

# Letian (LT) Zhang

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

## 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; Organizational Theory; Inequality; History; China

## PUBLICATIONS

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Zhang, Letian. (2021). "Explaining Racial Inequality in Firms: The Case of Affirmative Action Bans." *Administrative Science Quarterly*. Provisional acceptance.

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

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.

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.

## PRACTITIONER-FOCUSED 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.

## **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.

## **TEACHING INTERESTS**

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Leadership; Organizational behavior; Strategic management; Entrepreneurship.

## **TEACHING EXPERIENCE**

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### **Harvard Business School - MBA courses**

Leadership and Organizational Behavior (2018 - present)

## **INVITED PRESENTATIONS**

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2021

University of Mannheim (Germany), University of Exeter (UK)

2020

City University of Hong Kong, The Hong Kong Polytechnic University, Robert Smith School of Business (Maryland), Ross School of Business (Michigan)

2019

D'Amore-McKim School of Business (Northeastern)

2018

Zhejiang University (China), Darden School of Business (Virginia), Rotman School of Management (Toronto)

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

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