

# Victoria Y. Zhang

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CONTACT INFORMATION	Email: vzhang3@mit.edu GitHub: github.com/victoria-y-zhang Website: victoria-y-zhang.github.io	Cambridge, MA Cell: (724) 689-9594
RESEARCH INTERESTS	Entrepreneurship, Racial Segregation, Social Class, Organizational Governance, Inequality, Organizational Culture	
EDUCATION	<b>Massachusetts Institute of Technology</b> , Cambridge, MA <i>PhD Candidate in Management Science: Economic Sociology</i> <b>September 2020 – present</b> <ul style="list-style-type: none"><li>Expected Graduation: June 2026</li><li>Advisor: Nathan Wilmers, Associate Professor of Work and Organization Studies</li><li>Co-Advisors: Ezra Zuckerman Sivan and Susan Silbey</li></ul> <b>Amherst College</b> , Amherst, MA <i>BA in Political Science &amp; French</i> <b>September 2014 – June 2018</b> <ul style="list-style-type: none"><li>Concentrations: Institutional Inequality and Polarization</li><li>Advisor: Kristen Bumiller, Professor of Political Science</li></ul> <b>Institut d'Etudes Politiques</b> , Bordeaux, France <b>September 2016 – January 2017</b> <ul style="list-style-type: none"><li>Classwork: Macroeconomics, Socio-political Theory, all coursework in French</li></ul>	
PUBLICATIONS	Nathan Wilmers, Di Tong, & <b>Victoria Y. Zhang</b> . Between-firm Inequality and Informal Social Relations. <i>Forthcoming at The American Journal of Sociology</i> .	
MANUSCRIPTS IN PREPARATION	<b>Victoria Y. Zhang</b> . Racial Segregation and Ethnic Enclaves. <i>In Preparation</i> .  <b>Victoria Y. Zhang*</b> & Dylan Nelson*. Private Equity and Worker Commitment: Employee Perceptions of Business Outlook Shape the Foundation of Operational Value Creation. <i>In Preparation</i> . * Denotes Equal Authorship  <b>Victoria Y. Zhang</b> "Organizational Culture, Class Values, and Subordination at Work." <i>In Preparation</i> .	
AWARDS	<ul style="list-style-type: none"><li>Grant Recipient (\$91,000), MIT Racism Research Fund (2023)</li><li>Best Student Paper Berkeley Culture Conference(\$2000) (2023)</li><li>Nominee, MIT Best Undergraduate Research Opportunity Supervisor (2023)</li></ul>	
LEADERSHIP	<ul style="list-style-type: none"><li>Co-organizer, Race and Organizations Working Group (Bi-weekly working group, with Tiffany Smith and Kyle McCullers) (2022-Present)</li><li>Membership Committee, Organizations, Occupations, and Work Section, American Sociological Association (Present)</li><li>Organizer, Economic Sociology Working Group (2023)</li><li>Student Nominee, Organizations, Occupations and Work Section of American Sociological Association (2024)</li></ul>	
CONFERENCE PRESENTATIONS	<b>Private Equity Buyouts and Organizational Culture</b> Berkeley Culture Conference (2024) AOM OMT Group: Paper session on Organizational Culture (2023)  <b>Anticipatory Discrimination and Between-Establishment Racial Segregation</b> MIT Sloan: Economic Sociology Working Group (2024)	

## **Class and Organizational Culture**

Berkeley Culture Conference (2023)

AOM OMT Group: Paper Session on Organizational Culture (2022)

ASA: Roundtable on Class (2022)

Harvard Business School: Work, Organizations, and Management Working Group (2022)

MIT Sloan: Economic Sociology Working Group (2022)

## **Alphas for Difference-in-Difference versus T-Tests**

MIT Sloan: Economic Sociology Working Group (2020)

### **RELEVANT COURSES**

TA for Power: Individual, Institutional, and Global Dimensions (2023 Spring)

TA for Sloan Fellows Organizational Processes (2022 Summer, 2023 Summer)

### **PROFESSIONAL MEMBERSHIP**

Member, Academy of Management (AoM), July 2021-Present

Member, American Sociological Association (ASA), July 2021-Present

### **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.
- Helped compile *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**

### **LANGUAGES**

**French** Professional Fluency

**Chinese** Elementary