

TIANTIAN YANG

The Wharton School, University of Pennsylvania
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ACADEMIC APPOINTMENTS

- 2020- University of Pennsylvania
The Wharton School
Assistant Professor of Management
- 2014-2020 Duke University
Department of Sociology
Assistant Professor
(*off tenure clock for maternity leave in 2016-2017 and 2018-2019*)
- Duke University
Innovation and Entrepreneurship Initiative
Research Fellow

OTHER AFFILIATIONS

- 2018- Jonkoping School of Business, Jonkoping, Sweden
Research Affiliate
- 2016- Institute for Analytical Sociology, Linköping University, Sweden
Research Affiliate

EDUCATION

- 2014 PhD (Sociology), University of North Carolina at Chapel Hill, Department of Sociology
Dissertation "How Do Organizations Shape Entrepreneurship? Explaining Employee
Entrepreneurs' Entry and Performance"
Committee: Howard Aldrich (Chair), Martin Ruef, Arne Kalleberg, Ted Mouw, Damon
Phillips
- 2012 MS (Statistics) University of North Carolina at Chapel Hill, Department of Statistics
- 2008 MA (Sociology), Peking University, Department of Sociology
- 2005 BA (Sociology), Lanzhou University, Department of Sociology

RESEARCH INTERESTS

Entrepreneurship, Careers, Job Mobility, Organizational Theory, Economic Sociology, Gender and Race

HONOURS AND AWARDS

- 2019 Stanford Center for Advanced Study in the Behavioral Sciences Summer Institute
- 2019 Frank H. Kenan Institute of Private Enterprise Research Grant (\$10,000)
- 2017 Kauffman Junior Faculty Fellowship (\$35,000, 7 awarded nationwide)
- 2017 Arts & Sciences Council Committee Faculty Research Grant, Duke University (\$1,000)
- 2015 Arts & Sciences Council Committee Faculty Research Grant, Duke University (\$4,000)
- 2013 Howard W. Odum Award for Excellence, University of North Carolina- Chapel Hill, Department of Sociology
- 2013 Royster Society of Fellows Dissertation Completion Fellowship Award (\$20,000, the highest honor awarded by the Graduate School to graduate students at UNC-CH)
- 2012 Ewing Marion Kauffman Dissertation Fellowship (\$20,000 in research funding, 15 out of 128 proposals chosen)
- 2012 Graduate Tuition Incentive Scholarship

JOURNAL ARTICLES

- Yang, Tiantian, Jiayi Bao and Howard Aldrich, Forthcoming, "The Paradox of Resource Provision in Entrepreneurial Teams: Between Self-interest and the Collective Enterprise." *Organization Science*
- Yang, Tiantian and María del Carmen Triana. 2019. "Set up to Fail: Explaining When Women-Led Businesses Are More Likely to Fail." *Journal of Management* 45(3):926-54.
- Zarutskie, Rebecca, and Tiantian Yang, 2017, "Measuring Entrepreneurial Businesses: Current Knowledge and Challenges", National Bureau of Economic Research Volume, *Measuring Entrepreneurial Businesses: Current Knowledge and Challenges*, University of Chicago Press, Edited by John Haltiwanger, Erik Hurst, Javier Miranda, and Antoinette Schoar
- Yang, Tiantian and Howard E. Aldrich. 2017. "'The Liability of Newness' Revisited: Theoretical Restatement and Empirical Testing in Emergent Organizations." *Social Science Research* 63:36-53.
- Yang, Tiantian, and Howard E Aldrich. 2014. "Who's the Boss? Explaining Gender Inequality in Entrepreneurial Teams." *American Sociological Review*, 79(2): 303-327
- Howard E. Aldrich and Tiantian Yang. 2013. "How Do Entrepreneurs Know What to Do? Learning & Organizing in New Ventures." *Journal of Evolutionary Economics*, 24 (1): 59-82.
- Yang, Tiantian, and Howard E. Aldrich. 2012. "Out of Sight but Not Out of Mind: Why Failure to Account for Left Truncation Biases Research on Failure Rates." *Journal of Business Venturing*, 27(4): 447-492
- Aldrich, Howard E., and Tiantian Yang. 2012. "Lost in Translation: Cultural Codes are not Blueprints." *Strategic Entrepreneurship Journal*, 6 (1): 1-17

WORKING PAPERS

- Yang, Tiantian, and Aleksandra Kacperczyk, "Minority Entrepreneurship and Alternative Opportunities Inside Established Organizations" (Revise and Resubmit at *Organization Science*)

Yang, Tiantian, Ming Leung, and Jiayi Bao “Approaching or Avoiding: Gender Asymmetry in Reactions to Prior Job Search Experience” (Revise and Resubmit at *Organization Science*)

Yang, Tiantian, Aleksandra Kacperczyk, and Lucia Naldi, “Career Antecedents of Female Entrepreneurship” (under review)

WORK IN PROGRESS

Yang, Tiantian, Ming Leung, and Jiayi Bao, “Self-presentation and Racial Hiring Inequality: Evidence from a Low Wage Market” (In preparation for *American Sociological Review*)

Yang, Tiantian, and Matthew Bidwell, “Going with the Flow: Job Mobility and Opportunities for Advancement across Organizations” (In preparation for *Strategic Management Journal*)

Yang, Tiantian, Aleksandra Kacperczyk, and Lucia Naldi, “Career or Family? Trade-Offs among Female Entrepreneurs” (in preparation for *Administrative Science Quarterly*)

PRESENTATIONS

Invited Presentations/Lectures

University of Pennsylvania, Wharton School of Business, Management. Mar 2020

University of North Carolina-Chapel Hill, Kenan-Flagler School of Business, Feb 2020

Georgetown University, McDonough School of Business, Management, Dec 2019

Stanford University, Graduate School of Business, Organizational Behavior, Nov 2019

Duke University, Global Inequality Research Initiative (GIRI), Sept 2019

London Business School, Strategy and Entrepreneurship, Mar 2019

MIT, Sloan School of Management, Economic Sociology Workshop, Mar 2019

Columbia School of Business, Junior OMT conference, Nov 2018

Stanford University, Stanford Institute for Economic Policy Research, Nov 2017

Duke University, Jensen Series, Sept 2017

Copenhagen School of Business, May 2017

Institute for Analytical Sociology, Linköping University, May 2017

Maryland University-College Park, Smith School of Business, April 2017

Indiana University Bloomington, Department of Sociology, Mar 2016

Carnegie Mellon University, Tepper School of Business, Sept 2014

Duke University, Department of Sociology. Feb 2014

HEC Paris, Strategy and Business Policy. Feb 2014

INSEAD, Entrepreneurship and Family Enterprise. Feb 2014

University of Alberta, Strategic Management & Organization. Jan 2014

Harvard Business School, Entrepreneurial Management Unit. Jan 2014

University of Wisconsin-Madison, Wisconsin School of Business. Jan 2014

University of Pennsylvania, Wharton School of Business, Management. Jan 2014

Columbia University, Columbia School of Business, Management Unit. Nov 2013

Cornell University, the Dyson School, Nov 2013

Brown University, Sociology, Oct 2013

Conference Presentations

- 2020 Career Antecedents of Female Entrepreneurship, Workshop on Gender, Race and Entrepreneurship. Rotman School of Business, University of Toronto
- 2020 Self-presentation and Racial Hiring Inequality: Evidence from a Low Wage Market, People and Organizations Conference, The Wharton School of Business, University of Pennsylvania
- 2020 How Can the Private Sector Promote More Diverse Entrepreneurs and Investors? Frontiers of Entrepreneurship Conference, Palm Beach, Florida
- 2020 Career Antecedents of Female Entrepreneurship, Globalizing Organizational Theory, University of South Carolina
- 2019 Career Antecedents of Female Entrepreneurship, Economic Sociology Conference, Emory University
- 2019 Career Antecedents of Female Entrepreneurship, Junior OMT conference, Desautels Faculty of Management, McGill University
- 2019 Career Antecedents of Female Entrepreneurship, People and Organizations Conference, The Wharton School of Business, University of Pennsylvania
- 2019 Career Antecedents of Female Entrepreneurship, Academy of Management Annual Meeting, Boston
- 2019 Gender Stereotypes, Careers, and Entrepreneurship, Academy of Management Annual Meeting, Boston
- 2018 Kauffman Entrepreneurship Mentoring Workshop, Philadelphia
- 2017 Entrepreneurship and Occupational Prestige, Economic Sociology Conference, Georgetown University, Washington DC.
- 2017 Going with the Flow: Job Mobility and Opportunities for Advancement Across Organizations, American Sociological Association Annual Meeting, Montreal Canada
- 2017 Going with the Flow: Job Mobility and Opportunities for Advancement Across Organizations, Academy of Management Annual Meeting, Atlanta, Georgia
- 2017 INSEAD Doriot Entrepreneurship conference, Fontainebleau, France
- 2017 Diana International Research Conference, Kauffman Foundation, Kansas City, Kansas
- 2017 Kenan Institute Frontiers of Entrepreneurship Research Conference, University of North Carolina-Chapel Hill, Kenan Institute of Private Enterprise, Chapel Hill, NC
- 2017 Strategic Management Special Conference, Strategic Human Capital, Management Practices and Performance, Bocconi University, Italy

- 2016 Entrepreneurship and Occupational Status, People and Organizations Conference, The Wharton School of Business, University of Pennsylvania
- 2016 Emergence of Meaningful Organizations: Panel Study of Entrepreneurial Dynamics (PSED) Program Update, Division Sponsored Professional Development Workshop, Academy of Management Annual Meeting, Anaheim, California
- 2016 Set Up to Fail: Explaining Why Women-led Businesses Are More Likely to Fail, Division Sponsored Professional Development Workshop, Academy of Management Annual Meeting, Anaheim, California
- 2016 Entrepreneurship and Occupational Status, BPS, TIM Division sponsored symposium, Academy of Management Annual Meeting, Anaheim, California
- 2016 Careers as an Industry Structure Problem: Specialization in Training and the New Ports of Entry, Kauffman Foundation, Kansas City
- 2015 Forged in the Heat of Battle: New Firms as Business Incubators, INFORMS Annual Conference, Strategy Science, Philadelphia
- 2015 Sorting vs Recruiting: Under What Conditions New Firms Hire. Academy of Management Annual Meeting, Entrepreneurship Division, Vancouver
- 2015 When Do Married Couples Become Co-entrepreneurs: The Effects of Family and Workplaces, Academy of Management Annual Meeting, Entrepreneurship Division, Vancouver
- 2015 When Do Married Couples Become Co-entrepreneurs: The Effects of Family and Workplaces, American Sociological Association Annual Meeting, Economic Sociology Session, Chicago
- 2015 When Do Entrepreneurs Learn from Others? A Contingent Approach to Social Influence, American Sociological Association Annual Meeting, Economic Sociology Session, Chicago
- 2015 Forged in the Heat of Battle: New Firms as Business Incubators, Duke Network Analysis Center, Duke University
- 2014 How Have Young Firms (and their Founders) Fared During and After the Great Recession (with Rebecca Zarutskie), NBER/Conference, Washington D.C.
- 2014 A Welfare State Paradox: Revisiting the Institutional Foundation of Gender Inequality in Entrepreneurship, Sweden 1990 – 2011, Economic Sociology Seminar, Department of Sociology, Duke University, Durham
- 2014 Forged in the Heat of Battle: New Firms as Business Incubators, Department of Sociology, Jensen Colloquium, Duke University
- 2014 Forged in the Heat of Battle: New Firms as Business Incubators, Kauffman Foundation, Kansas City
- 2013 On the Edge or in Between: Being in the Right Place to Become Entrepreneurs, Department Colloquium, Department of Sociology, University of North Carolina-Chapel Hill, Chapel Hill
- 2013 Peer Influence, Entrepreneurial Entry, and Startup Employment, Organization and Management Theory (OMT) Doctoral Consortium, Academy of Management Annual Meeting, Orlando
- 2013 Organizational Emergence: Entrepreneurial Learning and New Venture Survival, Academy of Management Annual Meeting, Orlando

- 2013 Entrepreneurship Data Sets: Making Better Choices for Your Research, Professional Development Workshop (Entrepreneurship Division), Academy of Management Annual Meeting, Orlando
- 2013 Organizational Emergence: Entrepreneurial Learning and New Venture Survival, Darden and Judge Entrepreneurship and Innovation Research Conference, University of Virginia, Charlottesville
- 2013 Flailing or Failing: Effects of Entrepreneurs' Learning on Startups' Survival. Economic Sociology Seminar, Department of Sociology, Duke University, Durham
- 2012 Who's the Boss? Explaining Gender Inequality in Entrepreneurial Teams (with Howard Aldrich), Jensen Series Colloquium, Department of Sociology, Duke University, Durham
- 2012 Who's the Boss? Explaining Gender Inequality in Entrepreneurial Teams, Department of Sociology, University of North Carolina-Chapel Hill, Chapel Hill
- 2012 Who's the Boss? Explaining Gender Inequality in Entrepreneurial Teams, Academy of Management Annual Meeting, Boston
- 2012 A Time to Die and A Time to Grow: When Do New Ventures Hire Employees? Academy of Management Annual Meeting, Boston
- 2012 Who's the Boss? Explaining Gender Inequality in Entrepreneurial Teams, Babson Conference, Neeley School of Business, Texas Christian University, Fort Worth
- 2012 Status Categorization and Role Stereotyping: Institutionalized Gender Inequality in Entrepreneurial Teams. The Annual Meetings of American Sociological Association, Denver
- 2012 Who's the Boss? Explaining Gender Inequality in Entrepreneurial Teams. The 19th Annual Consortium for Competitiveness and Cooperation (CCC) & Entrepreneurship Research Conference, Robert H. Smith School of Business, University of Maryland
- 2012 Structuration of Social Inequality: Explaining Diverging Pathways of Entrepreneurs and Their New Ventures. Kauffman Entrepreneurship Mentoring Workshop, Northwestern Law School, Chicago
- 2011 He is the Boss: Gender Inequality and Status Hierarchy in Entrepreneurial Teams. (With Howard E Aldrich) The ICSB Global Entrepreneurship Research Conference, School of Business, University of George Washington, DC
- 2011 All Organizations Were Once New: Revisiting Stinchcombe's "Liability of Newness." (With Howard E Aldrich) Academy of Management Meeting, San Antonio
- 2011 All Organizations Were Once New: Revisiting Stinchcombe's "Liability of Newness." (With Howard E Aldrich) The Annual Meetings of American Sociological Association, Las Vegas
- 2011 All Organizations Were Once New: Revisiting Stinchcombe's "Liability of Newness." (With Howard E Aldrich) Babson Conference, School of Business, University of Syracuse, Syracuse
- 2011 All Organizations Were Once New: Revisiting Stinchcombe's "Liability of Newness." (With Howard E Aldrich) Robert H. Smith School of Business, University of Maryland-College Park, Maryland
- 2011 All Organizations Were Once New: Revisiting Stinchcombe's "Liability of Newness." Inequality Workshop, University of North Carolina-Chapel Hill

- 2011 Status Categorization and Role Stereotyping: Institutional Gender Inequality in Entrepreneurial Teams (With Howard E. Aldrich), Inequality Workshop, University of North Carolina-Chapel Hill
- 2010 Choosing Appropriate Statistical Methods to Analyze Data on New Entrepreneurial Ventures. (With Howard E Aldrich) The ICSB Global Entrepreneurship Research Conference, School of Business, University of George Washington, DC

TEACHING

University of Pennsylvania

People Analytics, 2021 Spring

Duke University

Sociology of Entrepreneurship (Market and Management Studies) 2015, 2016, 2017,2018, 2019, 2020

Organizations and Management (Market and Management Studies), 2014, 2015, 2016, 2017,2018, 2019

Gender, Work, and Organizations (Market and Management Studies), 2014, 2017,2018, 2019

Entrepreneurship and Organizations (Graduate Seminar), 2018, 2019

Gender Inequality (Graduate Seminar), 2018

University of North Carolina-Chapel Hill

Formal Organizations and Bureaucracy, 2013

Data Collection and Analysis, 2010

PROFESSIONAL SERVICE

2020. Ph.D Program Admission Committee, Duke University
- 2019 Graduate Studies Committee, Duke University
- 2019 Executive Committee, Sociology Department, Duke University
- 2018 Co-host, Economic Sociology conference
- 2017 Co-organizer, Innovation and Entrepreneurship Seminar, Duke University
- 2017 Executive Committee, Sociology Department, Duke University
- 2016 Market and Management Studies Committee, Duke University
- 2015 Undergraduate Studies Committee, Duke University
- 2014 Executive Committee, Sociology Department, Duke University
- 2014 Jensen Department Colloquium Organizer, Sociology Department, Duke University
- 2013 Statistical Consultant at the Odum Institute at UNC-CH
- 2010-2012 Associate Editor, *Social Forces*
- 2011-2012 Reviewer, Academy of Management Annual Meeting
- 2012 Session Chair, Babson Conference
- 2012 Reviewer, *American Sociological Review*, *Administrative Science Quarterly*, *Strategic Entrepreneurship Journal*, *Social Forces*, *Journal of Business Venturing*

LANGUAGES

English, Chinese, LINUX, SAS, STATA, R, SPSS, MPlus, HLM, Matlab, GIS

REFERENCES

Howard E. Aldrich

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University of North Carolina at Chapel Hill
Chapel Hill, NC 27599-3210
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Damon Phillips

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Martin Ruef

Egan Family Professor
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PERSONAL INFORMATION

Languages: English, Chinese

U.S. Citizen