

Nathan Barrymore

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ACADEMIC POSITIONS

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
Research Fellow at the Impact, Value, and Sustainable Business Initiative

EDUCATION

University of Maryland, Smith School of Business 2022
Ph.D., Managerial Economics

Claremont McKenna College 2009
B.A. in Philosophy, Politics and Economics with Honors, Cum Laude

Universidad Autónoma de Madrid 2006

PUBLICATIONS

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

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, and Tiantian Yang. “Diverse routes to leadership: Gender and racial differences in internal and external promotions.” *Revise and resubmit*

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

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

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

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

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

CONFERENCE AND INVITED PRESENTATIONS

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

Academy of Management Annual Meeting‡ (2025), Economic Sociology Conference* (2024), People and Organizations Conference* (2024), Strategic Management Society Annual Conference* (2023)

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

Academy of Management Annual Meeting‡ (2025), Strategic Management Society Annual Conference‡ (2025)

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

Academy of Management Annual Meeting‡ (2025), Strategic Management Society Annual Conference‡ (2025), People and Organizations Conference‡ (2025)

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 Rachelle 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, Outstanding Paper Award (2022), Academy of Management Annual Meeting (2021), European Group for Organizational Studies, EGOS (2021)

Barrymore, Nathan, and Rachelle 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

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

PROFESSIONAL EXPERIENCE

Macquarie Investment Management Consultant <ul style="list-style-type: none">Developed and oversee ESG framework with company's Sustainable Development Goals Oversight Committee.	Philadelphia, Pennsylvania 2021-2025
Da Vinci Communications High School Founding High School Principal <ul style="list-style-type: none">Planned and founded charter high school; hired and managed all teachers and school staff.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.	Los Angeles, California 2013-2017
Teach for America Physics and Mathematics Teacher <ul style="list-style-type: none">Founding teacher at Da Vinci Design High School.Taught physics, mathematics, engineering, computer design, government, music, and archery.	Los Angeles, California 2009-2013
Mercer Consulting, Summer Analyst	2008
Professional Mariachi, Guitarrón Mariachi Nueva Generación, Mariachi Uclatlán, Mariachi Serrano	2008-2013

PROFESSIONAL SERVICE

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