

VICTORIA (SHU) ZHANG

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EMPLOYMENT

University of Wisconsin-Madison 2021 – Present
Assistant Professor of Management and Human Resources, Wisconsin School of Business
Assistant Professor of Sociology (by courtesy), Department of Sociology
Faculty Affiliate, Center for Demography of Health and Aging
Faculty Affiliate, Institute for Research on Poverty
Faculty Affiliate, La Follette School of Public Affairs

Yale University, School of Management 2019 – 2021
Postdoctoral Associate

EDUCATION

Yale University, School of Management 2019
Ph.D. in Organizations and Management

Cornell University, College of Arts & Sciences 2013
B.A. in Mathematics, *with Distinction*
B.A. in Economics, *with Distinction*

RESEARCH INTERESTS

Social Networks, Norm-Violations, Behavioral Change, Health Care

RESEARCH ARTICLES

- 2023 **Victoria Zhang**, Aharon Cohen-Mohliiver, and Marissa King. [“Where is All the Deviance? Liminal Prescribing and the Social Networks Underlying the Prescription Drug Crisis”](#) *Administrative Science Quarterly*.
- 2021 **Victoria Zhang** and Marissa King. [“Tie Decay and Dissolution: Contentious Prescribing in the Prescription Drug Epidemic”](#) *Organization Science*.
- 2020 Mark Olfson, **Victoria Zhang**, Michael Schoenbaum, and Marissa King. [“Trends in Buprenorphine Treatment in the United States, 2009-2018”](#) *JAMA*. (*impact factor: 120.7*)
- 2020 Mark Olfson, **Victoria Zhang**, Michael Schoenbaum, and Marissa King. [“Buprenorphine Treatment by Primary Care Providers, Psychiatrists and Addiction Specialists, and Other Prescribers”](#) *Health Affairs*. (*impact factor: 9.70*)

- 2020 Mark Olfson, **Victoria Zhang**, Marissa King, and Ramin Mojtabai. “Changes in Buprenorphine Prescriptions Following Medicaid Expansion” *Psychiatric Services*.
- 2019 **Victoria Zhang**, Mark Olfson, and Marissa King. [“Opioid and Benzodiazepine Coprescribing in the United States Before and After US Food and Drug Administration Boxed Warning”](#) *JAMA Psychiatry*. (impact factor: 25.91)

WORK IN PROGRESS

- “Networks, Regulations, and Abandonment of Contentious Practices” (Under Review)
- “Quasi-Exogenous Network Exclusion and Patient Outcomes” (Victoria Zhang, Susan Busch, and Chima Ndumele, In Preparation for Submission to *Management Science*)
- “Distinct Paths, Social Influence and the Escalation and Cessation of Contentious Practices” (Working Paper)
- “Network Exclusions and Changes in Norms” (w/ Chima Ndumele, Data Analysis)
- “Mega Threats and Network Resilience” (w/ Jisoo Park, In Progress)
- “Imprinting and Deviance” (w/ Mathijs de Vaan, In Progress)
- “Networks and Learning from Adverse Events” (In Progress)
- “Workplace Dynamics and Health” (w/ Letian Zhang, Data Collection)

AWARDS, HONORS, AND GRANTS

- 2023 Erwin A. Gaumnitz Distinguished Junior Faculty Research Award, Wisconsin School of Business
- 2023 Wisconsin Alumni Foundation Research Grant (\$82,099)
- 2017 Conference Travel Fellowship, Graduate Student Assembly, Yale University
- 2010 – 2013 *Omicron Delta Epsilon*, International Honor Society for Economics
- 2009 – 2013 Dean’s List, All Semesters, Cornell University

INVITED TALKS

- 2024 Desautels, McGill University (*scheduled*)
- 2023 Institute for Research on Poverty, UW-Madison
- 2022 Brauer Group Lab, Department of Psychology, UW-Madison
La Follette School of Public Affairs, UW-Madison
Keynote Speaker, Carol Emmott Foundation Annual Alumni Meeting

2021	Tuck School of Business, Dartmouth College
2020	Wisconsin School of Business, University of Wisconsin-Madison * Carroll School of Management, Boston College * Jones Graduate School of Business, Rice University * Hong Kong University of Science and Technology * The University of Hong Kong * Chinese University of Hong Kong, Shenzhen * The Hong Kong Polytechnic University * City University of Hong Kong * * <i>Virtual</i>

TEACHING AND SPEAKING

Instructor, University of Wisconsin-Madison

Managing Organizations (Core Business Curriculum) (Fall 2021, 2022, 2023)

Guest Lecture, Managing Groups & Teams, Negotiations (Spring 2022, 2023)

Invited Keynote Speaker at Carol Emmott Foundation Annual Meeting (2022, 2023)

Teaching Assistant, Yale School of Management

Innovator (EMBA Core Curriculum), Spring 2016, Spring 2018

Managing Strategic Networks (MBA Elective), Spring 2014, Spring 2017

Global Virtual Teams (MBA Core Curriculum), Spring 2018

Managing Groups & Teams (MBA Core Curriculum), Fall 2017

Mathematics and Economics Tutor, Cornell University (Fall & Spring 2011)

CONFERENCES AND CONSORTIA

2023	Wharton People and Organizations Conference (Philadelphia, PA) STR Junior Faculty Consortium, OMT Junior Faculty Consortium, AOM (Boston, MA)
2022	STR Junior Faculty Consortium, AOM (Seattle, WA)
2021	Symposium on Social Norm Emergence and Deviance in Organizations, AOM (virtual)
2020	Economic Sociology Conference, Emory University (Atlanta, GA) (Poster Presentation)
2019	Symposium on Ethics at the Fringe, AOM (Boston, MA) OMT Doctoral Consortium, AOM (Boston, MA)
2018	INSEAD Network Evolution Conference (Fontainebleau, France) Symposium on Network Evolution, AOM (Chicago, IL)

- 2017 ASA Annual Meeting (Montreal, CA)
 AOM (Atlanta, GA)
 SUNBELT International Social Networks Conference (Beijing,
 China)
- 2016 AOM (Anaheim, CA)
 Trans-Atlantic Doctoral Conference, London Business School (London, UK)

PROFESSIONAL ACTIVITIES AND SERVICE

- 2017 – Ad Hoc Reviewer for
 American Sociological Review, Health Services Research, Management Science,
 Organization Science
 Reviewer for *Academy of Management Annual Meetings*
- 2021 – Co-Organizer, MHR Research Seminar Series, UW-Madison
- 2023 – Faculty Senate, UW-Madison
- 2023 – PhD Recruitment Committee, Department of Management and Human
 Resources, UW-Madison
- 2021 – 2022 Undergraduate Core Curriculum Committee, Wisconsin School of Business
- 2021 PhD Dissertation Committee for Won-Tak Joo
 (Placement: Postdoctoral Fellow, UC Berkeley)
- 2016 – 2018 Co-organizer, Markets, Enterprises, and Networks Seminar, Yale School of
 Management

LANGUAGES

English (fluent), Mandarin (fluent), Japanese (proficient), French (basic)