

# Tristan L. Botelho

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- CONTACT INFORMATION**      Yale School of Management      [tristan.botelho@yale.edu](mailto:tristan.botelho@yale.edu)  
Evans Hall 5473      (203) 432-4194  
New Haven, CT 06510      [www.tristanbotelho.com](http://www.tristanbotelho.com)
- EMPLOYMENT**      **Yale School of Management**, New Haven, CT  
Assistant Professor, Organizational Behavior, July 2017 –  
Faculty Affiliate, Yale Program on Entrepreneurship, July 2017 –
- EDUCATION**      **MIT Sloan School of Management**, Cambridge, MA  
Ph.D., Management, June 2017  
S.M., Management Research, June 2015  
**Providence College**, Providence, RI  
B.S., Finance and B.A., History (*magna cum laude*)
- RESEARCH INTERESTS**      Digital Platforms, Entrepreneurship, Innovation, Social Evaluation, Social Networks, and Strategic Management
- PUBLICATIONS**      **Botelho, Tristan L.** 2018. “[Here’s an Opportunity: Knowledge Sharing among Competitors as a Response to Buy-in Uncertainty.](#)” *Organization Science*.  
– *Best Student Paper Award, Academy of Management, 2015*  
– *2015 Best Paper Proceedings, Academy of Management, 2015*  
– *Selected Coverage: MIT Sloan Newsroom, Yale Insights*  
**Botelho, Tristan L.** and Mabel Abraham. 2017. “[Pursuing Quality: How Search Costs and Uncertainty Magnify Gender-based Double Standards in a Multistage Evaluation Process.](#)” *Administrative Science Quarterly* 62(4): 698–730.  
– *Runner-up, Mark Granovetter Award for Best Article in Economic Sociology, 2018*  
– *Selected Coverage: New York Post, Quartz, Rotman Institute for Gender + the Economy, Yale Insights*
- RESEARCH IN PROGRESS**      **Botelho, Tristan L.** “From Audience to Evaluator: The Effect of Social Influence in Opt-in Evaluation Processes.”  
– *Best Paper Proceedings, 2017 Academy of Management, OMT Division*  
**Botelho, Tristan L.** and Aleksandra Kacperczyk. “Who Leaves the Promised Land? The Paradox of Status and Entrepreneurial Mobility.”

Abraham, Mabel and **Tristan L. Botelho**. “Network Sources of Disadvantage among Entrepreneurs.”

**Botelho, Tristan L.**, Johanna K. Birnir, and David M. Waguespack. “Gender Effects on Evaluation in an On-line Forum.”

OTHER  
PUBLICATIONS

**Botelho, Tristan L.** and Mabel Abraham. 2017. “Objective Performance Metrics Are Not Enough to Overcome Gender Bias.” *Harvard Business Review*.

**Botelho, Tristan L.** and Mabel Abraham. 2017. “To Overcome Gender Bias, Objective Performance Metrics are Not Enough.” *London School of Economics Business Review*.

INVITED  
PRESENTATIONS

*Includes scheduled presentation*

**2018** Northwestern University, Kellogg School of Management; University of California Berkeley, Haas School of Business

**2017** Dartmouth College, Tuck School of Business

**2016** Boston University, Questrom School of Business; Carnegie Mellon University, Tepper School of Business; Columbia University, Columbia School of Business; Emory University, Goizueta Business School; George Washington University, School of Business; Harvard University, Harvard Business School; MIT-Harvard Economic Sociology Seminar; Washington University in St. Louis, Olin Business School; Yale University, Yale School of Management; University of Arizona, Eller College of Management; University of Chicago, Booth School of Business; University of Connecticut, School of Business; University of Nebraska, College of Business Administration; University of Washington, Foster School of Business

CONFERENCE  
PRESENTATIONS

**2018** Academy of Management (*3 paper presentations*), Chicago, IL; DRUID (*1 paper presentation*); Copenhagen, Denmark; Economic Sociology Conference (*1 paper presentation*), University of North Carolina/Duke University; INFORMS Annual Conference (*1 paper presentation*), Phoenix, AZ

**2017** American Sociological Association, Montreal, Canada (*1 paper presentation*); Academy of Management (*3 paper presentation*), Atlanta, GA  
– *Academy of Management Best Paper Proceedings*

**2016** INFORMS Annual Meeting, Nashville, TN (*paper presentation*); American Sociological Association, Seattle, WA (*paper presentation*); Academy of Management, Anaheim, CA (*paper presentation*); CCC Doctoral Conference, Bocconi University, Milan, Italy (*paper presentation*); NYU-Columbia Doctoral Conference, New York University, New York, NY (*paper presentation*); Sumantra Ghoshal Strategy Conference, London Business School, London, England (*paper presentation*); Nineteenth Annual Meeting of Organizational Ecologists, Catania, Italy (*paper presentation*)

**2015** INFORMS Annual Meeting, Philadelphia, PA (*paper presentation*); Wharton People and Organizations Conference, Philadelphia, PA (*roundtable presentation*); Harvard University, Culture and Social Analysis Workshop, Cambridge, MA (*paper presentation*); American Sociological Association, Chicago, IL (*2 paper presentations*); Academy of Management, Vancouver, Canada (*2 paper presentations*); International Network of Analytical Sociologists, Cambridge, MA (*paper presentation*)

**2014** Wharton People and Organizations Conference, Philadelphia, PA (*roundtable presentation*); Academy of Management, Philadelphia, PA (*paper presentation*)

#### AWARDS AND HONORS

**Winner**, INFORMS Technology, Innovation, Management, and Entrepreneurship Best Dissertation Award, 2018

**Runner-up**, Mark Granovetter Award for Best Article in Economic Sociology, 2018

**Best Paper Proceedings**, Academy of Management, OMT Division, 2017

**Runner-up**, MIT Sloan School of Management Doctoral Thesis Prize, 2017

**Winner**, INFORMS Organization Science Dissertation Proposal Competition, 2016

Doctoral Consortium, OMT Academy of Management, 2016

Chosen to address MIT Sloan Executive Board, 2016

**Best Student Paper Award**, Academy of Management, OMT Division, 2015

**Best Paper Proceedings**, Academy of Management, OMT Division, 2015

Doctoral Consortium, BPS Academy of Management, 2014

NBER Entrepreneurship Research Boot Camp, 2014

Strategy Research Initiative PhD Boot Camp, 2014

#### TEACHING

##### **Yale School of Management**

Entrepreneurship and New Ventures (MBA & eMBA): S18, S19

#### PROFESSIONAL SERVICE

Executive Committee, INFORMS Organization Science Section (2018– )

Co-Organizer, Junior Organization Theory Conference (2017)

Reviewer: Academy of Management, INFORMS Organization Science Dissertation Competition, Strategic Management Society, and various journals

#### OTHER WORK EXPERIENCE

Sr. Financial Analyst, Raytheon Company (2008–2011)

Investment Banking Analyst, Robert W. Baird (2007–2008)

#### OTHER SKILLS

Language: English (native), Portuguese (conversational)

Technical: R, Stata, Python, JavaScript, HTML