

## Nathan Barrymore

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University of Texas at Austin  
McCombs School of Business  
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### ACADEMIC POSITIONS

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**University of Texas and Austin, McCombs School of Business** 2022 – Present  
Assistant Professor of Business, Government and Society

**University of Pennsylvania, Wharton School of Business** 2022 – Present  
Senior Fellow, ESG Initiative

### EDUCATION

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**University of Maryland, Smith School of Business** 2022  
PhD., Managerial Economics

**Claremont McKenna College** 2009  
BA in Philosophy, Politics and Economics with Honors, Cum Laude

**Universidad Autónoma de Madrid** 2006

### PUBLICATIONS

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Barrymore, Nathan, Cristian Dezsö and Ben King. (2022) “Gender and competitiveness when earning for others: Experimental evidence and implications for sponsorship.” *Strategic Management Journal*, 43(5): 905–934.

### WORKING PAPERS

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Datta, Arun, David Harrison and Nathan Barrymore. “Understanding compensation dynamics at the top: Does power differentially determine pay for ethnic minority CEOs?” *Revise and resubmit*

Barrymore, Nathan, Cristi Dezsö and Yongyi Lin. “Are there gender differences in ambition? Evidence from an online experiment.” *Under review*

Green, Paul, Nathan Barrymore, Jamie Strassman and Nikhil Gupta. “My step back, their step forward: Gender, boomerang mentors, and external mobility.” *Under review*

Barrymore, Nathan, Mark Desjardine, and Mae McDonald. “Who stays, who goes? Board gender diversity in the wake of financial activism.”

Yang, Tiantian and Nathan Barrymore. “Premium or penalty? Differential effects of gender and race on promotions.”

Barrymore, Nathan, and Jamie Strassman. “Placement during peril: Using theories of status and uncertainty to understand whether and when women face a glass cliff.”

Barrymore, Nathan. “Green or greenwashing? How manager and investor preferences shape firm strategy.”

Barrymore, Nathan, and Rachele C. Sampson. “When can employers pay poverty wages? The relationship between living wages, monopsony, and employee turnover.”

Barrymore, Nathan, and Rachele C. Sampson. “ESG performance and labor productivity: Exploring whether and when ESG affects firm performance.”

## **WORK IN PROGRESS**

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Barrymore, Nathan, and Tiantian Yang. “Diverse routes to leadership: Gender and racial differences in internal and external promotions.”

## **CONFERENCE AND INVITED PRESENTATIONS**

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Barrymore, Nathan, Cristi Dezsö and Yongyi Lin. “Are there gender differences in ambition? Evidence from an online experiment.”

Dauphine University, Paris, invited talk (2024)

Barrymore, Nathan, and Jamie Strassman. “Placement during peril: Using theories of status and uncertainty to understand whether and when women face a glass cliff.”

Academy of Management Annual Meeting\*† (2024)

Barrymore, Nathan, and Tiantian Yang. “Diverse routes to leadership: Gender and racial differences in internal and external promotions”

Economic Sociology Conference\* (2024)

Yang, Tiantian and Nathan Barrymore. “Premium or penalty? Differential effects of gender and race on promotions.”

People and Organizations Conference\* (2024)

Strategic Management Society Annual Conference\* (2023)

Barrymore, Nathan, and Rachele C. Sampson. “When can employers pay poverty wages? The relationship between living wages, monopsony, and employee turnover.”

Academy of Management Annual Meeting (2023)

Alliance for Research on Corporate Sustainability Annual Meeting (2023)

Barrymore, Nathan, Cristian Dezsö and Ben King. “Gender and competitiveness when earning for others: Experimental evidence and implications for sponsorship.”

Academy of Management Annual Meeting† (2021)

Strategic Management Society Annual Conference† (2020), finalist for Best PhD Paper Prize

Barrymore, Nathan. “Green or greenwashing? How manager and investor preferences shape firm strategy.”

Alliance for Research on Corporate Sustainability Annual Meeting (2022), Outstanding Paper Award

Academy of Management Annual Meeting (2021)

European Group for Organizational Studies, EGOS (2021)

Barrymore, Nathan, and Rachele C. Sampson. “ESG performance and labor productivity: Exploring whether and when ESG affects firm performance.”

Alliance for Research on Corporate Sustainability Annual Meeting (2021)

Strategy Science Conference (2021)

Academy of Management Annual Meeting (2021)

Strategic Management Society Annual Conference (2020)

\* Presented under an earlier title; † presented by co-author; ‡ scheduled

## UNIVERSITY TEACHING EXPERIENCE

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<b>Strategic Corporate Social Responsibility</b>	University of Texas at Austin
Overall instructor ratings (out of 5.0): 4.9, 5.0, 5.0 (undergraduate); 4.7, 4.8 (MBA)	Fall 2022, 2023, 2024
McCombs Faculty Honor Roll, awarded to 19 instructors each semester (2022, 2023)	
<b>Issues and Policy in American Government</b>	University of Texas at Austin
Course taught in Austin and Washington, D.C.	Spring 2024, 2025
University course evaluations not given after class due to summer course travel	
<b>International Business Management</b>	University of Maryland
Overall instructor rating (out of 4.0): 3.9	Fall 2019

## PROFESSIONAL EXPERIENCE

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Macquarie Investment Management	Philadelphia, Pennsylvania
<b>Consultant</b>	2021-present
<ul style="list-style-type: none"><li>Developed and oversee ESG framework with company's Sustainable Development Goals Oversight Committee.</li></ul>	
Da Vinci Communications High School	Los Angeles, California
<b>Founding High School Principal</b>	2013-2017
<ul style="list-style-type: none"><li>Planned and founded charter high school; hired and managed all teachers and school staff.</li><li>Title I school (majority of students qualified for free meals); graduating students enrolled in University of California schools at over double the state average rate.</li></ul>	
Teach for America	Los Angeles, California
<b>Physics and Mathematics Teacher</b>	2009-2013
<ul style="list-style-type: none"><li>Founding teacher at Da Vinci Design High School.</li><li>Taught physics, mathematics, engineering, computer design, government, music, and archery.</li></ul>	
<b>Mercer Consulting, Summer Analyst</b>	2008
<b>Professional Mariachi, Guitarrón</b>	2008-2013
Mariachi Nueva Generación, Mariachi Uclatlán, Mariachi Serrano	

## PROFESSIONAL SERVICE

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Editorial Review Board	
Strategic Management Journal	2022-present
Ad-Hoc Reviewer	
Management Science	2021-present
Organization Science	2023-present
Strategy Science	2023-present
Strategic Management Journal	2021-2022