

Letian (LT) Zhang

Morgan Hall 327, Harvard Business School, Boston, MA 02163
www.letianzhang.com • letian.lt.zhang@gmail.com

EMPLOYMENT

Harvard Business School, Boston, MA
Assistant Professor (2018 – 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; Inequality; Cross-Country, Culture

SELECTED PUBLICATIONS

Zhang, Letian. "The Changing Role of Managers." *American Journal of Sociology*. Forthcoming.

Zhang, Letian. "Racial Inequality in Work Environments." *American Sociological Review*. Forthcoming.

Zhang, Letian. (2022). "Regulatory Spillover and Workplace Racial Inequality." *Administrative Science Quarterly*. Forthcoming.

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

Zhang, Letian. (2021). "Shaking Things Up: Disruptive Events and Inequality." *American Journal of Sociology*. 127(2): 376-440.

Zhang, Letian. (2020). "An Institutional Approach to Gender Diversity and Firm Performance." *Organization Science*. 31(2): 439-457.

Zhang, Letian. (2019). "Who Loses When a Team Wins? Better Performance Increases Racial Bias." *Organization Science*. 30(1): 40-50.

Zhang, Letian. (2017). "A Fair Game? Racial Bias and Repeated Interaction between NBA Basketball Coaches and Players." *Administrative Science Quarterly*, 62(4): 603-625.

PAPERS UNDER REVIEW

Letian Zhang, Lu, Cathy, and Laura Huang. [a paper on social activism and gender inequality]. *Management Science*. Revise and resubmit.

Sarnecka, Dominika and Letian Zhang. [a paper on status attainment in the context of NBA]. *Organization Science*. Revise and resubmit.

Obukhova, Elena, Hangjun Cho, and Letian Zhang. [a paper on status, strategic change, and inequality]. *Strategic Management Journal*. Revise and resubmit.

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 INTERESTS

Leadership; Organizational behavior; Strategic management; Entrepreneurship.

TEACHING EXPERIENCE

Harvard Business School – 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

D'Amore-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

Ad hoc Reviewer: *Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Management Science, Organization Science, Strategic Management Journal, Social Forces, ILR Review, Socio-Economic Review, Social Science Research, Social Psychological Quarterly, Social Problems, European Management Review.*

WORK EXPERIENCE

Merrill Lynch Investment Bank, Tokyo, Japan
Equity Trading Summer Analyst (2013)

UBS Investment Bank, Tokyo, Japan
Derivative Trading Summer Analyst (2012)

BlackRock Asset Management, San Francisco, CA
Portfolio Management Summer Analyst (2011)

Jane Street Capital Trading, New York City, NY
Quantitative Trading Summer Analyst (2009)