

Tristan L. Botelho

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Updated: December 2025

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, otherwise first author is lead

- [1] **Botelho, Tristan L.*** and Matt Marx. 2025. “[Beyond Blame: Attribution, Evaluative Stigma, and Employee Careers after Employer Failure](#).” *Administrative Science Quarterly*.
- [2] **Botelho, Tristan L.***, Daniel Fehder, and Yael Hochberg. “[Innovation-Driven Entrepreneurship](#).” *Journal of Economic Literature*, forthcoming
 - [NBER WP 28990](#)
- [3] **Botelho, Tristan L.**, Sora Jun, Demetrius Humes, and Katherine A. DeCelles. 2025. “[Scale Dichotomization Reduces Customer Racial Discrimination and Income Inequality](#).” *Nature* 639(8054): 395–403.
 - *Cover article*
 - *Coverage: Fast Company, The Globe and Mail, Harvard Business Review, Nature Podcast, Phys.org, Yale Insights*

[4] Abraham, Mabel, **Tristan L. Botelho***, James Carter. 2025. “[\(Not\) Getting What You Deserve: How Misrecognized Evaluators Reproduce Misrecognition in Peer Evaluations](#).” *American Sociological Review*.

- *Best Paper Proceedings, Academy of Management, 2024*
- *Coverage: [Yale Insights](#)*

[5] Abraham, Mabel, **Tristan L. Botelho***, and Gabrielle Lamont-Dobbin. 2024. “[The \(Re\)Production of Inequality in Evaluations: A Unifying Framework Outlining the Drivers of Gender and Racial Differences in Evaluative Outcomes](#).” *Research in Organizational Behavior* 44.

[6] **Botelho, Tristan L.***, Ranjay Gulati, and Olav Sorenson. 2024. “[The Sociology of Entrepreneurship Revisited](#).” *Annual Review of Sociology*, 50.

[7] **Botelho, Tristan L.** 2024. “[From Audience to Evaluator: When Visibility into Prior Evaluations Leads to Convergence or Divergence in Subsequent Evaluations Among Professionals](#).” *Organization Science* 35(5): 1682–1703.

[8] **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 Proceedings, Academy of Management, 2020*
- *Best Paper Nomination, Strategic Management Society, 2019*
- *Coverage: [Financial Times](#), [Forbes](#), [Fortune](#), [Yale Insights](#)*

[9] **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*

[10] **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](#)*

[11] **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, otherwise first author is lead
Paper titles are anonymized for peer review process

- [12] **Botelho, Tristan L.*** and Ethan Poskanzer. “Gender Inequality in Entrepreneurship Across Evaluation Stages.” *2nd Revise and Resubmit, Administrative Science Quarterly*.
- [13] **Botelho, Tristan L.** and Katherine A. DeCelles. “Disparities in Online Labor Markets.” 1st *Revise and Resubmit, Management Science*.
 - *Runner-up, Responsible Research Award (Business and Society) Academy of Management (OMT)*, 2022
- [14] **Botelho, Tristan L.***, Daniel Fehder, and Milan Miric. “Entrepreneurship and Labor Market Re-Entry.” 1st *Revise and Resubmit, Organization Science*.
- [15] **Botelho, Tristan L.*** and András Tilcsik. “Online Experiments and Organizational Questions.” 1st *Revise and Resubmit, American Sociological Review*.
- [16] **Botelho, Tristan L.** and Qingyang (Iris) Wang. “AI and Evaluations.” 1st *Revise and Resubmit, Strategic Management Journal*.
- [17] Teng, Fei, **Tristan L. Botelho***, and K. Sudhir. “Customer Discrimination and Discrimination Amplification.” 1st *Revise and Resubmit, Management Science*.
 - *Winner, Best DEIJ Paper, INFORMS*, 2023
- [18] Abraham, Mabel and **Tristan L. Botelho***. “Returns to Status and Gender.” *Rejected with invitation to resubmit, Strategic Management Journal*.
- [19] **Botelho, Tristan L.*** and Ethan Poskanzer. “Factors Unrelated to Quality and Evaluative Outcomes.” *Rejected with invitation to resubmit, Nature*.
- [20] **Botelho, Tristan L.*** and J. Daniel Kim. “Status and Hiring.” *Under Review*.

WORK IN PROGRESS

Borchhardt, Geoffrey and **Tristan L. Botelho***. “Layoffs and Career Outcomes in High-Skilled Work.”

Botelho, Tristan L.* and Melody Chang. “The Role of Gender and Founder Status in Job Candidate Interest: A Field Experiment.”

Botelho, Tristan L.* and Lena Rudat. “Explaining the Gender Pay Gap in the Future of Work.”

Botelho, Tristan L., Tara Sanft, and Qingyang (Iris) Wang. “Physician Evaluations Across Specialties: A Large Field Study.”

OTHER PUBLICATIONS

Abraham, Mabel and **Tristan L. Botelho**. 2025. “Why Being Misrecognized Can Affect How You Evaluate Others.” *ASA Work in Progress*.

Botelho, Tristan L., Sora Jun, Demetrius Humes, and Katherine A. DeCelles. 2025. “[How Gig Platforms Can Mitigate Racial Bias in Ratings](#).” *Harvard Business Review*.

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

- 2025 **Outstanding Reviewer Award**, *Organization Science*
- 2024 [Thinkers50 Radar List \(1 of 30 selected\)](#), up-and-coming thinkers in management
- 2024 **Best Paper Proceedings**, Academy of Management
- 2024 **Yale ISPS Conference Award (\$5,000)**
- 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 (OMT)
- 2022 **Best Paper Proceedings**, Academy of Management
- 2020 **Best Entrepreneurship Paper**, Academy of Management (OMT)
- 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 (OMT)
- 2015 **Best Paper Proceedings**, Academy of Management

INVITES SEMINARS AND PRESENTATIONS

*Includes scheduled

2026 New York University, Stern School of Business; Stanford University, Graduate School of Business; University of California Berkeley, Haas School of Business; University of Chicago, Booth School of Business; University of Michigan, Ross School of Business; University of Pennsylvania, The Wharton School; Yale University, Sociology Department (CERSI)

2025 Indeed FutureWorks Conference (Featured Speaker); University of California, Santa Barbara; University of Oregon, Lundquist College of Business

2024 Economic Sociology Conference, Rice University (Discussant); Oxford University, Saïd Business School; Syracuse University; University of Minnesota, Carlson School of Management; Troesh Research Conference on Entrepreneurship; Warwick Business School; Yale University, Sociology Department; Yale University, Genetics Department Retreat (Featured Speaker)

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 on Entrepreneurship; 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

2025 Academy of Management, Copenhagen, Denmark; (Re)Production of Inequality Conference, Columbia University

2024 Academy of Management, Chicago, IL; European Group for Organizational Studies, Milan, Italy; Sociological Science Conference, Duke University

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): 2026 –

Entrepreneurship and New Ventures (MBA & EMBA; Elective): 2018 – 2022

Startup Founders Practicum (MBA; Elective): 2018 – 2022

SERVICE

Associate Editor, Management Science, 2025 –

Editorial Review Board Member, Administrative Science Quarterly, 2021 –

Editorial Review Board Member, Organization Science, 2020 –

Co-Organizer Yale Innovation and Entrepreneurship Seminar, 2019 –

Judge, AI for Organizations Grand Challenge sponsored by Google DeepMind and Stanford, 2025

Co-Organizer, Re(Production) of Inequality in Evaluations Conference, 2025

Co-Organizer, Economic Sociology Conference, 2025

Mentor, CCC, 2025

Research Committee, Academy of Management OMT, 2020 – 2024

Mentor, Rising Scholars Program, MIT Sloan, 2023

Award Committee, Administrative Science Quarterly Best Dissertation Paper, 2023

Lecturer, Warrior Scholar Project, 2022

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 – 2022

Co-Organizer, Junior Organization Theory Conference, 2017

Ad-hoc reviewer for various conferences and journals

INDUSTRY EXPERIENCE

Sr. Financial Analyst, Raytheon Company

Investment Banking Analyst, Robert W. Baird