

DOCUMENTATION FOR DATASET CONTAINING COMPANY FOUNDING YEAR, CEO DUALITY, & CEO PHOTOGRAPH PROMINENCE FOR S&P1500 FIRMS

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This dataset contains manually coded information on S&P1500 firms and their CEOs, specifically, the firm's founding year, whether the CEO is simultaneously chairperson of the board (CEO duality), and the prominence of the CEO in photographs in the firm's annual report. Below, we provide a short documentation on how we proceeded to collect these variables.

Founding year:

The company founding year (and thus company age) is an important control variable for many research models. It is frequently operationalized as the year that a company was added to a given data base (e.g., COMPUSTAT). However, a firm can have a much longer tradition than the database itself. Therefore, we first engaged in an unstructured web search using Google by adding the firm name and "founded" in the search bar. These findings served as an overview of different years commonly stated as the founding year by different sources. When available, we subsequently used fundinguniverse.com as our primary source for the firm founding year. If not available, we used the history section of company's homepages. We also searched in EDGAR and company filings (DEF 14A & 10-K) for prior firm names and looked for their founding dates. This search covered COMPUSTAT firms from 1996-2017 (partial data available for 2018). To be included in our search, the appointment of the company's CEO must be observable in ExecuComp and the company must be listed in the S&P1500.

CEO duality:

Whether or not a CEO also serves as board chair is an important governance mechanism and fundamental source of managerial discretion (Finkelstein & D'aveni, 1994; Hambrick & Finkelstein, 1987). Yet, this binary condition is not readily available but needs to be verified and extracted manually via CEOs' annual job titles. Correspondingly, we provide a binary indicator equal to one in case the CEO has also been entitled as board chairperson in a given year. Specifically, for all CEO-year combinations, we first conducted manual inspections of the `titleann` variable in ExecuComp to extract whether or not the CEO also served as board chair in a given year. For those CEOs who were not included in ExecuComp, we manually inspected proxy statements (DEF 14A) and 10-K filings from EDGAR and company websites to assess CEOs' services as board chair. Due to copyright concerns, we do not provide the entire classification of CEO duality for any ExecuComp (i.e., S&P 1500) CEO in this dataset but focus on those CEOs for which ExecuComp's `titleann` variable is missing. For further assistance regarding the data

derived from the ExecuComp output, feel free to reach out to any one of the authors. The data covers the period of 1992-2017 and partial data for 2018.

Photo size of CEO in annual reports:

The prominence of the CEO photograph in firms' annual reports is an indicator required, e.g., to compute the unobtrusive measure of CEO narcissism developed by Chatterjee & Hambrick (2007, 2011). We follow their approach in assessing the prominence of CEOs' photographs in year two and three of their tenure and apply the following scoring scheme: "4 points if the CEO's photo was of him or her alone and occupied more than half a page; 3 points if the photo was of the CEO alone and occupied less than half a page; 2 points if the CEO was photographed with one or more fellow executives; and 1 point if there was no photograph of the CEO or if the firm did not publish an annual report, instead relying only on 10-K filings" (Chatterjee & Hambrick, 2011, p. 212). Annual reports were primarily retrieved from annualreports.com and company websites. We also contacted the investor relations units of those companies whose annual reports we could not find online. Lastly, we engaged in unstructured web searches to find any remaining annual reports (e.g., and somewhat surprisingly, we found some reports as slide decks on LinkedIn).¹ To be included in our search, the appointment of the company's CEO must be observable in ExecuComp and the company must be listed in the S&P1500. This search covers executives listed as CEOs in ExecuComp starting from 1996 and for at least three consecutive fiscal years. Thus, the data covers CEOs appointed in the period of 1996-2017.

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¹ Chatterjee and Hambrick as well as other authors used the services of Mergent Online to retrieve annual reports. We had the chance to test this database but ultimately could not license it due to budget restraints. However, for those researchers looking for more observations than our dataset provides, we can highly recommend their services.