphia, PA	2019
<i>“The Complementor-Platform Owner Relationship through the Lenses of Property Rights and Transaction Costs Economics”</i>	
• Western Academy of Management, Santa Rosa, CA	2019

### **MAJOR CONFERENCES, WORKSHOPS AND CONSORTIA**

AOM OMT Division Doctoral Consortium	2021
Midici Summer School	2021
CCC Virtual Visiting Program – Rotman School of Management <i>Faculty host: Laura Doering and Nicola Lacetera</i>	2020-2021
Strategic Management Society Annual Conference	2020, 2021
Advances in Field Experiments Conference	2020, 2022
Academy of Management (AOM) Annual Meeting	2020, 2021
National Bureau of Economic Research – Entrepreneurship Working Group	2020
Boston Field Researcher Conference	2021
HBS Digital Initiative Doctoral Workshop Series	2020
Strategic Management Society Doctoral Consortium	2020
AOM Strategy Division Doctoral Consortium	2020
National Bureau of Economic Research – Entrepreneurship Research Boot Camp	2020
Wharton Innovation Doctoral Symposium Philadelphia, PA	2019
Interpretive Approaches to Data Science (IDeaS), Edmonton, Alberta	2019
Western Academy of Management Doctoral Student Consortium. Santa Rosa, CA	2019, 2021
West Coast Research Symposium Doctoral Student Consortium. Seattle, WA.	2018

### **MAJOR RESEARCH GRANTS**

The Small and Growing Business Evidence Fund (\$37,000) <i>By the International Growth Centre &amp; the Aspen Institute</i>	2021
The Anzisha Prize (\$10,000) <i>By the African leadership Academy and Mastercard Foundation</i>	2021
University of Oregon John and Emiko Kageyama Endowment Fund (\$5,500) <i>(with Lauren Lanahan)</i>	2018, 2019 & 2020

### **MAJOR FELLOWSHIPS AND SCHOLARSHIPS**

First Year Fellowship Award Academic Year, University of Oregon	2017-2018
Fulbright Scholarship	2015-2017
Environmental Defense Fund Climate Corps Fellowship	2016

### **ACADEMIC COMMUNITY SERVICE**

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Strategic Management Society PhD Student Representative	2021-
Ad hoc Reviewer Academy of Management Journal	2020-
Ad hoc Reviewer Academy of Management Review	2021-
Paper Discussant Wharton Innovation Doctoral Symposium	2019
Reviewer Strategic Management Society Annual Conference	2021-
Reviewer Western Academy of Management Annual Meeting	2019-
Reviewer Academy of Management Annual Meeting (ENT, OMT and STR divisions)	2018-

### **TEACHING EXPERIENCE & AWARDS**

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2020-2021 Robin and Roger Best Teaching Award	
BA 453 Business Strategy and Planning Instructor role (remote teaching)	Spring & Summer 2020; Summer 2021
MGMT 335 Launching New Ventures Teaching Assistant	Fall 2019
BA 453 Business Strategy and Planning Teaching Assistant	Fall & Winter 2019; Fall 2020
BA 316 Principles of Management and Strategy Instructor's role	Fall 2018
Workshop Instructor: "Introduction to R Markdown" <a href="#">R Cascadia Conference</a> , canceled due to COVID-19	2020

### **INDUSTRY EXPERIENCE**

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Environmental Defense Fund – New York, N.Y.	2016
EDF Climate Corps Fellow, <a href="#">Project: NYC Open Data Policy</a>	
Ithaca Start-Up Works – Ithaca, N.Y. Graduate Research Assistant	2016-2017
Deloitte. – Casablanca, Morocco Consultant, Enterprise Risk Services	2013-2015
Enactus Morocco, – Casablanca, Morocco Team Advisor and Member of Executive Board, <i>2014 Enactus World Cup Vice Champion</i>	2014
Groupe Renault, Safran Labinal, and Fruit of the Loom – Morocco Intern – Process Engineering	2011-2012
Officer training, Forces Armées Royales Marocaines – Morocco	2010-2013

### **LANGUAGES**

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English, French and Darija (Moroccan Arabic) (native fluency)  
Classical Arabic (fluent), Imazighen and Italian (basic)

### **PERSONAL INTERESTS**

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Hiking (Hiked Toubkal 3 times), Climbing, Trail running, Arabic literature and poetry.