

Tristan L. Botelho

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POSITIONS AND AFFILIATIONS

Yale University

Associate Professor (without tenure), Organizational Behavior, Yale School of Management 2022 –
Faculty Affiliate, Program on Entrepreneurship 2017 –
Faculty Affiliate, Computation and Society Initiative 2019 –
Assistant Professor, Organizational Behavior, Yale School of Management 2017 – 2022

EDUCATION

MIT Sloan School of Management

PhD, Management, 2017
SM, Management Research, 2015

Providence College

BS, Finance and B.A., History, 2007
Magna cum laude

PUBLICATIONS

* Indicates equal authorship

- [1] **Botelho, Tristan L.** “From Audience to Evaluator: When Visibility into Prior Evaluations Leads to Convergence or Divergence in Subsequent Evaluations Among Professionals.” *Organization Science*, forthcoming.
- [2] **Botelho, Tristan L.,** Ranjay Gulati, and Olav Sorenson.* 2024. “The Sociology of Entrepreneurship Revisited.” *Annual Review of Sociology*, 50: forthcoming.
- [3] **Botelho, Tristan L.** and Melody Chang. 2023. “[The Evaluation of Founder Failure and Success by Hiring Firms: A Field Experiment.](#)” *Organization Science* 34(1): 484–508.
 - *Best Entrepreneurship Paper Award, Academy of Management (OMT), 2020*
 - *Best Paper Nomination, Strategic Management Society, 2019*
 - Coverage: [Financial Times](#), [Yale Insights](#)
- [4] **Botelho, Tristan L.** and Marina Gertsberg.* 2021. “[The Disciplining Effect of Status: Evaluator Status Awards and Observed Gender Bias in Evaluations.](#)” *Management Science* 68(7): 4755–5555.
 - *Included in Management Science Virtual Special Issue on Diversity, Equity, and Inclusion*

- [5] **Botelho, Tristan L.** 2018. “[Here’s an Opportunity: Knowledge Sharing among Competitors as a Response to Buy-in Uncertainty.](#)” *Organization Science* 29(6): 1033–1055.
- *Best Paper Award, Academy of Management (OMT), 2015*
 - *Best Paper Proceedings, Academy of Management, 2015*
 - *Coverage: [MIT Sloan Newsroom](#), [Yale Insights](#)*
- [6] **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, American Sociological Association, 2018*
 - *Coverage: [Bloomberg](#), [New York Post](#), [Quartz](#), [Rotman Institute for Gender + the Economy](#), [Worth](#), [Yale Insights](#)*

WORKING PAPERS

* Indicates equal authorship

Abraham, Mabel and **Tristan L. Botelho*** “Returns to Status and Gender.”

Abraham, Mabel, **Tristan L. Botelho**, James Carter.* “Performance, Status, and Evaluations.”

Botelho, Tristan L. and Katherine A. DeCelles. “Disparities in Online Labor Markets.”

Botelho, Tristan L., Daniel Fehder, and Yael Hochberg.* “[Innovation-Driven Entrepreneurship.](#)” NBER WP 28990.

Botelho, Tristan L. Sora Jun, Demetrius Humes, and Katherine A. DeCelles. “Rating Scales and Inequality.”

Botelho, Tristan L. and J. Daniel Kim.* “Status and Hiring.”

Botelho, Tristan L. and Matt Marx.* “Failure and Careers.”

Botelho, Tristan L. and Ethan Poskanzer.* “Entrepreneurship and Evaluations.”

Botelho, Tristan L. and Qingyang (Iris) Wang.* “AI and Evaluations.”

Teng, Fei, **Tristan L. Botelho**, and K. Sudhir.* “Customer Discrimination and Discrimination Amplification.”

OTHER PUBLICATIONS

Botelho, Tristan L. and Melody Chang. 2022. “[Are Former Startup Founders Less Hireable?](#)” *Harvard Business Review*.

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*.

AWARDS, GRANTS, AND HONORS

- 2024 [Thinkers50 Radar List \(1 of 30 selected\)](#), up-and-coming thinkers in management
- 2023 **Winner, Best DEIJ Paper**, INFORMS
- 2023 **Recipient, Dean's Office Research Grant** (\$50,000; 1 of 2 awarded)
- 2022 **Runner-up, Responsible Research Award (Business and Society)** Academy of Management (OMI)
- 2022 **Best Paper Proceedings**, Academy of Management
- 2020 **Best Entrepreneurship Paper**, Academy of Management (OMI)
- 2020 [Best 40 Under 40 Professors](#), Poets & Quants
- 2020 **Best Paper Proceedings**, Academy of Management
- 2019 **Best Paper Award Nominee**, Strategic Management Society
- 2018 **Runner-up, Mark Granovetter Award for Best Article**, American Sociological Association
- 2018 **Best Dissertation Award**, INFORMS Technology, Innovation, Management, and Entrepreneurship
- 2017 **Best Paper Proceedings**, Academy of Management
- 2017 **Second place**, MIT Sloan School of Management Doctoral Thesis Prize
- 2016 **Winner**, INFORMS Organization Science Dissertation Award
- 2015 **Best Student Paper Award**, Academy of Management (OMI)
- 2015 **Best Paper Proceedings**, Academy of Management

SEMINARS AND OTHER INVITED PRESENTATIONS

*Includes scheduled

- 2024 Oxford University, Saïd Business School; University of Minnesota, Carlson School of Management; University of Nevada, Las Vegas, Lee Business School; Warwick Business School; Yale University
- 2023 Brown University; Harvard Business School, Race, Gender & Equity at Work Symposium; Harvard Business School, Values and Valuations Conference (Discussant); NBER Entrepreneurship Working Group; University of Maryland, Smith Entrepreneurship Research Conference (Discussant)
- 2022 Carnegie Mellon University, Tepper School of Business; Cornell University, SC Johnson College of Business; Indian School of Business; Massachusetts Institute of Technology, Sloan School of Management; Taiwan Symposium on Innovation, Economics, and Entrepreneurship; Troesh Research Conference; University of Hong Kong, China Innovation and Entrepreneurship Seminar; Strategy, Innovation, & Entrepreneurship Seminar; Washington University in St. Louis, Olin Business School

- 2021** CCC Entrepreneurship and Innovation Seminar Discussant; Northwestern University, Kellogg School of Management Center for Science of Science and Innovation; University of Mannheim, SME Research and Entrepreneurship; Yale University Computation and Society Initiative Colloquium
- 2020** University of Michigan, Ross School of Business; University of Southern California, Marshall Business School
- 2019** Harvard University, Economic Sociology Seminar; Harvard University, Harvard Business School; London Business School; Stanford University, Center for Work, Technology & Organization; University of California Berkeley, Haas School of Business; University of Cambridge, Judge Business School; University of Maryland, Smith School of Business; Yale University, Workshop on AI, Ethics & Society
- 2018** Northwestern University, Kellogg School of Management
- 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

- 2023** Academy of Management, Boston, MA; American Sociological Association, Philadelphia, PA; INFORMS Annual Conference, Phoenix, AZ; Strategic Management Society, Toronto, Canada; Wharton People and Organizations Conference, Philadelphia, PA
- 2022** Academy of Management, Seattle, WA; DRUID; Copenhagen, Denmark; HBS Data Science Conference, Cambridge, MA; INFORMS Annual Conference, Indianapolis, IN; WashU Olin Brookings Commission Conference on Women and Under-Represented Minorities in U.S. High-Growth Entrepreneurship, Washington DC; Wharton People and Organizations Conference, Philadelphia, PA
- 2021** Academy of Management, Virtual; Wharton People and Organizations Conference, Virtual
- 2020** Academy of Management, Virtual
- 2019** Science of Diversity & Inclusion Initiative Conference, University of Chicago; INFORMS Annual Conference, Seattle, WA; Nagymaros Conference, Stanford University; Strategic Management Society, Minneapolis, MN; Wharton People and Organizations Conference, Philadelphia, PA

- 2018** Academy of Management, Chicago, IL; DRUID; Copenhagen, Denmark; Economic Sociology Conference, University of North Carolina/Duke University; INFORMS Annual Conference, Phoenix, AZ
- 2017** American Sociological Association, Montreal, Canada; Academy of Management, Atlanta, GA
- 2016** INFORMS Annual Meeting, Nashville, TN; American Sociological Association, Seattle, WA; Academy of Management, Anaheim, CA; CCC Doctoral Conference, Bocconi University, Milan, Italy; NYU-Columbia Doctoral Conference, New York University, New York, NY; Sumantra Ghoshal Strategy Conference, London Business School, London, England; Nineteenth Annual Meeting of Organizational Ecologists, Catania, Italy
- 2015** INFORMS Annual Meeting, Philadelphia, PA; Wharton People and Organizations Conference, Philadelphia, PA; Harvard University, Culture and Social Analysis Workshop, Cambridge, MA; American Sociological Association, Chicago, IL; Academy of Management, Vancouver, Canada; International Network of Analytical Sociologists, Cambridge, MA
- 2014** Wharton People and Organizations Conference, Philadelphia, PA; Academy of Management, Philadelphia, PA

TEACHING

Yale School of Management

- Innovator (MBA & EMBA; Core): 2022 –
- Research and Theory Development (PhD): 2021 –
- Entrepreneurship and New Ventures (MBA & EMBA; Elective): 2018 – 2022
- Startup Founders Practicum (MBA; Elective): 2018 – 2022

SERVICE

- Mentor, Rising Scholars Program, MIT Sloan, 2023
- Award Committee, Administrative Science Quarterly Best Dissertation Paper, 2023
- Editorial Review Board Member, Administrative Science Quarterly, 2021 –
- Editorial Review Board Member, Organization Science, 2020 –
- Research Committee, Academy of Management OMT, 2020 –
- Award Committee, Mark Granovetter Award for Best Article in Economic Sociology, 2020
- Co-Organizer Yale Innovation and Entrepreneurship Seminar, 2019 –
- Award Committee, INFORMS Technology, Innovation Management and Entrepreneurship Dissertation Award, 2019
- Award Committee, MIT Sloan School of Management Doctoral Thesis Prize, 2018
- Executive Committee, INFORMS Organization Science Section, 2018 – 2022

Co-Organizer, Junior Organization Theory Conference, 2017

Ad-hoc reviewer at various conferences and journals

INDUSTRY EXPERIENCE

Sr. Financial Analyst, Raytheon Company

Investment Banking Analyst, Robert W. Baird