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Employment	<p>Northwestern Kellogg School of Management, Evanston, IL Associate Professor (2025 - present)</p> <p>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)</p>
Education	<p>Harvard University, Cambridge, MA Ph.D., Sociology 2018</p> <p>Stanford University, Stanford, CA B.S., Mathematics & B.A., Classics 2011</p>
Research Interests	Organization Theory • Workplace Inequality • Job Design • Computational Social Science
Selected Publications in Management & Sociology	<p>Letian Zhang and Simeng Wang (Forthcoming) "The Value of Internal Labor Markets : Evidence from LinkedIn Profiles and U.S. Inventors." <i>American Journal of Sociology</i>.</p> <p>Letian Zhang and Shinan Wang. (2024). "Trusting Talent : Cross-Country Differences in Hiring." <i>Administrative Science Quarterly</i>. 69, no.2 : 417-457.</p> <p>Letian Zhang. (2023). "The Changing Role of Managers." <i>American Journal of Sociology</i>. 129, no.2 : 439-484.</p> <p>Letian Zhang (2023). "Racial Inequality in Work Environments." <i>American Sociological Review</i>. 88, no. 2 : 252-283.</p> <p>Letian Zhang. (2022). "Regulatory Spillover and Workplace Racial Inequality." <i>Administrative Science Quarterly</i>. 67, no. 3 : 595-629.</p> <p>Nathan Wilmers and Letian Zhang (2022). "Values and Inequality : Prosocial Jobs and the College Wage Premium." <i>American Sociological Review</i>. 87, no. 3 : 415-442.</p> <p>Letian Zhang. (2021). "Shaking Things Up : Disruptive Events and Inequality." <i>American Journal of Sociology</i>. 127, no. 2 : 376-440.</p> <p>Letian Zhang. (2017). "A Fair Game? Racial Bias and Repeated Interaction between</p>

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.

*Corresponding author

**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**

Shinan Wang, Letian Zhang, and Zhenyu Liao [A paper on remote work and workplace inequality] Conditionally Accepted at *Administrative Science Quarterly*.

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*.

**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 - 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)