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<b>Employment</b>	<b>Harvard Business School</b> , Boston, MA Assistant Professor (2018 - present)
<b>Education</b>	<b>Harvard University</b> , Cambridge, MA Ph.D., Sociology 2018  <b>Stanford University</b> , Stanford, CA B.S., Mathematics & B.A., Classics 2011
<b>Research Interests</b>	Organizational Theory • Economic Sociology • Inequality • Cross-Country • Culture
<b>Selected Publications</b>	Zhang, Letian (Forthcoming). "The Changing Role of Managers." <i>American Journal of Sociology</i> .  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(2) : 376-440.  Zhang, Letian. (2020). "An Institutional Approach to Gender Diversity and Firm Performance." <i>Organization Science</i> . 31(2) : 439-457.  Zhang, Letian. (2019). "Who Loses When a Team Wins ? Better Performance Increases Racial Bias." <i>Organization Science</i> . 30(1) : 40-50.  Zhang, Letian. (2017). "A Fair Game ? Racial Bias and Repeated Interaction between NBA Basketball Coaches and Players." <i>Administrative Science Quarterly</i> , 62(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 â MBA courses**  
Leadership and Organizational Behavior (2018 - present)

**Invited Presentations**

2022  
ESMT-Berlin (Germany), Renming University (China), Kellogg School of Management (Northwestern)

2021  
University of Mannheim (Germany), University of Exeter (UK), Rotterdam School of Management (Netherlands)

2020  
Ross School of Business (Michigan), Robert Smith School of Business (Maryland), City University of Hong Kong, The Hong Kong Polytechnic University

2019  
DâAmore-McKim School of Business (Northeastern)

2018  
Darden School of Business (Virginia), Rotman School of Management (Toronto), Zhejiang University (China)

2017  
The Wharton School (Pennsylvania), Harvard Business School, Stanford Graduate School of Business, INSEAD (Singapore), Warrington College of Business (Florida), Chinese University of Hong Kong, Hong Kong University of Science and Technology, Singapore Management University, Nanyang Technological University (Singapore)

**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.*