

MING D. LEUNG

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ACADEMIC APPOINTMENTS

University of California - Riverside, School of Business Associate Professor in Management	Riverside, California July, 2018 – Present
University of California - Berkeley, Haas School of Business Assistant Professor in Management of Organizations	Berkeley, California July, 2010 – June, 2018

EDUCATION

Stanford University, Graduate School of Business Ph.D. Business Administration (Organizational Theory)	Stanford, California June, 2010
University of Chicago, Booth School of Business M.B.A. Strategy and Marketing	Chicago, Illinois June, 1999
Carnegie Mellon University B.S. Business and Economics	Pittsburgh, Pennsylvania May, 1992

RESEARCH INTERESTS

Organizational Theory, Hiring and Labor Markets, Diversity and Discrimination, Careers and Mobility, Social Categories, Gig-Economy Freelancing, Technology Mediated Platforms

RESEARCH PAPERS

Published/Forthcoming

Leung, Ming D. and Sharon Koppman 2018. "Taking a Pass: How Proportional Prejudice and the Decision Not to Hire Reproduce Gender Segregation." Forthcoming at *American Journal of Sociology*, vol. 124, no. 3.

Leung, Ming D. 2017. "Learning to Hire? Hiring as a Dynamic Experiential Learning Process in an Online Market for Contract Labor." *Management Science*, Advance online publication, doi:10.1287/mnsc.2017.2871.

Leung, Ming D. and Amanda J. Sharkey. 2014. "Out of Sight, Out of Mind? The Audience-side Effect of Multi-category Membership in Markets." *Organization Science*, 25 (1) p.171-184.

Leung, Ming D. 2014. "Dilettante or Renaissance Person? How the Order of Job Experiences Affects Hiring in an External Labor Market." *American Sociological Review*, 79 (1): 136-58.

Negro, Giacomo and Ming D. Leung. 2013. ““Actual” and Perceptual Effects of Category Spanning.” *Organization Science*, 24 (3): 684-696.

Conditionally Accepted

Leung, Ming D. 2017. “Failed Searches: How Job Applicant Pool Experience Variety Affects an Employer’s Decision Not to Hire.” *Conditionally Accepted at Administrative Science Quarterly*.

Working Papers

Yang, Tiantian, Ming D. Leung, and Jiayi Bao. 2018. “Approaching or Avoiding? Gender Asymmetry in Reactions to Prior Job Search Experience.” *in Preparation for Submission*

Bidwell, Matthew and Ming D. Leung. 2018. “Task Bundles and Inequality: How Coherence and Differentiation Shape Job Rewards.” *in Preparation for Submission*

Ng, Weiyi and Ming D. Leung. 2017. “Job Seeking as Self-Presentation: The Relational Versus Transactional Dimensions of Hiring.” *in Preparation for Submission*

Leung, Ming D. and Richard Lu. 2017. “The Dilemma of Mobility: The Differential Effects of Women and Men’s Erratic Career Paths.” *in Preparation for Submission*

Barach, Moshe, Ming D. Leung, and Sibio Lu. 2017. “Foot in the Door or Head and Shoulders Above the Rest? How Algorithmic Recommendations Affect Employer Search and Hiring Behavior.” *in Preparation for Submission*

PROJECTS IN-PROGRESS

- A field experiment to reduce racial hiring bias utilizing Computer Vision and Machine Learning AI Technologies to devise interventions on an online platform for temporary staffing of low wage jobs (with PhD students Sibio Lu and Richard Lu) *Data Analysis and Field Experiment in Process*
- A linguistic text analysis project to identify source of hiring bias against women in the tech industry. Analyzing 2.5 Million resumes to see if women and men vary in how they write their resumes and whether that leads to hiring differences at eight Bay Area tech firms (partnership with Atipica, a diversity hiring startup) *Data Analysis in Progress*
- A quasi-experimental investigation into how increasing visible contention in movie ratings increases user contributions to online movie opinion platforms (with USC PhD Student Jue Wang) *Manuscript in Preparation*
- Awarded a Kauffman Foundation Research Grant (of \$66,040) for “Democratizing Entrepreneurship” Access to a large and talented labor pool advantages entrepreneurial ventures. Does the rise of virtual contract labor markets, such as UpWork, ease the hiring of skilled workers for entrepreneurial ventures in geographically isolated locations?

AWARDS AND DISTINCTIONS

- Awarded Kauffman Foundation Grant for “Democratizing Entrepreneurship,” Fall 2017 (\$66,040)
- Awarded Fisher Center for Grant for Business Analytics Research UC Berkeley, Spring 2017
- Wharton People Analytics Conference – Research Paper Competition Finalist (3rd place), Spring 2017

- Hellman Family Faculty Fund Award – Casting a wider net: An investigation into whether having more women apply to male dominated jobs will improve gender imbalance, Fall 2016
- Institute for Research on Labor and Employment – Research Assistance Award, Summer 2014, 16, 17
- “Club 6” (mean teaching effectiveness ratings above 6.0 out of 7) for the required Leading People MBA class, Fall 2014-15, 2017

INVITED TALKS

- 2018 Stanford University, Stanford Conference on Hiring; IESE Business School, Madrid Work and Occupations Conference (Keynote Address); Disruption Today: Online Platforms and Their Impact on Talent Supply Chains (Panelist) at the Collaboration in the Gig Economy Conference (Oct 2018)
- 2017 London Business School, Strategy & Entrepreneurship; Institute for Research on Labor and Employment, UC Berkeley; Johnson School of Business, Cornell University; Desautels Faculty of Management, McGill University; Harvard Business School, Organizational Behavior Unit; University of California, Riverside; University of California, Santa Barbara, Wharton Business School, University of Pennsylvania
- 2016 Wharton Business School, University of Pennsylvania; Columbia Business School, Columbia University; Ross School of Business, University of Michigan; Marshall School of Business, University of Southern California; Merage School of Business, University of California, Irvine
- 2015 Institute for Research on Labor and Employment, UC Berkeley
- 2014 Sloan School of Business, MIT; Stanford University, Computational Social Science Conference
- 2013 New York University, Economic Sociology Workshop; Harvard Business School Entrepreneurship Unit
- 2012 National University of Singapore, Singapore; Bocconi University, Milan, Italy
- 2011 University of Michigan, Ross School of Business
- 2010 Columbia University, University of California – Los Angeles, University of California – Berkeley
- 2009 University of Chicago, Hong Kong University of Science and Technology, National University of Singapore, University of Southern California

CONFERENCE ACTIVITIES

- 2018 The Analytics of Careers: Using People Analytics in Careers Research
 Research on Internal Labor Markets: Challenges and Opportunities
 Career Paths: New Insights into the Types, Causes, and Consequences of Career Mobility between Firms
Invited Symposium Panelist, Academy of Management Annual Meeting Chicago, IL
- “Approaching or Avoiding? Gender Asymmetry in Reactions to Prior Job Search Experience”
Presenter, Academy of Management Annual Meeting Chicago, IL
- 2017 “Linguistic Text Analyses of Warmth and Competence Effects on Hiring”
Presenter, Wharton People Analytics Conference Philadelphia, PA

- “Taking a Pass: How Proportional Prejudice and the Decision Not to Hire Reproduce Gender Segregation”
Presenter, Inequality Conference at HEC Paris Paris, France
Presenter, Organizational Ecology Conference Madrid, Spain
Presenter, American Sociological Association Montreal, Canada
Presenter, Academy of Management Annual Meeting Atlanta, GA
- “The Dilemma of Mobility: The Differential Effects of Women and Men’s Erratic Career Paths”
Presenter, Academy of Management Annual Meeting Atlanta, GA
- “Learning to Hire? Hiring as a Dynamic Experiential Learning Process in an Online Market for Contract Labor”
Presenter, Academy of Management Annual Meeting Atlanta, GA
- Identities and Categories: Reflections, Integration, and Future Directions
 PDW on Optimal Distinctiveness
 OMT Doctoral Consortium
 Symposium Panelist, Academy of Management Annual Meeting Atlanta, GA
- 2016 “The Dilemma of Mobility: The Differential Effects of Women and Men’s Erratic Career Paths”
Presenter, Wharton People and Organizations Conference Philadelphia, PA
Presenter, European Group for Organization Studies Annual Meeting Naples, Italy
Presenter, Organizational Ecology Conference Catania, Italy
- “Learning to Hire? Hiring as a Dynamic Experiential Learning Process in an Online Market for Contract Labor”
 “Part-time Freelancing: The case of Elance.com”
Presenter, American Sociological Association Seattle, WA
- Categories and Competition Symposium
 Managing Through Technology Symposium
Presenter, Academy of Management Annual Meeting Anaheim, CA
- 2015 “For Love or Money? Gender Differences in How One Approaches Getting a Job”
Presenter, INAS Conference, Harvard University Cambridge, MA
Presenter, Computational Social Science Summit, Northwestern University Evanston, IL
- New Directions for Research on the Mechanisms of Career Mobility, Invited Participant
 New OMT Directions, Invited Participant
 Careers in Context: How Institutions and Social Structure Determine Career Patterns
 Evaluation and Assessment Under Uncertainty, Paper Session
 Explaining Employment and Mobility Patterns, Paper Session
Presenter, Academy of Management Annual Meeting Vancouver, Canada
- 2014 “Virtual Collective Production: Questions, Pitfalls and Possibilities for Organization Theory”
Symposium Co-Organizer, Academy of Management Annual Meeting Philadelphia, PA
- “Contention and Contribution: Spontaneous Solidarity and Discourse in the Collective Production of Movie Reviews”
Presenter, Academy of Management Annual Meeting Philadelphia, PA
Presenter, Organizational Ecology Conference Barcelona, Spain

- “For Love or Money? Gender Differences in How One Approaches Getting a Job”
Presenter, Junior Organizational Theory Faculty Workshop Berkeley, CA
Presenter, Wharton People and Organizations Conference Philadelphia, PA
- 2013 “How Categories Focus Attention in a Peer-to-peer Lending Market”
Presenter, Academy of Management Annual Meeting Orlando, FL
Presenter, Organizational Ecology Conference Budapest, Hungary
- 2012 “Job Categories and Geographic Identity: A Category Stereotype Explanation for Occupational Agglomeration”
Presenter, Academy of Management Annual Meeting Boston, MA
Presenter, European Group for Organization Studies Annual Meeting Helsinki, Finland
Presenter, Organizational Ecology Conference Copenhagen, Denmark
- 2011 “Falling Through the Cracks: How Naming Assists Object Comprehensibility in Ambiguous Space”
Presenter, Academy of Management Annual Meeting San Antonio, TX
Presenter, American Sociological Association Annual Meeting Las Vegas, NV
Presenter, Organizational Ecology Conference Lugano, Switzerland
“Apples to Oranges: How category overlap facilitates commensuration in an online labor market”
Presenter, Academy of Management Annual Meeting San Antonio, TX
Presenter, American Sociological Association Annual Meeting Las Vegas, NV
- “Category Dynamics” regular paper session
Chair and Facilitator, Academy of Management Annual Meeting San Antonio, TX
- 2010 “Dilettante or Renaissance Man? How the Sequence of Category Memberships Affects Credibility in an Online Market for Services”
Presenter, Academy of Management Annual Meeting Montreal, Canada
- “Knowledgeable Buyers: How Depth and Breadth of Audience Expertise Influences Producer Attention”
Presenter, Organizational Ecology Conference, invited Helsinki, Finland
Presenter, Academy of Management Annual Meeting Montreal, Canada
OMT Symposium “Categories and Markets: How Classificatory Schemata Can Enable and Distort Market Outcomes”
Organizer, Academy of Management Annual Meeting Montreal, Canada
- 2009 “Out of Sight, Out of Mind? The Mere Labeling Effect of Multi-category Membership”
Author, Academy of Management Annual Meeting Chicago, IL
Chair and Facilitator, Academy of Management Annual Meeting Chicago, IL
- “Sequential Category Membership and Credibility in an Online Market for Services”
Presenter, Organizational Ecology Conference, invited Verona, Italy
Presenter, Stanford/Berkeley OB Conference Berkeley, CA
- 2008 “Status Transfer Across Categorical Boundaries in an Online Market for Services”
Presenter, American Sociological Association Boston, MA
Presenter, Academy of Management Annual Meeting Anaheim, CA

- 2007 “Category Cognition: Audience Recognition of Winemaker Categories in the Barolo and Barbaresco Districts”
Presenter, American Sociological Association New York, NY
Presenter, Academy of Management Annual Meeting Philadelphia, PA
Presenter, Stanford/Berkeley OB Conference Stanford, CA
- OMT Symposium “Grade of membership effects and consequences”
Organizer, Academy of Management Annual Meeting Philadelphia, PA

TEACHING AND MENTORING

University of California - Berkeley, Haas School of Business
Instructor, Leading People, Full Time and Weekend MBA Required OB Class Fall, 2011-2015, 2017

- Most recent teaching effectiveness rating, 6.3/7.0 for two cohorts of Weekend MBA

Instructor, Research in Macro-Organizational Behavior, PhD Seminar Spring, 2011, 13, 15-17
 Fall 2014-15

PhD Student Advising

- Brian P. Reschke (Orals Chair, Dissertation Committee) 2010-15
- Weiyi Ng (Orals Chair, Dissertation Committee) 2011-17
- Alan Kluegel (Orals Committee, Outside faculty) 2015-16
- Richard Lu (Orals Committee) 2014-2017
- Gillian Gualtieri (Dissertation Committee, Outside faculty) 2015-2018
- Matthew Rowe (Dissertation Committee, Outside faculty) 2015-2018
- Sibio Lu (Dissertation Committee) 2015-2018
- Vanessa Hurley (Orals and Dissertation Committee, Outside faculty) 2016-2018
- Placed three PhD students into Data Scientist Roles at Bay Area Startups

ACADEMIC SERVICE

- Ad Hoc Reviewer 2006-present
Administrative Science Quarterly, American Sociological Review, American Journal of Sociology, Organization Science, Management Science, Academy of Management Journal, Industrial and Labor Relations, Social Forces, and Industrial and Corporate Change
- *Coordinator*, Haas School of Business, MORS Macro PhD Program 2013-2015
- *Faculty Member*, EW MBA Program Committee 2015
- *Conference Co-Organizer*, Junior Organizational Theory Faculty Workshop Fall 2014
- *Coordinator*, Haas School of Business, MORS Seminar series 2010-2011, Fall 2014
- *Organizer* of weekly Research Lunch for MORS Group 2010-2015

AFFILIATIONS

- American Sociological Association 2006-Present
- Academy of Management 2003-Present

NON-ACADEMIC WORK EXPERIENCE

- Boeing Company 2002 – 2003
Independent Consultant
- Worked closely with senior management to implement strategic initiatives.
 - Negotiated with managers, prioritized initiatives, and integrated operational system plans.
 - Analyzed and modeled unit cost savings of outsourcing of operations.
- Booz & Company Summer 1998, 1999 – 2002
Associate
- Recommended a novel approach to cutting costs that reduced a large aerospace manufacturer's IT budget to \$40 million from \$61 million
 - Gathered extensive data through internal and external interviews, archival reports and ethnographic studies.
- Neuro Trading Systems 1996 – 1997
Co-Founder and Equity Partner
- Launched a day-trading firm.
- PricewaterhouseCoopers 1994 – 1996
Consultant
- Improved efficiency and customer service of a nationwide sales-force.
- Accenture 1992 – 1994
Staff Consultant
- Modeled a telecommunications company's operations for activity-based costing studies.

PERSONAL

- Languages spoken: English (native), Cantonese and Mandarin (functional)
- Hobbies include: travel, cooking, photography, and the incredibly time consuming task of renovating a home
- Lives in Southern California with wife Nina, two sons Gio (9) and Eamon (6), and daughter Elsa (4)