

Victoria Y. Zhang

CONTACT INFORMATION Email: vzhang3@mit.edu Cambridge, MA
 GitHub: github.com/victoria-y-zhang Cell: +1 (724) 689-9594
 Website: victoria-y-zhang.github.io

RESEARCH INTERESTS Entrepreneurship, Racial Segregation, Social Class, Inequality, Organizational Culture, Organizational Governance

EDUCATION **Massachusetts Institute of Technology**, Cambridge, MA
 PhD Candidate in Management Science: Economic Sociology **May 2026 (anticipated)**

 Dissertation: “Minority Entrepreneurship, Racial Segregation, and Patterns of Patronage”

- Awardee, MIT Racism Research Fund (2023-2025)
- Committee: Nathan Wilmers, Ezra Zuckerman-Sivan, and Susan Silbey

Amherst College, Amherst, MA

 BA in Political Science & French, *cum laude* **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. *American Journal of Sociology*.

UNDER REVIEW **Denotes equal authorship*

Victoria Y. Zhang* & Dylan Nelson*. *Private Equity and Worker Commitment: Employee Perceptions of Business Outlook Shape the Foundation of Operational Value Creation*. Submitted to Journal.

Victoria Y. Zhang. *Organizational Culture, Class Values, and Subordination at Work*. Submitted to Journal.

SELECTED WORKS IN PROGRESS **Victoria Y. Zhang**. *Minority Entrepreneurship, Racial Segregation, and Patterns of Patronage*.

Victoria Y. Zhang. *The Effects of Digitization on Spatially Segregated Businesses*.

 Austin Van Loon & **Victoria Y. Zhang**. *Liberals Drink Lattes, Conservatives Drink...*

 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*.

INVITED PRESENTATIONS **Denotes presenter*

Victoria Y. Zhang* (2025). Minority Entrepreneurship, Racial Segregation, and Patterns of Patronage. 2nd Annual Equitable Opportunity Conference (Boston, MA).

Victoria Y. Zhang* (2025). Minority Entrepreneurship, Racial Segregation, and Patterns of Patronage. Consortium on Competitiveness and Cooperation (Boston, MA).

Victoria Y. Zhang* (2025). Minority Entrepreneurship, Racial Segregation, and Patterns of Patronage. 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). Minority Entrepreneurship, Racial Segregation, and Patterns of Patronage. Academy of Management Annual Conference. (Copenhagen, Denmark).

Victoria Y. Zhang* (2025). Minority Entrepreneurship, Racial Segregation, and Patterns of Patronage. 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

- *Grant Recipient (\$91,000), MIT 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
<ul style="list-style-type: none"> 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	
	<ul style="list-style-type: none"> Conducted Literature review for the Urban Institute and Workrise. Contributed to <i>Employer Practices and Worker Outcomes: A Landscape Report</i>. 	
	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)

LANGUAGES	English Native Speaker
	French Professional Fluency
	Chinese Elementary