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<b>Employment</b>	<b>Northwestern Kellogg School of Management</b> , Evanston, IL Associate Professor 2025-present Faculty Affiliate : Center for Economic History, Northwestern Institute on Complex Systems  <b>Harvard Business School</b> , Boston, MA Assistant Professor 2018-25 Faculty Affiliate : Department of Sociology, Stone Program in Inequality and Social Policy
<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>Current Research</b>	Innovation • History • Computational Social Science
<b>Selected Publications in Management &amp; Sociology</b>	Shinan Wang, Letian Zhang, and Zhenyu Liao "Remote Work and Hiring Requirements : Cross-Country Evidence from Job Postings." <i>Administrative Science Quarterly</i> . Simeng Wang and Letian Zhang (2026) "Organizational Diversity Database : An Open Dataset on Firm Racial and Gender Composition." <i>Strategy Science</i> . Letian Zhang and Simeng Wang (2026) "The Value of Internal Labor Markets : Evidence from LinkedIn Profiles and U.S. Inventors." <i>American Journal of Sociology</i> . Letian Zhang and Shinan Wang. (2024). "Trusting Talent : Cross-Country Differences in Hiring." <i>Administrative Science Quarterly</i> . 69, no.2 : 417-457. Letian Zhang. (2023). "The Changing Role of Managers." <i>American Journal of Sociology</i> . 129, no.2 : 439-484. Letian Zhang (2023). "Racial Inequality in Work Environments." <i>American Sociological Review</i> . 88, no. 2 : 252-283. Letian Zhang. (2022). "Regulatory Spillover and Workplace Racial Inequality." <i>Administrative Science Quarterly</i> . 67, no. 3 : 595-629.

Nathan Wilmers and Letian Zhang (2022). "Values and Inequality : Prosocial Jobs and the College Wage Premium." *American Sociological Review*. 87, no. 3 : 415-442.

Letian Zhang. (2021). "Shaking Things Up : Disruptive Events and Inequality." *American Journal of Sociology*. 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.

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**

Moh Hosseinioun, Frank Neffke, Letian Zhang, and Hyejin Youn\*. (2025). "Skill Dependencies Uncover Nested Human Capital." *Nature Human Behavior*. 9, no. 4 : 673-687.

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.

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### **Publications in Math**

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.

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**

Dylan Nelson, Nathan Wilmers, and Letian Zhang [A paper on job upgrading and wage inequality] R&R at *American Journal of Sociology*.

Likun Cao, Letian Zhang, and James Evans [A paper on social network and organizational design] R&R at *American Journal of Sociology*.

### **Working Papers**

Sissi Gao and Letian Zhang. "Out of Time but Not Out of Work : Technological Displacement and Occupational Mobility among Late Nineteenth-Century Watchmakers."

Yoon Jae Shin and Letian Zhang. "Codified Knowledge and Occupational Change : Evidence from Nineteenth-Century Dressmakers."

Shinan Wang and Letian Zhang. "Who Rules America ? The Impact of Elite Networks on Politician Votes from 1890 to 1970."

Letian Zhang, Liyuan Liu, and Dashun Wang. "The Suffrage Movement and Women's Labor Force Participation in the Early Twentieth Century."

Xin Ouyang, Letian Zhang, and Yoon Jae Shin. "Leading by Words : Evidence from Frederick Douglass's Oratory."

**Non-Academic Publications**

Anthony Mayo, Letian Zhang, Pippa Armerding, and Temitayo Lawal. "Christina Bwana : Cultural Transformation at Ubongo." *Harvard Business School Case*.

Letian Zhang, Wenjie Ma, and Jiaqi Jin. "Family and Trust at Fuwei (A) : A Confucian Approach to Organizational Design." *Harvard Business School Case*.

Letian Zhang, Wenjie Ma, and Jiaqi Jin. "Family and Trust at Fuwei (B) : Ethan's Perspective." *Harvard Business School Case*.

Letian Zhang, Wenjie Ma, and Jiaqi Jin. "Family and Trust at Fuwei (C) : Bringing Back Ethan." *Harvard Business School Case*.

Letian Zhang and Anthony Mayo. "Growing Pains at CooHom (A)." *Harvard Business School Case*.

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

Zhang, Letian and Anthony Mayo. "Growing Pains at CooHom : Teaching Note." *Harvard Business School Teaching Note*.

**Teaching Experience**

**Northwestern Kellogg – MBA Elective Curriculum**

Leading at Scale : Power, Design, and Influence in Organizations 2026-present

**Harvard Business School – MBA Required Curriculum**

Leadership and Organizational Behavior 2018 -25

**Harvard Business School – Executive Education**

EFund Strategic Leadership Program 2019

Kaizer Permanente Executive Leadership Program 2023-25

HR-Executive Suite Connection Program 2023-24

Chief of Staff Custom Program 2024-25

Leadership for Senior Executives 2025

**Service**

Consulting Editor : *American Journal of Sociology* 2023-present

Editorial Board : *Organization Science* 2023-26

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

**Student Advising**

Winslow Robertson (committee member ; PhD 2024, IESE)

Teng Ge (committee member ; PhD 2025, UChicago Sociology)

Di Tong (committee member ; PhD 2026, MIT Sloan ; placement : UBC Management)

Yoon Jae Shin (committee member ; current PhD student, HBS)

Shinan Wang (committee member ; current PhD student, Kellogg)  
Seoul Lee (committee member ; current PhD student, Kellogg)  
Ye Joon Lee (committee member ; current PhD student, Kellogg)  
Symone Qin (Primary Advisor ; current PhD student, Kellogg)