

# MING D. LEUNG

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## CURRENT POSITION

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<b>University of California - Berkeley, Haas School of Business</b> Assistant Professor in the Management of Organizations Group Off tenure clock in 2011 and 2013	Berkeley, California July, 2010 – Present
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## EDUCATION

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

## RESEARCH PAPERS

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- 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.
- 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.
- Negro, Giacomo and Ming D. Leung. 2013. "'Actual' and Perceptual Effects of Category Spanning." *Organization Science*, 24 (3): 684-696.
- Leung, Ming D. 2017. "Learning to Hire? Hiring as a Dynamic Experiential Learning Process in an Online Market for Contract Labor" *Conditionally Accepted at Management Science*
- Leung, Ming D. 2017. "Failed Searches: How Job Applicant Pool Experience Variety Affects an Employer's Likelihood of Deciding to Not Hire." *Under 2<sup>nd</sup> revision for Administrative Science Quarterly*.
- Leung, Ming D. and Sharon Koppman 2017. "Taking a Pass: How Proportional Prejudice and the Decision to Not Hire Reproduce Sex Segregation" *Under Review*
- Leung Ming D. and Nate Fast. 2017. "Doing the same thing but expecting different results: The role categorization effect of "startup" versus "large corporation" on perceived entrepreneurial self-efficacy" *Working Paper*
- Ng, Weiyi and Ming D. Leung. 2017. "Do nice people finish last? Linguistic text analyses of warmth and competence effects on hiring" *Working paper*.
- Richard Lu. 2016. "The Dilemma of Mobility: The differential effects of women and men's erratic career paths" *Working paper*

## INVITED TALKS

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- 2017 Institute for Research on Labor and Employment, UC Berkeley; Johnson School of Business, Cornell University; Desautels Faculty of Management, McGill University; 2017 Wharton People Analytics Conference; Harvard Business School, Harvard University (May 2017)
- 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

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- 2016 “The dilemma of mobility: The differential effects of women and men’s erratic career paths”  
*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 Junior Organizational Theory Faculty Workshop  
*Conference Co-Organizer* Berkeley, CA
- “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” (previously, “Sequential category membership and credibility in an online marketplace 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 marketplace 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 marketplace 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 district”  
*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

2006 “No Barriquer, No Berlusconi: Collective identity, contention, and authenticity in the making of Barolo and Barbaresco wines,” with Giacomo Negro, Michael T. Hannan, and Hayagreeva Rao  
*Presenter, Stanford/Berkeley OB Conference* Berkeley, CA

**TEACHING**

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

- Most recent ratings, 6.3/7.0 for Weekend MBA

*Instructor, Research in Macro-Organizational Behavior, PhD Seminar* Spring, 2011, 13, 15, 16  
Fall 2014-15

Stanford University, Graduate School of Business  
*Course Assistant, Human Resource Management for Prof. Hayagreeva Rao* Spring 2007, 2009  
*Course Assistant, Global Contexts in Management for Prof. William Barnett* Fall 2008

University of North Carolina, Keenan-Flagler Business School  
*Course Assistant, Strategic Management, for Prof. Scott Turner* Spring 2004

**NON-ACADEMIC WORK EXPERIENCE**

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Boeing Company 2002 – 2003  
*Philadelphia, Pennsylvania*  
*Independent Consultant*

- Worked closely with senior management to implement strategic initiatives.
- Negotiated with line managers, prioritized initiatives, and integrated operational system plans.
- Analyzed and modeled unit cost savings of outsourcing of operations.

Booz & Company Summer 1998, 1999 – 2002  
*Chicago, Illinois and New York, New York*  
*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  
*San Francisco, California*  
*Co-Founder and Equity Partner*

- Launched a day-trading firm.

PricewaterhouseCoopers 1994 – 1996  
*New York, New York*  
*Consultant*

- Improved efficiency and customer service of a nationwide sales-force.

Accenture 1992 – 1994  
*New York, New York*  
*Staff Consultant*

- Modeled a telecommunications company’s operations for activity-based costing studies.

## ACADEMIC SERVICE

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- Ad Hoc Reviewer: *Administrative Science Quarterly*, *American Sociological Review*, *Organization Science*, *Management Science*, *Academy of Management Journal*, *Social Forces*, and *Industrial and Corporate Change* 2006-present
- PhD Student Advising
  - Brian P. Reschke (Orals Chair, Dissertation Committee) 2010-2016
  - Weiyi Ng (Orals Chair, Dissertation Committee) 2011-2017
  - Gillian Gualtieri (Dissertation Committee, Outside faculty) 2015-present
  - Alan Kluegel (Orals Committee, Outside faculty) 2015-present
  - Vanessa Hurley (Orals Committee, Outside faculty) 2016-present
- *Coordinator*, Haas School of Business, MORS Macro PhD Program 2013-2015
- *Faculty Member*, EWMBA Program Committee 2015
- *Coordinator*, Haas School of Business, MORS Seminar series 2010-2011, Fall 2014
- *Organizer* of weekly Research Lunch for MORS Group 2010-2015

## AFFILIATIONS

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

## AWARDS AND DISTINCTIONS

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- “Club 6” Fall 2014, for teaching ratings above 6.0 out of 7 point scale for Evening and Full-Time MBA program
- Hellman Family Faculty Fund Award, Fall 2016 – Casting a wider net: An investigation into whether having more women apply to male dominated jobs will improve gender imbalance
- IRLE Research Assistance Award, Summer 2014, 2016
- Runner up Louis Pandy Best Dissertation Paper Award for “Dilettante or Renaissance Man? How the sequence of category memberships affects credibility in an online market for services,” 2010
- Lester Langford Morse Scholarship 2007-09
- Charles W. Bonner Fellowship 2007-09
- Chester N. Weaver Fellowship 2005-06, 2007-08
- G. Cal Setzer Fellowship 2006-07
- Robert E. Gross/Lockheed Fellowship 2006-07
- Don Brewer and Gordon Cain Fellowship 2006-07

## PERSONAL

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- Languages: English (native), Cantonese and Mandarin (functional)
- Hobbies include: travel, cooking, and photography, and recently, renovating my house
- Lives in Berkeley with wife (Nina) and sons (Gio and Eamon) and daughter (Elsa)