

Victoria Y. Zhang

CONTACT INFORMATION	Email: vzhang3@mit.edu GitHub: github.com/victoria-y-zhang Website: victoria-y-zhang.github.io	Cambridge, MA Cell: +1 (724) 689-9594
RESEARCH INTERESTS	Entrepreneurship, Strategic Human Resources, Organizational Culture, Organizational Governance, Racial Segregation, Social Class, Inequality	
EDUCATION	Massachusetts Institute of Technology , Cambridge, MA PhD Candidate in Management Science: Economic Sociology	May 2026 (anticipated)
	Dissertation: “Customers as a Constraint: How and when space constrains minority entrepreneurial success in U.S. street-level marketplaces”	
	<ul style="list-style-type: none">• Finalist, INFORMS Dissertation Proposal Competition• Awardee, MIT Systemic Racism Research Fund (2023-2025)• Committee: Nathan Wilmers, Ezra Zuckerman-Sivan, and Susan Silbey	
	Amherst College , Amherst, MA BA in Political Science & French, <i>cum laude</i>	May 2018
	Institut d’Etudes Politiques, Sciences Po , Bordeaux, France Economic Sociology: all coursework in French	September 2016 – January 2017
PUBLICATIONS	Nathan Wilmers, Di Tong, & Victoria Y. Zhang (2025). Between-firm Inequality and Informal Social Relations. <i>American Journal of Sociology</i> .	
UNDER REVIEW	Victoria Y. Zhang . Customers as a Constraint: Minority Entrepreneurship in U.S. Street Level Marketplaces. <i>Submitted to Journal</i> .	
	Victoria Y. Zhang . Organizational Culture, Class Values, and Subordination at Work. <i>Submitted to Journal</i> .	
SELECTED WORKS IN PROGRESS	<i>*Denotes equal authorship</i> Victoria Y. Zhang . Popeyes as a Third Space: The Dual Role of Business in Racially Segregated Neighborhoods. Victoria Y. Zhang . The Effects of Digital Platforms on Spatially Segregated Businesses. Austin Van Loon & Victoria Y. Zhang . Why Liberals Drink Lattes. Hesu Yoon & Victoria Y. Zhang . From Bodegas to Bookstores: Essential Businesses During Socioeconomic Upgrading. Mikaela Springsteen & Victoria Y. Zhang . Local Culture and Innovation in Brick and Mortar Businesses. Victoria Y. Zhang* & Dylan Nelson*. Private Equity and Worker Commitment: Employee Perceptions of Business Outlook Shape the Foundation of Operational Value Creation.	
INVITED PRESENTATIONS	<i>*Denotes presenter</i>	

Victoria Y. Zhang* (2025). Customers as a Constraint: Minority Entrepreneurship in U.S. Street Level Marketplaces. Academy of Management Annual Conference. (Copenhagen, Denmark).

Victoria Y. Zhang* (2025). Customers as a Constraint: Minority Entrepreneurship in U.S. Street Level Marketplaces. 2nd Annual Equitable Opportunity Conference (Boston, MA).

Victoria Y. Zhang* (2025). Customers as a Constraint: Minority Entrepreneurship in U.S. Street Level Marketplaces. Consortium on Competitiveness and Cooperation (Boston, MA).

Victoria Y. Zhang* (2025). Customers as a Constraint: Minority Entrepreneurship in U.S. Street Level Marketplaces. European Group for Organizational Studies Conference: Subtheme on Entrepreneurship, Social Structures, and Transformative Pathways: Reimagining Opportunities for Social Mobility (Athens, Greece).

Victoria Y. Zhang* (2025). Customers as a Constraint: Minority Entrepreneurship in U.S. Street Level Marketplaces. Organization Science Winter Consortium (Los Angeles, CA).

Victoria Y. Zhang* & Dylan K. Nelson (2025). Private Equity and Worker Commitment: Employee Perceptions of Business Outlook Shape the Foundation of Operational Value Creation American Sociological Association Annual Meeting (Chicago, IL).

Victoria Y. Zhang* & Dylan K. Nelson (2024). Private Equity Buyouts and Organizational Culture Berkeley Culture Conference (Berkeley, CA).

Victoria Y. Zhang & Dylan K. Nelson* (2023). Private Equity Buyouts and Organizational Culture Academy of Management Annual Conference. (Boston, MA).

Victoria Y. Zhang*. Class and Organizational Culture (2023). Berkeley Culture Conference (Berkeley, CA).

- *Best Student Paper Award*

Victoria Y. Zhang*. Class and Organizational Culture (2022). Academy of Management Annual Conference (Seattle, WA).

CHAired SYMPOSIA

Clemens Aeppli & Victoria Y. Zhang (Chairs). Racial Segregation at Work and Economic Outcomes: Causes and Consequences of Organizational Sorting (2025). Academy of Management Annual Conference (Copenhagen, Denmark).

Presenters: Alicia Sheares, Janet Xu; Discussant: JP Ferguson

Victoria Y. Zhang (Chair). Entrepreneurship by Underrepresented Groups: Barriers, Strategies, and Opportunities (2025). Academy of Management Annual Conference (Copenhagen, Denmark).

Presenters: Daniel Auguste, Kylie Hwang, Olenka Kacperczyk; Discussant: Martin Ruef

RESEARCH FELLOWSHIPS AND AWARDS

- *Finalist, INFORMS Dissertation Proposal Competition (Winner will be announced October 25th)*
- *Grant Recipient (\$91,000), MIT Systemic Racism Research Fund (January 2023-May 2025)*
- *Best Student Paper, Berkeley Culture Conference (\$2000) (2023)*
- *Nominee, MIT Best Undergraduate Research Opportunity Supervisor (2023)*

TEACHING EXPERIENCE

Teaching Assistant, MIT Sloan School of Management

- Organizational Processes for Business Analytics (Undergraduate Core Management Course)|*Instructor: Ray Reagans* 2024
- Power: Interpersonal, Institutional, and Global Dimensions (Undergraduate Elective)|*Instructor: Susan Silbey* 2023
 - *Taught module on Power Sharing*
- Organizational Processes (MBA Core Course)|*Instructor: Erin Kelly* 2023

- Organizational Processes (MBA Core Course)|*Instructor: Roberto Fernandez* 2022
- Negotiations Final Exam (MBA Core Course)|*Instructor: Basima Tewfik* 2022, 2024

SERVICE
EXPERIENCE

General Service

Co-organizer, Race and Organizations Working Group (Bi-weekly working group, with Tiffany Smith and Kyle McCullers) 2022-Present

Membership Committee, Organizations, Occupations, and Work Section, American Sociological Association 2025

Student Nominee, Organizations, Occupations and Work Section of American Sociological Association 2024

Reviewer, Academy of Management Annual Conference 2024, 2025

University and Departmental Service

Organizer, Economic Sociology Working Group 2023

Undergraduate Research Opportunity Supervisor 2023, 2025

- Supervised seven MIT and Wellesley undergraduates for projects involving quantitative text analysis, interviewing entrepreneurs, reviewing and finding relevant literature, and assessing intercoder reliability

PROFESSIONAL
EXPERIENCE

Massachusetts Institute of Technology, Cambridge, MA **May 2021 – August 2021**
Research Assistant, Work and Organization Studies

- Conducted Literature review for the Urban Institute and Workrise.
- Contributed to *Employer Practices and Worker Outcomes: A Landscape Report*.

Niche.com, Pittsburgh, PA **June 2018 – August 2020**
Product Manager

Eaton Vance Corporation, Boston, MA **June 2017 – August 2017**
Bank Loans Credit Intern

Union for International Cancer Control, Geneva, Switzerland **June 2016 – August 2016**
Membership and Partnership Intern

PROFESSIONAL
MEMBERSHIPS

Member, Academy of Management (AOM)
Member, American Sociological Association (ASA)
Member, European Group for Organizational Studies (EGOS)

REFERENCES

Available on request

LANGUAGES

English Native Speaker
French Professional Fluency
Chinese Elementary