

Victoria Y. Zhang

CONTACT INFORMATION Email: vzhang3@mit.edu Cambridge, MA
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RESEARCH INTERESTS Organizational Culture, Social Class, Racial Segregation, Inequality

EDUCATION **Massachusetts Institute of Technology**, Cambridge, MA
 PhD Candidate in Management Science: Economic Sociology **September 2020 – present**
 • Expected Graduation: June 2026
 • Advisor: Nathan Wilmers, Associate Professor of Work and Organization Studies

Amherst College, Amherst, MA
 BA in Political Science & French **September 2014 – June 2018**
 • Concentrations: Institutional Inequality and Polarization
 • Advisor: Kristen Bumiller, Professor of Political Science

Institut d'Etudes Politiques, Bordeaux, France
 September 2016 – January 2017
 • Classwork: Macroeconomics, Socio-political Theory, all coursework in French

MANUSCRIPTS IN PREPARATION **Victoria Y. Zhang** "Organizational Culture, Class Values, and Subordination at Work." *In Progress.*

 Nathan Wilmers, Di Tong, & **Victoria Zhang**. Between-firm Inequality and Informal Social Relations. *Revise and Resubmit at American Sociological Review.*

Victoria Zhang & Dylan Nelson*. Private Equity Ownership and Organizational Culture. *In Preparation.*

 * Denotes Equal Authorship

Victoria Zhang. Racial Segregation and Ethnic Enclaves. *In Preparation.*

AWARDS AND LEADERSHIP Co-organizer, Race and Organizations Working Group (Bi-weekly working group, with Tiffany Smith) (2022-Present)
 Best Student Paper Berkeley Culture Conference (\$2000) (2023)
 Grant Recipient (\$91,000), MIT Racism Research Fund (2023)
 Organizer, Economic Sociology Working Group (2023)
 Nominee, MIT Best Undergraduate Research Opportunity Supervisor (2023)
 Student Nominee, Organizations, Occupations and Work Section of American Sociological Association (2024)

CONFERENCE PRESENTATIONS **Private Equity Buyouts and Organizational Culture**
 Berkeley Culture Conference (2024)

Anticipatory Discrimination and Between-Establishment Racial Segregation
 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 <ul style="list-style-type: none">• Conducted Literature review for the Urban Institute and Workrise.• Helped compile <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
LANGUAGES	French Professional Fluency Chinese Elementary