

NATALIE A. CARLSON

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ACADEMIC APPOINTMENTS

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

EDUCATION

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

PEER-REVIEWED PUBLICATIONS

Carlson, N.A. (2023). “Differentiation in Microenterprises.” *Strategic Management Journal* 44(5).

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).

WORKING PAPERS AND WORK IN PROGRESS

Bahar, D., Carlson, N.A. & Hernandez, E.* “Global Palette: The Impact of Immigrant Talent on Multinational Product Strategy.” *Revise & Resubmit at Organization Science*.

Ucel, C., & Carlson, N.A.* “Not All ‘Best’ Practices Are Created Equal: Access to Expert Knowledge and Practice Adoption in Microenterprises.”

Carlson, N.A., & Burbano, V. “The Use of LLMs to Annotate Data in Management Research: Warnings, Guidelines, and an Application to Organizational Communication.”

Yeaton, M., Gregorich, G., Carlson, N.A., & Wang, D.J. “True Believers and New Believers at the Digital Water Cooler: The Impact of Tactic Efficacy Beliefs on Social Movement Spillovers.”

Competition and Gender in the STEM Pipeline: A Field Experiment in Colombia. *With V. Burbano and A. Agarwal*.

AI and Entrepreneurial Search: A Field Experiment in Zimbabwe. *With H. Kim and M. Shami*.

Women’s Work: Gendered Labor and Gender Segregation in Global Microenterprise. *With G. Borchhardt*.

* indicates equal authorship

OTHER PUBLICATIONS

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.

AWARDS AND FELLOWSHIPS

UPenn University Research Foundation (URF) Research Grant (\$75k), 2022-23
Wharton Teaching Excellence Award, 2021, 2022, 2023
Deming Center Doctoral Fellowship, 2018-2019
Finalist, Best Conference Paper Award, SMS Paris 2018
Eugene M. Lang Ph.D. Fellowship, 2017-2019
Kauffman Dissertation Fellowship, 2017-2018
Winner, Best Paper Award, 9th International Conference on Social Informatics, 2017
Paul and Sandra Montrone Doctoral Fellowship, 2016-2017
Finalist, Best Conference Paper Award, SMS Berlin 2016
Columbia Business School Graduate Research Fellowship, 2014-2019

INVITED SEMINARS

2024 HEC Paris (Strategy and Business Policy).
2023 Olin School of Business, Washington University in St. Louis (Strategy).
2023 Questrom School of Business, Boston University (Strategy & Innovation).
2022 McDonough School of Business, Georgetown University (Strategy, Economics, Ethics and Public Policy).
2022 McCombs School of Business, UT Austin (Business, Government, and Society).
2019 Scheller College of Business, Georgia Tech (Strategy & Innovation).
2019 Questrom School of Business, Boston University (Strategy & Innovation).
2019 The Wharton School, University of Pennsylvania (Management).
2019 INSEAD (Entrepreneurship & Family Enterprise).
2019 Tuck School of Business, Dartmouth College (Strategy and Management).

CONFERENCE PRESENTATIONS AND INVITED WORKSHOPS

2024 DRUID24, Nice, France.
2024 Management, Analytics, & Data (M.A.D.) Conference, New York, NY, United States.
2024 Migration & Organizations Conference, Philadelphia, PA, United States.
2024 Wharton Management in Emerging Markets (WMEM), Philadelphia, PA, United States.
2024 Utah-BYU Winter Strategy Conference, Park City, Utah, United States.
2023 Annual Strategic Management Society Conference, Toronto, Canada.
2023 Annual Academy of Management Meeting, Boston, MA, United States.
2023 Tuck Junior Faculty Strategy Summer Camp, Hanover, NH, United States.
2023 DRUID23, Lisbon, Portugal.
2023 Rice Strategy Symposium on Emerging Markets, Houston, TX, United States.
2022 Duke Fuqua Strategy Conference, Durham, NC, United States.

2022 Annual Strategic Management Society Conference, London, United Kingdom.
 2022 Temple Artificial Intelligence & Business Analytics (AIBA) Seminar (Virtual).
 2022 Annual Academy of Management Meeting, Seattle, WA, United States.
 2022 Strategy Science Conference, New York, NY, United States.
 2022 Management, Analytics, & Data (M.A.D.) Conference, New York, NY, United States.
 2022 Austin Technology and Entrepreneurship Conference (Virtual).
 2021 DRUID21, Copenhagen, Denmark.
 2021 Annual Academy of Management Meeting (Virtual).
 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.

SERVICE

Refereeing	Editorial Review Board Member, <i>Organization Science</i> ; Ad-Hoc Refereeing: <i>Strategic Management Journal</i> , <i>Academy of Management Journal</i> , <i>Management Science</i> , <i>Administrative Science Quarterly</i>
Conferences	Co-Organizer, Management, Analytics, & Data (M.A.D.) Conference; Co-Organizer, Wharton Management in Emerging Markets Conference
Advising	Dissertation Committee Member, Aparajita Agarwal

TEACHING

MGMT 1170: Global Growth of Emerging Firms (*Undergraduate*) 2021–
MGMT 8170: Global Growth of Emerging Firms (*MBA*) 2023–

OTHER

Computer Languages	R, Python, Javascript
Software & Tools	HTML/CSS, LaTeX, Stata, D3.js
Languages	English (Native); Spanish (Proficient); French (Proficient)

PROFESSIONAL LEAVES

2020 Birth of son and parental leave