

# NATALIE A. CARLSON

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## ACADEMIC APPOINTMENTS

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**The Wharton School**, University of Pennsylvania, Philadelphia, PA  
Assistant Professor of Management, 2020-present

## EDUCATION

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**Columbia Business School**, Columbia University, New York, NY  
Ph.D., Management, 2021  
M. Phil, Management, 2018

**Yale University**, New Haven, CT  
Bachelor of Arts, Economics, 2010

## PUBLICATIONS

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Choudhury, P., Wang, D.J., Carlson, N.A. & Khanna, T. (2019). “Machine Learning Approaches to Facial and Text Analysis: Discovering CEO Oral Communication Styles.” *Strategic Management Journal* 40(11).

Carlson N.A. (2017). “Simple Acoustic-Prosodic Models of Confidence and Likability are Associated with Long-Term Funding Outcomes for Entrepreneurs.” *Social Informatics*. Springer Lecture Notes in Computer Science.

- *Winner, Best Paper Award, 9th International Conference on Social Informatics*

## WORKING PAPERS

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Carlson, N.A., & Hager, A. “Stay the Course or Start Over? Evidence from a Randomized Field Experiment with Entrepreneurs in Zimbabwe.” *Reject & Resubmit at Strategic Management Journal*.

- *Finalist, Best Conference Paper Award, SMS Paris 2018* (early version)

Carlson, N.A. & Shami, M. “Skills Investment and Belief in a Changed World: Evidence from Two Online Experiments.”

Hager, A. & Carlson, N.A. “Unemployment and Political Activism: Experimental Evidence from Zimbabwe.”

Burbano, V., Carlson, N.A., & Ostler, J. “When One Isn’t Enough: Organization-Level and Product-Level Sustainability in New Ventures.”

Carlson, N.A., Yeaton, M. & Meier, S. “(Partial) Exit and Voice in the Labor Market: Evidence from the Digital Water Cooler.”

Carlson, N.A. “Social Entrepreneurship, Language, and Funding: Evidence from Tech Startups in Sub-Saharan Africa.”

- *Finalist, Best Conference Paper Award, SMS Berlin 2016*

Zhao, J., Carlson, N.A., Ichniowski, C., & Kogut, B. “Practices and Culture in Multilevel Organizations: Evidence from Microfinance Institutions in India.”

## FELLOWSHIPS AND GRANTS

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Deming Center Doctoral Fellowship, 2018-2019  
Eugene M. Lang Ph.D. Fellowship, 2017-2019  
Kauffman Dissertation Fellowship, 2017-2018  
Paul and Sandra Montrone Doctoral Fellowship, 2016-2017  
Columbia Business School Graduate Research Fellowship, 2014-2019

## CONFERENCE PRESENTATIONS AND INVITED WORKSHOPS

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2019 Annual Strategic Management Society Conference, Minneapolis, MN, United States.  
2019 Wharton People and Organizations Conference, Philadelphia, PA, United States.  
2019 Annual Academy of Management Meeting, Boston, MA, United States.  
2019 Organizing in the Era of Digital Technology, Ascona, Switzerland.  
2019 Community of Social Innovation (COSI) Annual Workshop, Toronto, Canada.  
2019 Sustainability, Entrepreneurship and Ethics (SEE) Conference, Miami, FL, United States.  
2018 Annual Strategic Management Society Conference, Paris, France.  
2018 Annual Academy of Management Meeting, Chicago, IL, United States.  
2018 4th Annual Women in Business Academia Conference, Philadelphia, PA, United States.  
2018 25th Consortium on Competitiveness and Cooperation (CCC), Berkeley, CA, United States.  
2017 9th International Conference on Social Informatics (SocInfo 2017), Oxford, United Kingdom.  
2017 Annual Academy of Management Meeting, Atlanta, GA, United States.  
2017 Alliance for Research on Corporate Sustainability (ARCS) PhD Paper Development Workshop, Rotterdam, Netherlands.  
2017 Strategic Management Society Doctoral Workshop, Banff, Canada.  
2017 Transatlantic Doctoral Conference, London Business School, London, United Kingdom.  
2017 NBER Economics of Digitization Graduate Tutorial, Stanford, CA, United States.  
2016 Annual Strategic Management Society Conference, Berlin, Germany.

## OTHER

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<b>Computer Languages</b>	R, Python, Javascript
<b>Software &amp; Tools</b>	HTML/CSS, LaTeX, Stata, D3.js
<b>Refereeing</b>	<i>Strategic Management Journal</i> ; <i>Organization Science</i> ; <i>Academy of Management Journal</i>
<b>Languages</b>	English (Native); Spanish (Proficient); French (Proficient)

## TEACHING

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**MGMT 117: Global Growth of Emerging Firms** (*Undergraduate*) 2021–