

Evelyn Ying Zhang

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Education

- 2018 (Exp.)** Ph.D. in Organizational Behavior and Theory (Minor in Computer Science)
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, Adina Sterling, Adam Kleinbaum, David Krackhardt, 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.

Working Papers

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

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: 4.12/5

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

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

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

Referees

Brandy Aven (Advisor)
Associate Professor of Organizational Behavior and Theory
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 of Organizational Theory and Strategy
Frank A. and Helen E. Risch Faculty Development Professor of Business, 2016-2018
Tepper School of Business
Carnegie Mellon University
ohahl@andrew.cmu.edu

Adam Kleinbaum
Associate Professor of Business Administration
Tuck School of Business
Dartmouth University
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David Krackhardt
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Last Update: July 12, 2017