

Tiantian Yang

Duke University
Department of Sociology
253 Soc/Psych Building, Box 90088
Durham, NC 27708-0088

Phone: (919)660-5760
Email: ty41@duke.edu
Homepage: <http://people.duke.edu/~ty41>

Academic Appointment

2014 Assistant Professor, Department of Sociology, Duke University

Education

2014 Ph.D. in Sociology, University of North Carolina at Chapel Hill
2012 M.S. in Statistics, University of North Carolina at Chapel Hill
2008 M.A. in Sociology, Peking University (China)
2005 B.A. in Sociology, Lanzhou University (China)

Visiting Scholar

2012 May-June Stockholm School of Economics (Sweden)
2010 Aug Jonkoping School of Business (Sweden)

Research Interests

Entrepreneurship and Innovation, Organizations, Economic Sociology, Social Inequality, Labor Markets, Social Networks, Gender, Quantitative Methods

Selected Awards and Fellowships

2013 Howard W. Odum Award for Excellence (given yearly to the most outstanding graduate student), UNC-CH 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

Publications

Journals

Yang, Tiantian, and Howard E Aldrich. 2014. "Who's the Boss? Explaining Gender Inequality in Entrepreneurial Teams." *American Sociological Review*, 79(2): 303-327

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

Aldrich, Howard E., and **Tiantian Yang**, How Do Entrepreneurs Know What to Do? Learning and Organizing in New Ventures. Forthcoming, *Journal of Evolutionary Economics* 24 (1): 59-82

Aldrich, Howard E., and **Tiantian Yang**. 2012. "What Did Stinchcombe Really Mean? Designing Research to Test the Liability of Newness among New Ventures." *Entrepreneurship Research Journal*

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Martinez, Martha, **Tiantian Yang**, and Howard E. Aldrich. 2011. "Entrepreneurship as an Evolutionary Process: Methodological Progress and Challenges." *Entrepreneurship Research Journal*, 1: 1. Article 4.

Book Chapters

Yang, Tiantian. 2008. "Restructuring Process of Managerial Succession: Strategic Actors and Power Relations -- A Case Study of China Mobile" *The Selection of Excellent Sociology M.A. Honor Theses in Peking Univ. Tsinghua Univ. and Renmin Univ.*, edited by Yefu Zheng, Suiming Pan and Yuan Shen. Shandong, China: Shandong Renmin Publishing House. (in Chinese)

Book Reviews

Yang, Tiantian. 2007. "Power and Rules: The Organizational Dynamics of Collective Action" by Erhard Friedberg, *Sociological Research (She Hui Xue Yan Jiu)*, vol.4. (in Chinese)

Yang, Tiantian. 2006. "The Bureaucratic Phenomenon" by Michel Crozier, *Sociological Research, (She Hui Xue Yan Jiu)*, vol. 6. (in Chinese)

Working Papers

Entrepreneurial Entry

Yang, Tiantian, "Industrial Agglomeration and Population Symbiosis: Entrepreneurial Entry in Community Context"

Yang, Tiantian, "On the Edge or In Between: Being in the Right Place to Become Entrepreneurs"

Entrepreneurship and Social Inequality

Yang, Tiantian, "The Roles of Market and Institutional Forces in Structuring Income Inequality in Sweden"

Yang, Tiantian and Karl Wennberg, "Divergent Pathways to Entrepreneurship: The Structural and Institutional Foundations of Gender Inequality in Sweden: From 1990 to 2011"

Yang, Tiantian, "Entrepreneurship among Spousal Couples: The Joint Effects of Family and Workplaces"

Entrepreneurship and Employment

Yang, Tiantian, "When Do Employee Entrepreneurs Hire Employees? A Social Network Approach to Startups' Employment"

Yang, Tiantian, Rebecca Zarutskie, and Howard E. Aldrich, "A Time to Die and A Time to Grow: When Do New Ventures Hire Employees?"

Rebecca Zarutskie and Tiantian Yang "How Have Young Firms (and their Founders) Fared During and After the Great Recession?"

Methodology

Yang, Tiantian, "Modeling Recurrent Events in the Presence of Informative Censoring: A Frailty Approach"

Yang, Tiantian, Howard E. Aldrich, and Martin Ruef, "All Organizations Were Once New: Revisiting Stinchcombe's "Liability of Newness""

Quantitative Training

Sociology

Regression Models (Yu Xie)
Hierarchical Linear Models (Stephen Raudenbush)
Longitudinal data analysis (Paul Allison)
Survival analysis (Paul Allison)
Missing data (Paul Allison)
Structural Equation Modeling (Ken Bollen)
Categorical Analysis (Guang Guo)

Statistics

Mathematical Statistics (Edward Carlstein)
Applied Statistics I (Richard Smith)
Applied Statistics II (Yunfeng Liu)
Statistical Theory I (Jan Hanning)
Statistical Theory II (Jan Hanning)

Biostatistics

Sample Survey Methods (William D. Kalsbeek)
Survival Analysis (Michael G Hudgens)
Longitudinal Analysis (Lloyd J. Edwards)

PRESENTATIONS

Invited Presentations

Carnegie Mellon University, Tepper School of Business, Sept 2014
Duke University, 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/Workshop Presentations(Attended and Scheduled)

- 2015 A Welfare State Paradox: Revisiting the Institutional Foundation of Gender Inequality in Entrepreneurship, Sweden 1990 – 2011, Southern Sociological Society Annual Meeting, New Orleans, LA
- 2015 Forged in the Heat of Battle: New Firms as Business Incubators, Duke Network Analysis Center, Duke University

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- 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

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- 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

Conferences Attended

- 2013 The 11th West Coast Research Symposium on Technology Entrepreneurship, Foster School of Business, University of Washington - Seattle
- 2013 Entrepreneurship Research Conference & Doctoral Consortium, University of Maryland, Robert H. Smith School of Business
- 2012 Entrepreneurship Research Conference & Doctoral Consortium, University of Maryland, Robert H. Smith School of Business
- 2012 Kauffman Firm Survey Research Workshop, Kauffman Foundation Conference Center, Kansas City
- 2012 American Economic Association Annual Conference, Chicago
- 2011 Duke/Kauffman Entrepreneurship, University of Duke, Fuqua School of Business

Professional Affiliations

- 2010 to Present Academy of Management
- 2010 to Present American Sociological Association
- 2011 to Present American Economic Association

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Teaching Experience

Duke University

Sociology of Entrepreneurship (Market and Management Studies), 2015 Spring
Organizations and Management (Market and Management Studies), 2015 Spring
Organizations and Management (Market and Management Studies), 2014 Fall, (4.80/5.0)
Gender, Work, and Organizations (Market and Management Studies), 2014 Fall, (4.46/5.0)

University of North Carolina-Chapel Hill

Formal Organizations and Bureaucracy, 2013
Data Collection and Analysis, 2010

Teaching Assistant

Data Collection and Analysis, Undergraduate course at UNC-CH (Ken Bollen)
Labor Force, Undergraduate course at UNC-CH (Arne Kalleberg)
Economy and Society, Undergraduate course at UNC-CH (Margarita Mooney)
Measurement and Data Collection, Undergraduate course at UNC-CH (Lisa Pearce)

Service

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 to 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

Kenan Distinguished Professor
Department of Sociology
University of North Carolina at Chapel Hill
Chapel Hill, NC 27599-3210
Phone: (919) 960-5044
Email: Howard_Aldrich@unc.edu

Arne Kalleberg

Kenan Distinguished Professor
Department of Sociology
University of North Carolina at Chapel Hill
Chapel Hill, NC 27599-3210
Phone: (919) 960-0630
Email: Arne_Kalleberg@unc.edu

Damon Phillips

James P. Gorman Professor of Business Strategy
Columbia Business School
Columbia University
New York, NY 10027
Phone: (212) 854-8546
Email: djphillips@columbia.edu

Martin Ruef

Egan Family Professor
Department of Sociology
Duke University
Durham, NC 27708
Phone: (919) 660-5792
Email: Mr231@duke.edu

Ted Mouw

Associate Professor
Department of Sociology
University of North Carolina, Chapel Hill
Chapel Hill, NC 27599-3210
Phone: (919)-962-5602
Email: tedmouw@email.unc.edu

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