

Tristan L. Botelho

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- CONTACT INFORMATION Yale School of Management tristan.botelho@yale.edu
Evans Hall 5473 (203) 432-4194
New Haven, CT 06510 www.tristanbotelho.com
- EMPLOYMENT **Yale School of Management**, New Haven, CT
Assistant Professor, Organizational Behavior, July 2017 –
Faculty Affiliate, Program on Entrepreneurship, July 2017 –
Faculty Affiliate, Computation and Society Initiative, July 2019 –
- 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 Careers, Digital Platforms, Entrepreneurship, Evaluations, and Strategy
- PUBLICATIONS **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 Student Paper Award, Academy of Management, 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: Bloomberg, New York Post, Quartz, Rotman Institute for Gender + the Economy, Worth, Yale Insights*
- WORKING PAPERS **Botelho, Tristan L.** “Audiences, Evaluators, and Evaluations.”
Botelho, Tristan L. and Melody Chang. “Labor Markets and Evaluations”

WORKING PAPERS
(CONT.)

Botelho, Tristan L., Daniel Fehder, and Yael Hochberg. “Entrepreneurship Review.”

Botelho, Tristan L. and Marina Gertsberg. “Bias and Evaluations.”

Botelho, Tristan L. and Matt Marx. “Adverse Events and Careers.”

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

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; Workshop on AI, Ethics & Society, Yale University

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

2020 Academy of Management (*2 paper presentations*), Virtual

2019 Science of Diversity & Inclusion Initiative Conference (*1 paper presentation*), University of Chicago; INFORMS Annual Conference (*1 paper presentation*), Seattle, WA; Nagymaros Conference (*1 paper presentation*), Stanford University; Strategic Management Society (*1 paper presentation*), Minneapolis, MN; Wharton People and Organizations Conference, Philadelphia, PA (*plenary presentation*)

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

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

2020 Best Entrepreneurship Paper, Academy of Management, OMT Division

2020 Best 40 Under 40 Professors, Poets & Quants

2020 Best Paper Proceedings, Academy of Management

2019 Best Paper Award Nominee, Strategic Management Society

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

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

2017 Best Paper Proceedings, Academy of Management

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

2016 Winner, INFORMS Organization Science Dissertation Proposal Competition

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

2015 Best Paper Proceedings, Academy of Management

TEACHING

Yale School of Management

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

SERVICE

Editorial Review Board Member, *Organization Science*, 2020–
Award Committee, Mark Granovetter Award for Best Article in Economic
Sociology, 2020
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–
Co-Organizer, Junior Organization Theory Conference, 2017
Reviewer, Conferences: Academy of Management, Strategic Management
Society
Reviewer, Journals (ad-hoc): *Administrative Science Quarterly*, *American
Sociological Review*, *California Management Review*, *Journal of Finance*,
Journal of Economic Behavior and Organization, *Management Science*,
Organization Science, *Oxford University Press*, *Strategy Science*

OTHER WORK

Sr. Financial Analyst, Raytheon Company (2008–2011)
Investment Banking Analyst, Robert W. Baird (2007–2008)