

LETIAN (LT) ZHANG

Contact Information letian.lt.zhang@gmail.com
www.letianzhang.com
5187 Kellogg Global Hub
2211 N Campus Dr, Evanston, IL 60208

Employment **Northwestern Kellogg School of Management**, Evanston, IL
Associate Professor (2025 - present)

Harvard Business School, Boston, MA
Assistant Professor (2018 - 2025)
Faculty Affiliate in the Department of Sociology (2024 - 2025)
Faculty Affiliate in the Stone Program in Inequality and Social Policy (2024 - 2025)

Education **Harvard University**, Cambridge, MA
Ph.D., Sociology 2018

Stanford University, Stanford, CA
B.S., Mathematics & B.A., Classics 2011

Research Interests Organization Theory • Workplace Inequality • Job Design • Computational Social Science

- Selected Publications in Management & Sociology**
- [1] Letian Zhang and Simeng Wang (Forthcoming) "The Value of Internal Labor Markets : Evidence from LinkedIn Profiles and U.S. Inventors." *American Journal of Sociology*.
 - [2] Letian Zhang and Shinan Wang. (2024). "Trusting Talent : Cross-Country Differences in Hiring." *Administrative Science Quarterly*. 69, no.2 : 417-457.
 - [3] Letian Zhang. (2023). "The Changing Role of Managers." *American Journal of Sociology*. 129, no.2 : 439-484.
 - [4] Letian Zhang (2023). "Racial Inequality in Work Environments." *American Sociological Review*. 88, no. 2 : 252-283.
 - [5] Letian Zhang. (2022). "Regulatory Spillover and Workplace Racial Inequality." *Administrative Science Quarterly*. 67, no. 3 : 595-629.
 - [6] Nathan Wilmers and Letian Zhang (2022). "Values and Inequality : Prosocial Jobs and the College Wage Premium." *American Sociological Review*. 87, no. 3 : 415-442.
 - [7] Letian Zhang. (2021). "Shaking Things Up : Disruptive Events and Inequality." *American Journal of Sociology*. 127, no. 2 : 376-440.
 - [8] Zhang, Letian. (2020). "An Institutional Approach to Gender Diversity and Firm Performance." *Organization Science*. 31, no. 2 : 439-457.
 - [9] Zhang, Letian. (2019). "Who Loses When a Team Wins? Better Performance Increases Racial Bias." *Organization Science*. 30, no. 1 : 40-50.

- [10] Letian Zhang. (2017). "A Fair Game? Racial Bias and Repeated Interaction between NBA Basketball Coaches and Players." *Administrative Science Quarterly*. 62, no. 4 : 603-625.

**Publications in
Computational
Social Science**

- [11] Moh Hosseinioun, Frank Neffke, Letian Zhang, and Hyejin Youn*. (2025). "Skill Dependencies Uncover Nested Human Capital." *Nature Human Behavior*. 9, no. 4 : 673-687.
- [12] Letian Zhang*, Mitali Banerjee, Shinan Wang, Zhuoqiao Hong. (2023). "The Fragility of Artists' Reputations from 1795 to 2020." *Proceedings of the National Academy of Sciences*. 120, no. 35.

*Corresponding author

**Publications in
Math**

- [13] Stephen Yau, and Letian Zhang.* (2009). "On Formulas for Dedekind Sums and the Number of Lattice Points in Tetrahedra." *Journal of Number Theory*, 129(8), 1931-1955.
- [14] Stephen Yau, and Letian Zhang.* (2006). "An Upper Estimate of Integral Points in Real Simplices with an Application to Singularity Theory." *Mathematical Research Letters*, 13(5/6), 911.

**Papers Under
Review**

- [15] Shinan Wang, Letian Zhang, and Zhenyu Liao [A paper on remote work and workplace inequality] Conditional acceptance at *Administrative Science Quarterly*.
- [16] Dylan Nelson, Nathan Wilmers, and Letian Zhang [A paper on job upgrading and wage inequality] R&R at *American Journal of Sociology*.

**Non-Academic
Publications**

- [17] Moh Hosseinioun, Frank Neffke, Hyejin Youn, and Letian Zhang "Soft Skills Matter Now More Than Ever" *Harvard Business Review*, Aug 26, 2025.
- [18] Anthony Mayo, Letian Zhang, Pippa Armerding, and Temitayo Lawal. "Christina Bwana : Cultural Transformation at Ubongo." *Harvard Business School Case*.
- [19] Letian Zhang, Wenjie Ma, and Jiaqi Jin. "Family and Trust at Fuwei (A) : A Confucian Approach to Organizational Design." *Harvard Business School Case*.
- [20] Letian Zhang, Wenjie Ma, and Jiaqi Jin. "Family and Trust at Fuwei (B) : Ethan's Perspective." *Harvard Business School Case*.
- [21] Letian Zhang, Wenjie Ma, and Jiaqi Jin. "Family and Trust at Fuwei (C) : Bringing Back Ethan." *Harvard Business School Case*.
- [22] Letian Zhang, Wenjie Ma, and Jiaqi Jin. "Family and Trust at Fuwei : Teaching Note." *Harvard Business School Teaching Note*.
- [23] Letian Zhang and Anthony Mayo. "Growing Pains at CooHom (A)." *Harvard Business School Case*.
- [24] Zhang, Letian and Anthony Mayo. "Growing Pains at CooHom (B)." *Harvard Business School Case*.
- [25] Zhang, Letian and Anthony Mayo. "Growing Pains at CooHom : Teaching Note." *Harvard Business School Teaching Note*.

[26] Turban, Stephen, Dan Wu, and Letian Zhang "When Gender Diversity Makes Firms More Productive." *Harvard Business Review*, Feb 11, 2019.

**Teaching
Experience**

Harvard Business School – MBA Courses

Leadership and Organizational Behavior (2018 - 2025)

Harvard Business School – Executive Education

EFund Strategic Leadership Program (2019)

Kaizer Permanente Executive Leadership Program (2023 - 2025)

HR-Executive Suite Connection Program (2023- 2024)

Chief of Staff Custom Program (2024 - 2025)

Leadership for Senior Executives (2025)

Service

Consulting Editor

American Journal of Sociology (2023-present)

Editorial Board

Organization Science (2023-present)

Ad hoc Reviewer : *Administrative Science Quarterly*, *American Sociological Review*, *Management Science*, *Strategic Management Journal*, *European Sociological Review*, *PNAS*, *Social Forces*, *ILR Review*.

Student Advising

Winslow Robertson (committee member ; graduated in 2024 from IESE)

Teng Ge (committee member ; graduated in 2025 from UChicago Sociology)

Yoon Jae Shin (primary advisor ; current student at HBS)

Yinan Wang (committee member ; current student in Harvard Sociology)