

Tristan L. Botelho

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POSITIONS AND AFFILIATIONS

Yale University

Assistant Professor, Organizational Behavior, Yale School of Management July 2017 –
Faculty Affiliate, Program on Entrepreneurship July 2017 –
Faculty Affiliate, Computation and Society Initiative July 2019 –

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

Botelho, Tristan L. and Melody Chang. 2022. “The Evaluation of Founder Failure and Success by Hiring Firms: A Field Experiment.” *Organization Science*, forthcoming.

- *Best Entrepreneurship Paper Award, Academy of Management (OMT), 2020*
- *Best Paper Nomination, Strategic Management Society, 2019*
- Coverage: [Financial Times](#)

Botelho, Tristan L. and Marina Gertsberg.* 2021. “[The Disciplining Effect of Status: Evaluator Status Awards and Observed Gender Bias in Evaluations.](#)” *Management Science*.

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](#)

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](#), [Financial Times](#), [New York Post](#), [Quartz](#), [Rotman Institute for Gender + the Economy](#), [Worth](#), [Yale Insights](#)*

WORKING PAPERS

* Indicates equal authorship

Abraham, Mabel and **Tristan L. Botelho*** 2021. “Returns to Status for Pay Differences.”

Abraham, Mabel, **Tristan L. Botelho**, James Carter* “The Effect of Underplacement and Overplacement in Evaluations.”

Botelho, Tristan L. 2021. “Peer Evaluations: Selection and Ratings Among Professionals

Botelho, Tristan L. and Katherine A. DeCelles. 2021. “Bias in a Labor Market Evaluation Process.”

Botelho, Tristan L., Daniel Fehder, and Yael Hochberg.* 2021. “[Innovation-Driven Entrepreneurship.](#)” NBER WP 28990.

Botelho, Tristan L. and Matt Marx.* 2020. “Failure 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*.

AWARDS AND HONORS

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

INVITED PRESENTATIONS

*Includes scheduled

- 2022** Carnegie Mellon University, Tepper School of Business; Cornell University, SC Johnson College of Business; Indian School of Business; 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

- 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

Entrepreneurship and New Ventures (MBA & EMBA): 2018 –
Startup Founders Practicum (MBA): 2018 –
Research and Theory Development (PhD): 2021 –
Innovator (MBA), Guest Lecturer on Entrepreneurship: 2019 –

SERVICE

Editorial Review Board Member, Administrative Science Quarterly, 2021 –
Editorial Review Board Member, Organization Science, 2020 –
Research Award 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 –
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