

Thomas Lyttelton

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Research interests Informal social relations; politics in and around firms; hiring; inequality.

Employment **University of Kentucky, Gatton College of Business and Economics**
Assistant Professor of Management 2026-

MIT Sloan School of Management

Postdoctoral associate, Work and Organization Studies Group 2024-2026
Parental leave 2026

Copenhagen Business School

Postdoctoral researcher, Department of Organization 2021-2024
Parental leave 2023

Education **Yale University**
PhD, Sociology 2021

Cambridge University

MPhil, Historical Studies (distinction) 2011
BA Hons, History (double first) 2009

Journal articles Nicholas Martindale, **Thomas Lyttelton**, and Lasse Henriksen, 2026. ‘[The gendered intergenerational transmission of managerial status.](#)’ *American Sociological Review*, 91 (4), 674-707.

Thomas Lyttelton and Nathan Wilmers, 2026. ‘[The politicization of wage setting.](#)’ *Administrative Science Quarterly* (online first).

Thomas Lyttelton, Lasse Henriksen (equal contributors), and Emil Begtrup-Bright, 2025. ‘[What makes a contact valuable? Hiring, organizational networks and the advantage of network closure.](#)’ *American Journal of Sociology*, 131 (1), 111-148.

Emma Zang, Tan Poh Lin, **Thomas Lyttelton**, and Anna Guo, 2024. ‘[Impacts of the COVID-19 Lockdown on Gender Inequalities in Time Spent on Paid and Unpaid Work in Singapore.](#)’ *Population and Development Review*, 50 (S1), 303-337.

Thomas Lyttelton, Emma Zang, and Kelly Musick, 2023. '[Parents' work arrangements and gendered time use during the COVID-19 pandemic.](#)' *Journal of Marriage and Family*, 85(2), 657-673.

Thomas Lyttelton, Emma Zang, and Kelly Musick, 2022. '[Telecommuting and gender inequalities in parents' paid and unpaid work before and during the COVID-19 pandemic.](#)' *Journal of Marriage and Family*, 84(1), 230-249.

[Replication file](#)

IPUMS Research Awards, Best Graduate Student Time Use Paper

Thomas Lyttelton and Emma Zang, 2022. '[Occupations and sickness-related absences during the COVID-19 pandemic.](#)' *Journal of health and social behavior*, 63(1), 19-36.

In progress

Thomas Lyttelton, Nathan Wilmers, and Dylan Nelson. '[Are decredited jobs a route to upward mobility?](#)' Conditional accept, *Nature Human Behaviour*.

Thomas Lyttelton, Olav Sorenson, and Lasse Henriksen. '[Social capital and hiring in startups.](#)' Submitted.

Thomas Lyttelton. 'Sociability between coworkers and social fit at work.' Submitted.

Emma Zang, Sunnee Bilingley, **Thomas Lyttelton**, and Kelly Musick. 'Remote work and Fertility in Comparative Perspective'. In preparation.

Thomas Lyttelton and Lasse Henriksen. 'Organizationally imprinted networks and gender disparities in the labor market.' In preparation.

Lasse Henriksen and **Thomas Lyttelton**. 'A causal test of the effect of tie strength on hiring'. In preparation.

Thomas Lyttelton and Nathan Wilmers. 'Organizational inequality, status threat, and partisan switching.' In preparation.

Thomas Lyttelton, Maxim Massenkoff, and Nathan Wilmers. 'AI in the social sciences.' In preparation.

Other publications

Thomas Lyttelton, Nathan Wilmers, and Maxim Massenkoff. '[Coding agents in the social sciences](#)'. Anthropic. 2026.

Thomas Lyttelton, Dylan Nelson, and Nathan Wilmers. ‘How Hiring Changes—and Doesn’t Change—When Employers Stop Requiring a Bachelor’s Degree’. Gates Foundation report. 2024.

Thomas Lyttelton and Emma Zang. ‘The Spread of COVID-19 in U.S. Workplaces and the Role of the Occupational Health and Safety Administration’. Scholars Strategy Network Key Findings Brief. 2021.

Thomas Lyttelton, Emma Zang, Kelly Musick. ‘Before and During COVID-19: Telecommuting, Work-Family Conflict, and Gender Equality’. Council for Contemporary Families Policy Brief. 2020. Coverage: Harvard Business Review, CNN, Boston Globe, Live Science, WBZ Radio, The Breadwinners

Dissertation	Title: ‘The Causes and Consequences of Social Interactions Between Coworkers’	
	Committee: Olav Sorenson (co-chair), UCLA Anderson School of Management; Emily Erikson (co-chair); Vida Maralani, Cornell; Donald Tomaskovic-Devey, UMass Amherst	
Awards and honors	ABCD Reviewer Award, AOM Organization and Management Theory	2023
	Sussman Prize for best dissertation, Yale Sociology Department	2021
	Best Graduate Student Time Use Paper, IPUMS Research Awards	
Invited talks	Harvard University, Sociology. Economic Sociology Seminar	2025
	Yale University, Sociology. Sussman Lecture	2023
	University of Maryland. Time Use Data for Health and Well-being Conference	
	University of Copenhagen, Sociology. Colloquium	2022
	University of Copenhagen, Sociology. Quantitative Methods Group	2021
	Harvard Business School, Organizational Behavior	2020
Conference presentations	2025. Academy of Management; People and Organizations; Population Association of America Annual Meeting	
	2024. Work and Family Research Network Conference; People and Organizations	
	2023. Academy of Management; Association for Public Policy Analysis and Management Research Conference	
	2022. Academy of Management; RC28 Summer Conference; European Group for Organizational Studies	
	2021. Population Association of America Annual Meeting; Federal Reserve Uneven Outcomes in the Labor Market Conference	

2020. RC28 Conference on Social Stratification under the Coronavirus Pandemic

2019. American Sociological Association Annual Meeting; Population Association of America Annual Meeting

Teaching fellowships	Introduction to Population Studies for Emma Zang	2021
	Poverty and Social Policy for Rourke O'Brien	2020
	Intermediate Quantitative Methods for Emma Zang	
	Computers, Networks and Society for Scott Boorman	2019
	Sociology Seniors' Seminar for Rene Almeling	2017
	Multivariate Statistics for Jonathan Reuning-Schurer	
	Analysing Quantitative Data for Donald Treiman	2016
	American Economic History for Naomi Lamoreaux	

Service	Admissions Committee, Sociology Department, Yale University	2016
	Student Representative, Sociology Department, Yale University	2015-2016
	Organizer, CIQLE Methods Workshop, Yale University	2014-2016

Reviewer for *Academy of Management*; *American Sociological Review*; *Archives of Women's Mental Health*; *Community Work, and Family*; *Demographic Research*; *European Sociological Review*; *Gender and Society*; *Gender, Work and Organizations*; *Human Relations*; *Journal of Marriage and Family*; *Journal of Health and Social Behavior*; *Management Science*; *Social Currents*; *Social Forces*; *Social Problems*; *Sociological Science*; *The Sociological Quarterly*; *Socio-economic Review*; *Strategic Management Journal*.

Grants and fellowships	Early Career Fellow, Work and Family Researchers Network	2024-2025
	Rose Research Grant (\$3000), Yale	2020-2021
	Policy Fellow, The Institute of Social and Policy Studies (\$3000), Yale	2016-2017
	Grant to attend ICPSR short course on network methods (\$1000), Yale	2016
	Grant to attend ICPSR short course on spatial econometrics (\$1000), Yale	2015
	Clare Mellon Fellowship, Yale University	2012-2014
	AHRC Funded Research Fellowship, Cambridge University	2013