

ALAN ZHANG

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ACADEMIC POSITIONS

Assistant Professor Division of Management <i>Columbia Business School, Columbia University</i>	July 2024- Present
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EDUCATION

Ph.D. MIT Sloan School of Management Work and Organization Studies Group Thesis titled <i>Instability Scaffolding: Enacting Strategic Instabilities to Produce Authentic Premium Wine</i>	June, 2024
M.S. MIT Sloan School of Management Degree in Management Research	September, 2021
M.S. Washington University in St. Louis Degree in Business Analytics, Dean's Scholarship	December, 2017
B.A. Washington University in St. Louis Degree in Neuroscience and Healthcare Management (Honors)	December, 2013

PUBLICATIONS

In Print:

Zhang, A. (2026). Trajectory Normalizing Work in Unstable Production Environments: When Adapting Production Means Appearing Authentic. *Organization Science*, 37(3), 989-1018.

Hamann R, Makaula L, Ziervogel G, Shearing C, & Zhang A, 2019. "Strategic responses to grand challenges: Why and how corporations build community resilience." *Journal of Business Ethics*, 161(4), 835-853.

Tran, N. M., Zhang, A., Zhang, X., Huecker, J. B., Hennig, A. K., & Chen, S. (2014). Mechanistically distinct mouse models for CRX-associated retinopathy. *PLoS genetics*, 10(2).

Under Review:

Karunakaran A, Zhang A, Orlikowski W.J., Title hidden while under review (Topic: Scaling Social Innovation) Revise and Resubmit at Administrative Science Quarterly

Zhang A. Title hidden while under review (Topic: Jurisdictional control and service providers). Revise and Resubmit at Organization Science

Under Revision:

Zhang A, Orlikowski W. J., Plug and Pray: How Organizations Assemble Data and Code from the Cloud. Reject and Resubmit at Administrative Science Quarterly

In Progress:

Zhang A. *Category Easing: How Industries Can Redirect a Legitimacy-Threatening Technological Trajectory* [working draft]

Zhang A, Frey, E.L., Dacin, M.T. *Scientists and Startups in Fusion Energy* [data collection]

AWARDS

Best Reviewers Award - Academy of Management Discoveries (2024-2025)	08/2025
Grigor McClelland Doctoral Dissertation Award (Winner, £5,000)	07/2025
Industry Studies Association Dissertation Award (Runner-up, \$125)	06/2025
Louis Pondy Best Dissertation Paper Award (Runner-up)	08/2024
MIT Center for Information Systems Research Fellowship (~\$35,000)	08/2022
Academy of Management – Best Student Paper (CTO division)	08/2022
Neureuther Essay Competition (\$500, 2nd place)	07/2017
WUSTL Dean's Scholarship (~\$80,000)	08/2016
Best Symposium Poster Presentation, Southern Illinois University	08/2012
Howard Hughes Medical Institute Undergraduate Research Fellow	05/2012

INVITED SEMINAR TALKS

Marshall School of Business, USC	(02/2027)
McGill Desautels Faculty of Management	(10/2026)
Rotman Business School, University of Toronto	(10/2026)
MIT Sloan (Economic Sociology Working Group)	12/2025
Stevens Institute of Technology	11/2025
Aalto University	10/2025
Imperial Business School, Imperial College London	10/2025

Bayes Business School, University of London	10/2025
Saïd Business School, University of Oxford	10/2025
Alberta School of Business	09/2025
UC Irvine Merage School of Business	01/2025
INSEAD	09/2024

PRESENTATION AND DEVELOPMENT OPPORTUNITIES

People and Orgs at Wharton (presenter)	09/2026
West Coast Research Symposium (presenter)	09/2026
Work Family Research Network (presenter)	06/2026
Economic Sociology and Organizations Workshop, Columbia Soc (presenter)	02/2026
Qualitative Lunch Workshop, NYU (presenter)	11/2025
Cambridge Judge Business School OTIS (visiting scholar)	10/2025
Economic Sociology Conference, Yale (presenter)	09/2025
Junior Faculty Workshop, Wharton (presenter)	09/2025
American Sociological Association Conference (presider)	08/2025
RRBM Junior Faculty Summit (presenter)	06/2025
Future of Work-Shop at NYU Stern (presenter)	06/2025
Academy of Management Annual Conference (presenter, co-organizer, moderator)	08/2022-26
Junior Faculty Consortium. AOM - OMT Division (nominated)	08/2025
EGOS Conference (presenter)	07/2025
PROS Conference (presenter)	06/2025
Industry Studies Association (presenter)	06/2025
Authenticity Conference at UC Berkeley (presenter)	05/2025
Global Risk Governance Center at University of Cape Town (visiting fellow)	01/2025
Community on Social Innovation Conference at UCSB (presenter)	01/2025
Economic Sociology Conference at Rice (presenter)	11/2024
Organizations and People Conference	09/2024
Creative Industries Conference (presenter)	06/2024
HBS Work, Organizations, and Markets (WOM) seminar (presenter)	11/2023
Doctoral Consortium. AOM - OMT Division (nominated)	08/2023
Rising Scholars Conference, Harvard Business School	10/2023
Boston Field Research Conference (co-organizer, moderator)	05/2023
VU Amsterdam KIN Summer School	06/2023
UC Davis Wine Executive Program	03/2023
Stanford MS&E WTO Lab (visiting scholar)	2021-2022
Harvard STS Summer School	08/2021
Medici Summer School	06/2020
LeaderShape Institute	01/2020
Harvard Anthropology of Science and Technology Working Group (member)	2020-2021
MIT Sloan Economic Sociology Working Group (presenter)	12/2019
ARVO (Visual Sciences and Ophthalmology) Annual Conference (presenter)	07/2013

TEACHING EXPERIENCE

Course B9515: Management Proseminar (PhD students) <i>Columbia Business School, Columbia University</i>	Fall 2026
Course B8518: Foundations of Entrepreneurship (MBA students) <i>Columbia Business School, Columbia University</i>	Spring 2025, 2026
Guest Lecture (in syllabus)	
Brittany Bond- PhD seminar on Orgs & Environments (Cornell ILR)	Fall 2026
Jessica Bolin – Undergrad Research Seminar (Boston College)	Spring 2024
Teaching Assistant	
Course 15.268 Choice Points: Thinking about Life and Leadership through Literature Professor Catherine Turco <i>Massachusetts Institute of Technology</i>	Spring 2024
Course: 15.339 – Developing Leadership Capabilities Professors Wanda Orlikowski and Thomas Malone <i>Massachusetts Institute of Technology</i>	Winter 2021
Course: 15.665 – Power and Negotiations Professor Jackson Lu	Fall 2018

Massachusetts Institute of Technology	
Course: OB 561 – Negotiations and Conflict Management	Fall 2017
Professor Judi Mclean-Parks	
Washington University in St. Louis	
Course: OB 524 – Negotiations	Spring 2017
Professor Judi Mclean-Parks	
Washington University in St. Louis	
Executive MBA - Leadership and Team Development	Fall 2016
Professor William Bottom	
Washington University in St. Louis	
Course: Chem 261 – Organic Chemistry	Fall 2012
Professor Jay Ponder	
Washington University in St. Louis	
Teaching Certification	
MIT Kaufman Teaching Certification Program	Fall 2023
International Program Instruction	
Chazen Global Study Tour in Galapagos (faculty adviser)	Jan 2026
Chazen Global Study Tour in Portugal (faculty adviser)	Mar 2025
Columbia Business School	
Social IT Solutions Workshop in Brazil (2 week curriculum)	Jan 2020
Professors Lisa Parks, Paulo Gomes, Francisco Barreto, Cátia Khouri, Máisa Soares	
Universidade Estadual Do Sudoeste Da Bahia & Universidade Federal da Bahia	
Happiness Index Summit in Bhutan (1 week program)	Jan 2019
Kinga Tshering, Member of Parliament	
Harvard Kennedy School, at the Bhutanese National Assembly	
Madagascar Community Development Initiative, Mahobo Village (2 week curriculum)	July 2017
Professor Judi Mclean-Parks, Dr. Armand Randrianasolo	
Missouri Botanical Garden	
Fudan University Summer School (5 week program)	2011, 2012
Becki Baker, Director	
Washington University in St. Louis	
Mentorship	
Lumiere Education	2018 - 2024
Advised 11+ research papers of high schoolers in India, Australia, Thailand, US	

SERVICE

Reviewer:

Management Faculty Search Committee, Columbia Business School	2026
Management PhD Review Committee, Columbia Business School	2025, 2026
OMT Research Committee for AOM	2025 - Current
Organization Science	2025 - Current
Academy of Management Annual Meeting	2017 - Current
Academy of Management Discoveries	2024 - Current

Miscellaneous:

MIT Sloan Wine Tasting Club (Officer)	2023 - 2024
Boston Sociology Graduate Society (Co-Coordinator)	2020 - 2024
Ridgeview Farms (Volunteer)	2022 - 2023
Young Farmers and Ranchers (Member, Volunteer)	2021 - 2023
MIT Sigma Nu (Graduate Resident Advisor)	2021 - 2022
MIT-Harvard Graduate Student Leadership Institute (Co-lead)	2019 – 2021
GradCast WUSTL Podcast (Founder)	2017 - 2020
Graduate Professional Council, WashU	2016-2018
President (2017-2018), VP of Social Programming (2016-2017)	
WashU Specialized Masters Program Council (President)	2017-2018
National Association of Graduate and Professional Students (Director)	2016-2017
Pennsylvania Dragon Boat Club (member)	2014 - 2016
Team USA Dragon Boat (member)	2015
Clinton Global Initiative Conference (volunteer captain)	2013, 2014, 2015
Casa Tres Patios, Medellin, Colombia (volunteer)	Summer 2013

OUTSIDE ACTIVITIES

None

INDUSTRY EXPERIENCE

Ridge Vineyards (winery) Harvest Intern and Tasting Room Staff	07/2021- 12/2022
ZS Associates (consulting) Customer Insights Analyst (Clients include: Merck, Janssen, GSK)	09/2014 – 08/2016

PAST RESEARCH EXPERIENCE

Sloan School of Management, MIT Doctoral Student Research, Professor Wanda Orlikowski <i>Topic: Organizing open productions—cloud-networks & natural environments</i>	05/2018 – 06/2024
Global Media Technologies and Cultures Lab, MIT Lab Associate, Professor Lisa Parks <i>Topic: Network Sovereignty in Blackfeet Nation (Browning, Montana)</i>	08/2018 - 05/2020
Graduate School of Business, University of Cape Town Research Assistant, Professor Ralph Hamann, Professor Clifford Shearing <i>Topic: Private-public partnerships and community resilience in South Africa</i>	06/2017 – 02/2018
Olin School of Business, Washington University in St. Louis Research Assistant, Professor William Bottom <i>Topic: Coalitions and negotiations in lab experiments</i>	08/2016 – 05/2017
Department of Neuroscience, UT Southwestern Research Technician II, Professor Jane Johnson <i>Topic: ATOH1 expression in (mice) brain development</i>	12/2013 – 07/2014
Center for Genome Sciences, WUSTL School of Medicine Research Assistant, Professor Gary Stormo <i>Topic: P53 binding affinity in (yeast) cancer cell culture</i>	05/2013 – 12/2013
Department of Ophthalmology, WUSTL School of Medicine Research Assistant, Professor Shiming Chen <i>Topic: CRX knock-out effects in mice model retinopathy</i>	05/2011 – 05/2013

June 2026