

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
Senior Fellow, ESG Initiative

EDUCATION

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

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

Barrymore, Nathan. “Green or Greenwashing? How Manager and Investor Preferences Shape Firm Strategy.” [2022 Outstanding Paper Award, Alliance for Research on Corporate Sustainability Annual Conference.]

Barrymore, Nathan, and Rachelle C. Sampson. “ESG Performance and Labor Productivity: Exploring whether and when ESG affects firm performance.”

Barrymore, Nathan, and Rachelle C. Sampson. “When Can Employers Pay Poverty Wages? The Relationship Between Living Wages, Monopsony, and Employee Turnover.”

WORKS IN PROGRESS

Barrymore, Nathan. “The Diversifying Effects of Internal Promotion vs. External Hiring.”

OTHER MEDIA

Sampson, Rachelle C., and Nathan Barrymore (2020, September 3). “If Black lives matter, transform your leadership team,” *The Hill*.

CONFERENCE PRESENTATIONS

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)
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)
TruValue Labs Academic Roundtable* (2020)

(* Presented by co-author.)

UNIVERSITY TEACHING EXPERIENCE

Strategic Corporate Social Responsibility University of Texas at Austin
Overall course ratings: 5.0/5.0 (undergraduate); 4.8/5.0 (MBA) Fall 2022

International Business Management University of Maryland
Overall course rating 3.9/4.0 Fall 2019

GRANTS AND AWARDS

University of Maryland 2017-present
Frank T. Paine Award for Academic Achievement
Summer Research Fellowship
3 Minute Thesis Competition, College-Level Winner
5-year paid research assistantship

PROFESSIONAL EXPERIENCE

Macquarie Investment Management Philadelphia, Pennsylvania
Consultant 2021

- Developed ESG framework with company’s Sustainable Development Goals Oversight Committee.

Da Vinci Communications High School Los Angeles, California
Founding High School Principal 2013-2017

- 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.

Teach for America Los Angeles, California
Physics and Mathematics Teacher 2009-2013

- Founding teacher at Da Vinci Design High School.
- Taught physics, mathematics, engineering, computer design, government, music, and archery.

Mercer Consulting, Summer Analyst 2008

Professional Mariachi, Guitarrón 2008-2013

Mariachi Nueva Generación, Mariachi Uclatlán, Mariachi Serrano

PROFESSIONAL SERVICE

Editorial Review Board
Strategic Management Journal

Ad-Hoc Reviewer
Management Science
Strategic Management Journal