

# Shinan Wang

Northwestern University | Kellogg School of Management

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## EDUCATION

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- 2022–2028 **Northwestern University** *Evanston, IL*  
Ph.D. in Management & Organizations & Sociology (expected 2028)  
Kellogg School of Management & Department of Sociology  
Committee: Brayden King (chair), Letian (LT) Zhang, Dashun Wang, Bruce Carruthers,  
Nathan Wilmers
- 2019–2021 **University of Chicago** *Chicago, IL*  
Master of Public Policy
- 2016–2019 **Brandeis University** *Waltham, MA*  
Bachelor of Arts in Economics & Business

## RESEARCH INTERESTS

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Labor markets; work and careers; technology; economic sociology; organizations

## PUBLICATIONS

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- [1] **Wang, Shinan**, Letian Zhang, and Zhenyu Liao (2026). “Remote Work and Hiring Requirements: Cross-Country Evidence from Job Postings.” *Administrative Science Quarterly* (forthcoming).
- [2] Zhang, Letian, and **Shinan Wang** (2024). “Trusting Talent: Cross-Country Differences in Hiring.” *Administrative Science Quarterly* 69(2): 417–457.
- [3] Zhang, Letian, Mitali Banerjee, **Shinan Wang**, and Zhuoqiao Hong (2023). “The Fragility of Artists’ Reputations from 1795 to 2020.” *Proceedings of the National Academy of Sciences* 120(35).
- [4] Lu, Xuege (Cathy), **Shinan Wang**, and Letian Zhang (2023). “Homophily, Setbacks, and the Dissolution of Heterogeneous Ties: Evidence from Professional Tennis.” *Sociological Science* 10: 227–250.

## WORKING PAPERS

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- [5] **Wang, Shinan**. “When Technology Resets the Frontier: Mobility and the Reshuffling of Expertise.” **[Job Market Paper]**
- [6] **Wang, Shinan**, and Letian Zhang. “Who Rules America? Private Elite Ties and Public Policy.”
- [7] **Wang, Shinan**, and Brayden King. “Who Defines the Frontier? Philanthropic Networks, Civic Elites and the Revaluation of Technical Expertise.”

- [8] **Wang, Shinan**, and Binglu Wang. “Kinship Institutions and the Organization of Collaboration.”
- [9] **Wang, Shinan**, and Bruce Carruthers. “From Kinship to Capitalism: The Evolution of Family Structure and Its Impact on Labor Markets.”
- [10] **Wang, Shinan**. “Occupational Status of Entrepreneurs: Cross-Country Evidence.”

## **CONFERENCE & WORKSHOP PRESENTATIONS**

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- 2026 The Medici Summer School, MIT Sloan School of Management
- 2026 Smith Entrepreneurship Research Conference, University of Maryland
- 2026 MORS Brownbag, Northwestern University
- 2026 INFORMS Organization Science Winter Conference, Paris, France
- 2025 European Group for Organizational Studies (EGOS), Athens, Greece
- 2025 Migration and Organization Conference, Columbia University
- 2025 Berkeley Culture Conference, University of California, Berkeley
- 2024 Quantitative & Computational Methods Workshop, Northwestern University
- 2024 Science of Science & Innovation Workshop, Northwestern University
- 2024 Summer Institute in Computational Social Science, Northwestern University
- 2024 Global Business & Comparative Corporate Governance Research Conference, Ross School of Business, University of Michigan
- 2024 First International Network on Trust Seminar, Miami Herbert Business School, University of Miami
- 2024 Academy of Management Annual Meeting, Chicago, IL
- 2023 Academy of Management Annual Meeting, Boston, MA
- 2023 Kellogg–Booth Student Symposium, Chicago, IL

## **RESEARCH FUNDING**

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Kellogg Dean’s Office PhD Research Funding	<i>\$6,700</i>
Buffett Institute International Conference Travel Award, Northwestern University	<i>\$1,200</i>
Buffett Institute International Conference Travel Award, Northwestern University	<i>\$1,200</i>
Second Year Paper Research Award, Department of Sociology, Northwestern University	<i>\$600</i>

## ACADEMIC EXPERIENCE

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2024–2026	<b>Northwestern University, Management &amp; Organizations</b> Graduate Assistant Leadership in Organizations, with Prof. Brian Uzzi Leading at Scale: Power, Design, and Influence in Organizations, with Prof. Letian Zhang	<i>Evanston, IL</i>  2024–2026 2026
2023–2025	<b>Northwestern University, Department of Sociology</b> Teaching Assistant Introduction to Sociology, with Prof. David Schieber Sociology of Organization, with Prof. David Schieber Sociological Analysis, with Prof. Karrie Snyder Analysis and Interpretation of Social Data, with Prof. Oscar Stuhler	<i>Evanston, IL</i>
2017–2019	<b>Brandeis University, Department of Economics</b> Teaching Assistant Global Economy, with Prof. Scott A. Redenius	<i>Waltham, MA</i>