

LETIAN (LT) ZHANG

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Employment	Harvard Business School , Boston, MA Assistant Professor (2018 - present) Faculty Affiliate in the Department of Sociology (2024 - present) Faculty Affiliate in the Stone Program in Inequality and Social Policy (2024 - present)
Education	Harvard University , Cambridge, MA Ph.D., Sociology 2018 Stanford University , Stanford, CA B.S., Mathematics & B.A., Classics 2011
Research Interests	Economic Sociology • Computational Social Science • Workplace Inequality • Cross-Country • China
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 (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." <i>Organization Science</i> . 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.

**Publications in
Computational
Social Science**

Hosseinioun, Moh, Frank Neffke, Letian Zhang, and Hyejin Youn*. (2024). "Skill Dependencies Uncover Nested Human Capital." Conditional Acceptance at *Nature Human Behavior*.

Zhang, Letian*, Mitali Banerjee, Shinan Wang, Zhuoqiao Hong. (2023). "Chasing Immortality : The Fragility of Artist Reputation over 1790-2020." *Proceedings of the National Academy of Sciences*. 120, no. 35.

*Corresponding author

**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.

**Papers Under
Review**

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

Nelson, Dylan, Nathan Wilmers, and Letian Zhang [A paper on job upgrading and wage inequality] R&R at *Administrative Science Quarterly*.

Zhang, Letian and Simeng Wang [A paper on internal labor market and worker performance] R&R at *American Journal of Sociology*.

Lu, Cathy and Letian Zhang [A paper on green jobs in brown industries] Reject & Resubmit at *Strategic Management Journal*.

Zhang, Letian, Shinan Wang and Cathy Lu [A paper on managerial roles and gender inequality] R&R at *Strategic Management Journal*.

Zhang, Letian, Cathy Lu, and Laura Huang [An audit study on labor market discrimination] R&R at *Strategic Management Journal*.

Cao, Likun, Letian Zhang, and James Evans [A paper on networks and career promotion] R&R at *Organization Science*.

**Non-Academic
Publications**

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

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

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

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

Zhang, Letian, Wenjie Ma, and Jiaqi Jin. "Family and Trust at Fuwei : Teaching Note." Harvard Business School Case.

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

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

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

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

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

**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, European Sociological Review, PNAS, Social Forces, ILR Review.*

Student Advising

Winslow Robertson (committee member ; graduated in 2024 from IESE)
Yoon Jae Shin (primary advisor ; current student at HBS)
Yinan Wang (committee member ; current student in Harvard Sociology)
Teng Ge (committee member ; current student in UChicago Sociology)