

# 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

## PEER-REVIEWED PUBLICATIONS

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Carlson, N.A., & Burbano, V. (2025). “The Use of LLMs to Annotate Data in Management Research: Foundational Guidelines and Warnings.” *Forthcoming at Strategic Management Journal*.

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

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Bahar, D., Carlson, N.A. & Hernandez, E.\* “The Impact of Immigrant Talent on Multinational Product Strategy.” *Revise & resubmit at Management Science*.

Ucel, C., & Carlson, N.A.\* “Support Organizations and Practice Adoption Under Resource Scarcity.” *Revise & resubmit at Strategic Management Journal*.

Carlson, N.A., & Hager, A.\* “Entrepreneurship Training and Political Contact.” *Revise & resubmit at Organization Science*.

Borchhardt, G., & Carlson, N.A.\* “Computational Approaches to Understanding Gender Disparities in Small Business Performance.”

Yeaton, M., Gregorich, G., Carlson, N.A., & Wang, D.J. “Who Mobilizes When Others Protest? The Seesaw Effect of Tactic Efficacy Beliefs in Social Movement Diffusion.”

\* indicates equal authorship

## WORK IN PROGRESS

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Competition in STEM Education: A Field Experiment in Colombia. With V. Burbano and A. Agarwal. *Drafting*.

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

Digital Public Infrastructure and Loan Repayment: A Field Experiment in India. With A. Agarwal and I. Chowdhury. *Pilot*.

AI Advice Under Constraint: A Field Experiment in the Philippines. With C. Ucel. *Design*.

Recruiting Women into Technical Training: A Field Experiment in Nigeria. With C. Varendh and T. Wry. *Design*.

## OTHER PUBLICATIONS

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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, GRANTS, AND FELLOWSHIPS

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Outstanding Reviewer Award, *Strategic Management Journal*, 2025

Wharton Teaching Excellence Award, 2025

Analytics at Wharton Grant (\$8K), 2025

Wharton Global Initiatives Funding (\$4K), 2024

Wharton-INSEAD Alliance Research Grant (€16.5K), 2024

Wharton Teaching Excellence Award, 2024

Wharton Dean’s Research Fund (\$6K), 2024

Wharton Teaching Excellence Award, 2023

Wharton Global Initiatives Funding (\$7K), 2023

Mack Institute Research Funding (\$7.5K), 2023

Wharton Dean’s Research Fund (\$15K), 2023

Wharton Teaching Excellence Award, 2022

Wharton Dean’s Research Fund (\$6K), 2022

UPenn University Research Foundation (URF) Research Grant (\$75K), 2022-23

Wharton Teaching Excellence Award, 2021

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

## SERVICE

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

## TEACHING

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### **MGMT 1170: Global Growth of Emerging Firms (Undergraduate) 2021–**

Average rating: 3.82/4

### **MGMT 8170: Global Growth of Emerging Firms (MBA) 2023–**

Average rating: 3.27/4

## INVITED SEMINARS

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2024 Rutgers Business School (Management and Global Business).

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

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2025 Annual Strategic Management Society Conference, San Francisco, CA, USA.

2025 London Text Analysis Conference, University of London (Virtual).

2025 Annual Academy of Management Meeting, Copenhagen, Denmark.

2025 Industry Studies Association (ISA) Conference, Cambridge, MA, USA.

2025 Management in Emerging Market Conference, Toronto, Canada.

2024 Conference on Artificial Intelligence, Machine Learning, and Business Analytics, New Haven, CT, USA.

2024 Annual Strategic Management Society Conference, Istanbul, Turkey.

2024 Annual Academy of Management Meeting, Chicago, IL, United States.

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 Conference, Philadelphia, PA, United States.

2024 Utah-BYU Winter Strategy Conference, Park City, UT, 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.