

# Tristan L. Botelho

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- CONTACT INFORMATION**      Yale School of Management      [tristan.botelho@yale.edu](mailto:tristan.botelho@yale.edu)  
Evans Hall 5463      (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 – Present  
Faculty Affiliate, Yale Program on Entrepreneurship, July 2017 – Present
- 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.** 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.  
– *Selected Coverage: New York Post, Quartz, Rotman Institute for Gender + the Economy*
- RESEARCH IN PROGRESS**      **Botelho, Tristan L.** “Here’s an Opportunity: Knowledge Sharing among Competitors as a Response to Buy-in Uncertainty.”  
– *Best Student Paper Award, 2015 Academy of Management, OMT Division*  
– *Best Paper Proceedings, 2015 Academy of Management, OMT Division*  
– *Coverage: MIT Sloan Newsroom*  
**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

**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

**2017** American Sociological Association, Montreal, Canada (*1 paper presentation*); Academy of Management (*2 symposia and 1 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*)\*

– *Academy of Management Showcase Symposium*

**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	<p><b>Best Paper Proceedings</b>, Academy of Management, OMT Division. 2017.</p> <p><b>2nd place</b>, MIT Sloan School of Management Doctoral Thesis Prize. 2017.</p> <p><b>Winner</b>, INFORMS Organization Science Dissertation Proposal Competition. 2016.</p> <p>Doctoral Consortium, OMT Academy of Management. 2016.</p> <p>Chosen to address MIT Sloan Executive Board. 2016.</p> <p><b>Best Student Paper Award</b>, Academy of Management, OMT Division. 2015.</p> <p><b>Best Paper Proceedings</b>, Academy of Management, OMT Division. 2015.</p> <p>Doctoral Consortium, BPS Academy of Management. 2014.</p> <p>NBER Entrepreneurship Research Boot Camp. 2014.</p> <p>Strategy Research Initiative PhD Boot Camp. 2014.</p> <p>MIT Sloan Doctoral Fellowship (2011–2017)</p>
TEACHING	<p><b>Yale School of Management</b></p> <p>Entrepreneurship and New Ventures (MBA) Spring 2018</p>
CASE WRITING	<p>“Restoration Affiliates (One year later)” (with Ezra Zuckerman). <i>Update to “Restoration Affiliates” (MIT Sloan 13-150)</i></p>
PROFESSIONAL SERVICE	<p>Reviewer: <i>Administrative Science Quarterly</i>, <i>Management Science</i>, <i>Organization Science</i></p> <p>Co-Organizer, Junior Organization Theory Conference (2017)</p> <p>Reviewer, INFORMS Dissertation Competition (2017)</p> <p>Reviewer, Strategic Management Society (2016–)</p> <p>Reviewer, Academy of Management (2012–)</p> <p>Organizer, Economic Sociology Working Group (MIT Sloan) (2014)</p> <p>PhD Student Liaison, Behavioral &amp; Policy Sciences (MIT Sloan) (2012–2013)</p>
OTHER WORK EXPERIENCE	<p>Sr. Financial Analyst, Raytheon Company (2008–2011)</p> <p>Investment Banking Analyst, Robert W. Baird (2007–2008)</p>
OTHER SKILLS	<p>Language: English (native), Portuguese (conversational)</p> <p>Technical: R, Stata, Python, JavaScript, HTML</p>