

# Nathan Betancourt

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## Academic Employment

**Amsterdam School of Business, University of Amsterdam** *Aug 2014 - now*  
Assistant Professor (with tenure)

**University of Lugano, Lugano Switzerland** *Sept 2012 – Aug 2014*  
Post-Doctoral Research Fellow

## Education

**Rotterdam School of Management, Erasmus University** *June 2012*  
PhD in Management

**Rutgers University-Newark, Newark, NJ, USA** *September 2008*  
M.S. in Global Affairs  
Juris Doctorate (J.D.) *September 2007*

**Brandeis University, Waltham, MA, USA** *June 2002*  
B.A. in History, Classical History and Archaeology

## Research Interests

My research examines peer effects, how social interactions with colleagues influence our behavior. I have focused on two inter-related research areas that inform one another: the social side of creativity and innovation and the competitive implications of social judgments. In terms of creativity and innovation, my research has shown that the social context is a key contingency that influences whether we can transform novel information into creative ideas. My research into social cognition has demonstrated that our perceptions of social relationships influence our evaluations of individuals and firms and effect the impact of scientific knowledge. In sum, I attempt to contribute to our understanding of the micro-foundations of organization theory and strategic management by identifying the behavioral causes, boundary conditions, and mechanisms that link others, and their perceptions, to our performance and our creativity.

## Publications

Betancourt, N., Hoever, I., & Wezel, F. 2024. Atypicality and accountability: Experimental evidence for a moderating effect of accountability on the evaluation of atypical organizations. *Organization Science*, Conditional Accept.

Betancourt, N., Torsten, J., & Otner, S.M. 2023. Standing on the shoulders of giants: How star scientists influence their coauthors. *Research Policy* 52(1), 104624.

Hoever, I., Betancourt, N., Chen, G. & Zhou, J. 2023. How others light the creative spark: When and why diverse environments trigger creativity through inspiration. *Organizational Behavior and Human Decision Processes*, 176, 104248.

Betancourt, N., Kovacs, B., & Otner, S.M. 2018. The perception of status: How we infer the status of others from their social relationships. *Network Science*, 6(3), 319-347

Betancourt, N., & Wezel, F. 2016. The credibility of social climbing: Inter-firm mobility and the status dynamics of international law firms in Hong Kong, 1998 – 2008. *Organization Science*, 27(6): 1435-1452

### **Manuscripts under review**

Topete, M., Betancourt, N., Bridoux, F., & Sasovova, Z. The benefits of unequal rank: Power asymmetry and creative performance.

Status: Under review (Technovation)

### **Working papers**

Betancourt, N., Tempelaar, M. What allows a star to shine? Evidence from the Manhattan Project

Status: Submission (*Strategic Management Journal*) May 2024

Best paper proceedings, Academy of Management, Strategy Division 2022

Best paper award: knowledge, learning, and innovation strategy  
Strategy Division, Academy of Management 2022

Betancourt, N, Akemu, O, & Heugens, P.P.M.A.R. Embedding memory in rules: How formalizing influences organizational memory

Status: Submission (*Organization Studies*) July 2024

Prior revise and resubmit at the *Journal of Management Studies*; reject and resubmit at *Organization Science*

Topete, M., Betancourt, N., Bridoux, F., & Sasovova, Z. Two is a crowd and three is company: The contingent effect of power asymmetry and Simmelian ties on dyadic creativity

Status: Data analysis for additional study; submission (*Journal of Management Studies*)  
Fall 2024

Best paper proceedings, Academy of Management, OMT Division 2022

Best paper award nominee, EGOS 2022

Betancourt, N, Hoever, I, & Zhou, J. Free to deviate or locked within a cage: When are star scientists creative?

Status: Data analysis.

## **Administrative experience**

University of Amsterdam

- 2022 – now Director & creator, Honors programme Data Driven Management (Mscba)
- 2018 – 2023 Coordinator (Program manager), Strategy track, MscBA program
- 2018 – 2023 Coordinator (Teaching allocation), Strategy group, ISB Department
- 2018 – now Recruiting committee, Strategy group, ISB Department

## **Teaching experience**

I have taught and coordinated courses for the bachelor, pre-master, master, Mphil and part-time master programmes at the University of Amsterdam. I have taught courses on strategy, AI, data driven decision making, and methods. My teaching rating, on average, is an 8.6 (out of 10).

## **Academic Service**

Ad hoc reviewer for the Academy of Management Journal, Group & Organization Management, Organization Science, Organization Studies, Personality and Social Psychology Bulletin, Research Policy

## **References**

Dr Filippo Carlo Wezel  
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