
Contact Information	letian.lt.zhang@gmail.com www.letianzhang.com Morgan Hall 327, Harvard Business School, Boston MA 02163
Employment	Harvard Business School , Boston, MA Assistant Professor (2018 - present) Affiliated Faculty in Department of Sociology (2024 - present) Affiliated Faculty in Institute for Quantitative Social Science (2024 - present)
Education	Harvard University , Cambridge, MA Ph.D., Sociology 2018 Stanford University , Stanford, CA B.S., Mathematics & B.A., Classics 2011
Research Interests	Organizational Theory • Economic Sociology • Cross-Country • Inequality
Selected Publications	Zhang, Letian and Shinan Wang. (2024). "Trusting Talent : Cross-Country Differences in Hiring." <i>Administrative Science Quarterly</i> . 69, no.2 : 417-457. Randle, Dominika Kinga, and Letian Zhang. (2024). "High-Status Teammates : Award Evaluation in the National Basketball Association." <i>Organization Science</i> . Zhang, Letian. (2023). "The Changing Role of Managers." <i>American Journal of Sociology</i> . 129, no.2 : 439-484. Zhang, Letian, Mitali Banerjee, Shinan Wang, Zhuoqiao Hong. (2023). "Chasing Immortality : The Fragility of Artist Reputation over 1790-2020." <i>Proceedings of the National Academy of Sciences</i> . 120, no. 35. Zhang, Letian (2023). "Racial Inequality in Work Environments." <i>American Sociological Review</i> . 88, no. 2 : 252-283. Zhang, Letian. (2022). "Regulatory Spillover and Workplace Racial Inequality." <i>Administrative Science Quarterly</i> . 67, no. 3 (2022) : 595-629. Wilmers, Nathan and Letian Zhang (2022). "Values and Inequality : How Prosocial Pay Discounts Offset the College Pay Premium." <i>American Sociological Review</i> . 87, no. 3 : 415-442. Zhang, Letian. (2021). "Shaking Things Up : Disruptive Events and Inequality." <i>American Journal of Sociology</i> . 127, no. 2 : 376-440.

Zhang, Letian. (2020). "An Institutional Approach to Gender Diversity and Firm Performance." *Organization Science*. 31, no. 2 : 439-457.

Zhang, Letian. (2019). "Who Loses When a Team Wins? Better Performance Increases Racial Bias." *Organization Science*. 30, no. 1 : 40-50.

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

Practitioner-Focused Publications

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

Cases and Teaching Materials

Zhang, Letian, and Tony Mayo. "Growing Pains at CooHom (A)." Harvard Business School Case N9-422-009.

Zhang, Letian, and Tony Mayo. "Growing Pains at CooHom (B)." Harvard Business School Working Case.

Feldberg, Alexandra, Letian Zhang, and Tony Mayo. "A Note on the Black-White Gap in Leadership." Harvard Business School Technical Note.

Zhang, Letian, and Olivia Hull. "Digital Transformation at MindTree." Harvard Business School Working Case.

Publications in Math

Yau, Stephen. T., 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.

Yau, Stephen. T., 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.

*Note : author names are arranged alphabetically.

Teaching Experience

Harvard Business School – MBA courses
Leadership and Organizational Behavior (2018 - present)

Harvard Business School – Executive Education
EFund Strategic Leadership Program (2019)
Kaizer Permanente Executive Leadership Program (2023 - present)
HR-Executive Suite Connection Program (2023- present)
Chief of Staff Custom Program (2024 - present)

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, Social Forces, ILR Review, Socio-Economic Review, Social Science Research, Social Psychological Quarterly, Social Problems, European Management Review.*

Students

Advisor
Yoon Jae Shin (HBS, current)

Committee Member
Winslow Robertson (IESE, graduated in 2024)
Yinan Wang (Harvard Sociology, current)