

# Evelyn Ying Zhang

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<b>Address</b>	Tepper School of Business Carnegie Mellon University 5000 Forbes Ave, Pittsburgh, PA 15213	<b>Contact</b>	+1 (412) 995-8236 yingzhang@cmu.edu www.zyevelyn.com
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## Education

**2018 (Exp.)** Ph.D. in Organizational Behavior and Theory  
**2014** M.S. in Organizational Behavior and Theory  
Tepper School of Business, Carnegie Mellon University  
*Dissertation* - Intra-Organizational Mobility: Movers, Incumbents, and Communication Networks  
*Committee* - Brandy Aven, Adam Kleinbaum, David Krackhardt, Adina Sterling, James Herbsleb

**2011 - 2012** Graduate Coursework on Software Management  
Information Networking Institute, Carnegie Mellon University  
GPA: 3.67/4

**2011** M.S. in Electronic Engineering  
Microelectronics Department, Tsinghua University, China  
GPA: 89/100, Top 5%  
*Thesis* - An Advanced Model Extraction Procedure for Large-Signal Electronic Devices

**2009** B.E. in Electronic Engineering (Double Major in Economics)  
Electronics Engineering Department, Tsinghua University, China  
GPA: 87/100, Top 10%

## Research Interest

Organization Theory, Social Networks, Stratification and Inequality, Dynamic Groups, Learning and Innovation, Economic Sociology.

## Publications

**Brandy Aven, Evelyn Zhang** 2016. Social Distance and Knowledge Transformation: The Effects of Social Network Distance on Organizational Learning. *Sociological Science*, 3, 1103-1131.

## Under Review

**Evelyn Zhang.** The Double-edged Effect of Hiring Top Performers: Newcomer's Performance, Group Hierarchy, and Intragroup Ranking as Predictors of Incumbents' Performance.

## Working Papers

**Evelyn Zhang, Brandy Aven, and Ming Leung.** Birds of a Feather or Birds Flocking Together? Disentangling the Effects of Preference and Role Homophily on Tie Formation. *To be submitted.*

**Evelyn Zhang, Adina Sterling, and Brandy Aven.** Structural Blindness? Mobility and Performance Disruption in Organizations. *Manuscript in preparation.*

**Evelyn Zhang, Brandy Aven, and Adam Kleinbaum.** Gender, Mobility, and Communication Networks. *Manuscript in preparation.*

## Work in Progress

**Ishani Aggarwal, Toshio Murase, Evelyn Zhang, Anita Woolley, and Brandy Aven.** What Makes Fluid Teams Efficient? A Multi-level Exploration of Environmental, Team, and Member Characteristics in an Emergency Room Setting. *Writing Stage.*

**Anita Woolley, Brandy Aven, Evelyn Zhang, Michael O'Leary, and Mark Mortensen.** Multiple Team Membership, Autonomy and Teammate Novelty. *Data Analysis.*

**Evelyn Zhang.** Exploring Open-Source Groups on GitHub: Gender, Mobility, and Innovation. *Data Collection.*

## Conference and Workshop Participation

- 2017 (Planned)** The "Intersections of ES and OOW" mini-conference (Montreal, QC, Canada)  
*New Work session:* Structural Blindness? Mobility and Performance Disruption in Organizations
- 2017 (Planned)** Academy of Management (Atlanta, GA)  
*Symposium Organizer:* On the Move: Career Mobility and Its Mechanisms.
- 2016** People and Organization Conference (Wharton)  
*Roundtable Presentation:* The Effect of High-Performing Newcomers on Incumbents' Performance.
- 2016** Academy of Management (Anaheim, CA)  
*Symposium Presentation:* The Effect of High-Performing Newcomers on Incumbents' Performance.
- 2015** Academy of Management (Vancouver, Canada)  
When Are Category Spanners Positively Evaluated? Exploring Homophily and Category Spanning.
- 2014** LINKS Center Summer Workshop on Social Network Analysis (University of Kentucky)
- 2013** Sunbelt Conference (Hamburg, Germany)  
*Poster:* From Micro to Macro: The Effects of Personalities on Network Position
- 2012** Academy of Management (Boston, MA)  
*Symposium Presentation:* Multiple Team Membership, Autonomy and Teammate Novelty.

## Teaching Experience

- 2016 Summer** *Instructor,* Tepper School of Business, Carnegie Mellon University  
Organizational Behavior (Undergrad Core Course)  
Instructor Rating: 4.24/5, Course Rating: 4.15/5
- Teaching Assistant,* Tepper School of Business, Carnegie Mellon University
- 2012 - 2017** Managing Networks and Organizations (Prof. Brandy Aven)
- 2014 - 2016** Power and Influence (Prof. David Krackhardt)
- 2016** Corporate Strategy (Prof. Oliver Hahl)
- 2016** Managing People and Teams (Prof. Taya Cohen)
- 2014 - 2016** *Teaching Assistant,* Heinz College of Public Policy, Carnegie Mellon University  
Organizational Design and Implementation (Prof. David Krackhardt)
- 2012** *Teaching Assistant,* Mathematics Department, Carnegie Mellon University  
Numerical Methods (Dr. Timothy Blass)

## Grants and Honors

<b>2017</b>	Gerald Salancik Doctoral Dissertation Fellowship, Carnegie Mellon University
<b>2016, 2017</b>	OMT Doctoral Consortium
<b>2015</b>	PNC Center for Financial Services Innovation Grant \$30,000
<b>2014</b>	PNC Center for Financial Services Innovation Grant \$14,000
<b>2013</b>	Dean Sponsored Scholarship, Carnegie Mellon University
<b>2012 - 2016</b>	William Larimer Mellon fellowship, Carnegie Mellon University
<b>2011</b>	Women in Computing, Grace Hooper Conference Scholarship
<b>2011</b>	Merit Based Tuition Scholarship for Master Study, Carnegie Mellon University
<b>2006, 2008</b>	Scholarship for Academic Excellence, Tsinghua University

## Software/Programming Skills

- **Software/Programming**

*R, LaTeX, NetLogo, Python, SQL, Stata, Matlab*

- **Miscellaneous**

*C, C++, C#, HTML, CSS3, JavaScript/jQuery, Ruby on Rails*

## Industry Experience

<b>2010 - 2011</b>	IBM Software Group, Greater China Group Technical Sales Intern
<b>2009 - 2010</b>	Ericsson, China Device Analyst Intern

## Referees

Brandy Aven (Advisor)  
Associate Professor  
Tepper School of Business  
Carnegie Mellon University  
aven@cmu.edu

Adina Sterling  
Assistant Professor of Organizational Behavior  
Graduate School of Business  
Stanford University  
adinad@stanford.edu

Oliver Hahl  
Assistant Professor  
Tepper School of Business  
Carnegie Mellon University  
ohahl@andrew.cmu.edu

Adam Kleinbaum  
Associate Professor of Business Administration  
Tuck School of Business  
Dartmouth University  
adam.m.kleinbaum@tuck.dartmouth.edu

David Krackhardt  
Professor of Organizations  
Heinz College of Public Policy and Management  
Tepper School of Business  
Carnegie Mellon University  
krack@cmu.edu

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