

# Letian (LT) Zhang

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## EMPLOYMENT

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**Harvard Business School**, Boston, MA

Assistant Professor (2018 – present)

## EDUCATION

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**Harvard University**, Cambridge, MA

Ph.D., Sociology (2018)

**Stanford University**, Stanford, CA

B.S., Mathematics & B.A., Classics (2011)

## RESEARCH INTERESTS

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Economic Sociology; Inequality; Stratification; Diversity; China

## PUBLICATIONS

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Zhang, Letian. (2019). "An Institutional Approach to Gender Diversity and Firm Performance." *Organization Science*. Forthcoming.

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.

Obukhova, Elena, and Zhang, Letian. (2017). "Social Capital and Job Search in Urban China: the Strength-of-Strong-Ties Hypothesis Revisited." *Chinese Sociological Review*. 49(4): 340-361.

## PUBLICATIONS IN MATH

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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.

## OTHER PUBLICATIONS

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

Zhang, Letian. (2017) "Racial Bias and Repeated Interaction in the NBA." *Best Paper Proceedings*, Academy of Management Meeting, OMT Division, Atlanta, 2017.  
- Louis Pondy Best Dissertation Paper Award Finalist (OMT Division)

Obukhova, Elena and Letian Zhang. (2015) "The Strength-of-Weak-Ties Hypothesis in China Revisited: Evidence from Within-Individual Models." *Best Paper Proceedings*, Academy of Management Meeting, Career Division, Vancouver, 2015.  
- Best Overall Paper Award Finalist (Careers Division)

## TEACHING INTERESTS

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Strategic management; Organizational behavior; Leadership; Entrepreneurship.

## TEACHING EXPERIENCE

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### Harvard Business School – MBA courses

Leadership and Organizational Behavior (2018 – present)

## INVITED PRESENTATIONS

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Northeastern University D'Amore-McKim School of Business, Boston MA (2019)

Zhejiang University School of Management, China (2018)

University of Virginia Darden School of Business, Charlottesville VA (2018)

University of Toronto Rotman School of Management, Toronto Canada (2018)

The Wharton School, Philadelphia PA (2017)

Harvard Business School, Boston MA (2017)

Stanford Graduate School of Business, Stanford CA (2017)

INSEAD, Singapore (2017)

University of Florida Warrington College of Business, Gainesville FL (2017)

Chinese University of Hong Kong, Hong Kong (2017)

Hong Kong University of Science and Technology, Hong Kong (2017)

Singapore Management University, Singapore (2017)

Nanyang Technological University, Singapore (2017)

Bureau of Land Management Diversity & Inclusion Conference, Boise ID (2017)

Equal Employment Commission DataNet Conference, Washington D.C (2015)

## SERVICE

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AOM Reviewer (2018 – present)

Ad hoc Reviewer: *Organization Science, Administrative Science Quarterly, American Sociological Review, Management Science, Socio-Economic Review, Social Psychological Quarterly, Social Problems.*

## WORK EXPERIENCE

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**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)