

Blaine Landis

Assistant Professor of Organizational Behavior

University College London

School of Management

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EDUCATION

- 2014 PhD **University of Cambridge**
Management and Organizational Behavior
St Benavitch Scholar, St Catharine's College
- 2009 MPhil **University of Cambridge**
Innovation, Strategy and Organization
- 2008 MA **University of Tulsa**
Industrial and Organizational Psychology
- 2006 BA **Washburn University**
Psychology with University and Departmental Honors

ACADEMIC POSITIONS


- 2015— **University College London**
Assistant Professor of Organizational Behavior
- 2013—2015 **University College London**
Postdoctoral Research Associate in Organizational Behavior


RESEARCH AREAS


- Social networks
- Personality
- Interpersonal perception
- Power and status


JOURNAL ARTICLES


Byron, K., & Landis, B. 2019. Relational misperceptions in the workplace: New frontiers and challenges. Forthcoming at *Organization Science*.

Tasselli, S., Kilduff, M., & Landis, B. 2018. Personality change: Implications for organizational behavior. *Academy of Management Annals*, 12: 467-493. 

Landis, B., Kilduff, M., Menges, J., & Kilduff, G. 2018. The paradox of agency: Feeling powerful reduces brokerage opportunity recognition yet increases willingness to broker. *Journal of Applied Psychology*, 103: 929-938. 


Landis, B., & Gladstone, J. 2017. Personality, income, and compensatory consumption: Low-income extraverts spend more on status. *Psychological Science*, 28: 1518-1520. 
○ Featured in *The Economist*

Landis, B. 2016. Personality and social networks in organizations: A review and future directions. *Journal of Organizational Behavior*, 37: S107-S121. 

Fang*, R., Landis*, B., Zhang, Z., Anderson, M., Shaw, J., & Kilduff, M. 2015. Integrating personality and social networks: A meta-analysis of personality, network position, and work outcomes in organizations. *Organization Science*, 26: 1243-1260. 
[* Authors contributed equally]

BEST PAPER PROCEEDINGS, BOOK CHAPTERS, AND OTHER PUBLICATIONS

Tasselli, S., Kilduff, M., & Landis, B. 2018. Becoming more conscientious. *Harvard Business Review*. 

Horscroft, J., Kotwica, A., Laner, V., West, J., Hennis, P., Levett, D., Howard, D., Fernandez, B., Burgess, S., Ament, Z., Gilbert-Kawai, E., Vercueil, A., Landis, B., Mitchell, K., Mythen, M., Branco, C., Johnson, R., Feelisch, M., Montgomery, H., Griffin, J., Grocott, M., Gnaiger, E., Martin, D., & Murray, A. 2017. Metabolic basis to Sherpa altitude adaptation. ***Proceedings of the National Academy of Sciences***, 114: 6381-6387. 

Kilduff, M., & Landis, B. 2010. Review of Neighbor networks: Competitive advantage local and personal (by R. S. Burt). ***Administrative Science Quarterly***, 55: 677-679.

Tett, R. P., Hopper, J., Swaim, B., & Landis, B. 2008. Individual factors: Personality and motivation. In R. L. Rees (Ed.), ***A Handbook of the Psychology of Intelligence Analysis***. Washington, DC: Director of National Intelligence's Top Secret wiki, Intellipedia.

ACADEMIC SERVICE

Editorial Board Member:

- *Journal of Applied Psychology*

Ad Hoc Reviewer

- *Academy of Management Annual Meeting*
- *Academy of Management Review*
- *Administrative Science Quarterly*
- *Journal of Business Research*
- *Journal of International Business Studies*
- *Journal of Management Studies*
- *Journal of Organizational Behavior*
- *Management Science*
- *Organization Science*
- *Personnel Psychology*

TEACHING EXPERIENCE

UNIVERSITY COLLEGE LONDON

- MBA: Leading Organizations (2019—)
- Graduate and Undergraduate: Organizational Behavior (2015—)
- Undergraduate: Business Psychology (Summer, 2017)

UNIVERSITY OF CAMBRIDGE

- Undergraduate: Organizational Behavior (2014)

CAMBRIDGE JUDGE BUSINESS SCHOOL EXECUTIVE EDUCATION

- Prudential: Social Networks and Strategic Influence (2013)

INTERNATIONAL SUMMER SCHOOLS HELD AT CAMBRIDGE COLLEGES

- Business Management (Downing and Trinity Hall, Summer, 2010-2011, 2013-2016)
- Personality and Social Psychology (Peterhouse, Summer, 2009)

CONFERENCE PRESENTATIONS

Landis, B. 2019. ***Revisiting extraversion and leadership emergence: A dynamic network perspective.*** Paper to be presented at the annual meeting of the Academy of Management, Boston.

* *Best Paper Proceedings (Top 10% of Papers Designated by the Program Chair of the OB Division)*

Landis, B., & Menges, J. 2018. ***The dynamics of unsolicited advice.*** Paper presented at the annual meeting of the Academy of Management, Chicago.

Landis, B., Kilduff, M., Menges, J., & Kilduff, G. 2017. ***Brokerage and opportunity recognition: The role of power.*** Paper presented at the annual meeting of the Academy of Management, Atlanta.

Landis, B., & Byron, K. 2016. ***Misperceiving workplace relationships: Imagined and overlooked ties in social networks at work.*** Paper presented at the annual meeting of the Academy of Management, Anaheim.

Landis, B., & Byron, K. 2016. ***Misperceiving workplace relationships: Imagined and overlooked ties in organizational social networks.*** Paper presented at the 7th Intra-Organizational Network Conference, Lexington.

- Landis, B. 2015. ***Status predicts who initiates connections with whom.*** Paper presented at the 1st International Convention of Psychological Science, Amsterdam, the Netherlands.
- Landis, B. 2014. ***Exploring the frontiers of personality and social network research in organizations.*** Symposium conducted at the annual meeting of the Academy of Management, Philadelphia.
- Landis, B., Piff, P., Cuddy, A., Wu, Y., van der Lowe, I., Simon-Thomas, E., Gorintin, C., Fleming, P., Keltner, D., & Kogan, A. 2014. ***Friending upward: A global test of status and friendship dynamics.*** Paper presented at the Society for Personality and Social Psychology Conference, Austin.
- Landis, B., Fang, R., Anderson, M., & Shaw, J. 2013. ***Personality, network position, and performance: A meta-analysis.*** Paper presented at the annual meeting of the Academy of Management, Orlando.
- Landis, B., & Kilduff, G. 2013. ***Recognizing network constraints and opportunities: The role of power.*** Paper presented at the annual meeting of the Academy of Management, Orlando.
- Landis, B. 2013. ***Reconciling personality and social networks: A meta-analysis of personality, social network position, and work outcomes in organizations.*** Paper presented at the 13th London Business School Trans-Atlantic Doctoral Conference, London.
- Landis, B., Kilduff, M., & Menges, J. 2013. ***Anger and rival network perception.*** Paper presented at the 28th Society for Industrial and Organizational Psychology Conference, Houston.
- Landis, B. 2012. ***Reconciling personality and social networks: A meta-analysis of personality, network position, and work outcomes in organizations.*** Paper presented at the Cambridge Judge Business School Winter Doctoral Conference.
* Winner of the Best Paper Award
- Landis, B. 2012. ***Power and social network distortion in organizations.*** Paper presented at the 12th London Business School Trans-Atlantic Doctoral Conference, London.
- Landis, B., Barrett, M., & Oborn, E. 2011. ***Knowledge sharing and network centrality: The role of reputations.*** Paper presented at the annual meeting of the Academy of Management, San Antonio.

Landis, B. 2010. ***Breaking up is hard to do? Personality effects on changes to entrepreneurs' social networks.*** Paper presented at the annual meeting of the Academy of Management, Montreal.

Landis, B., Barrett, M., Kilduff, M., & Oborn, E. 2010. ***Barriers to knowledge: The exchange of expertise between medical specialists and researchers.*** Symposium held at the annual meeting of the Academy of Management, Montreal.

* *Finalist for the Emerald Best International Symposium Award*

Menges, J., Landis, B., Spataro, S., & Salovey, P. 2010. ***Choosing your battles wisely: Emotional intelligence and the leniency bias.*** Symposium held at the annual meeting of the Academy of Management, Montreal.

Landis, B. 2010. ***There is plenty of room at the bottom: A qualitative and quantitative review of personality and social network centrality.*** Paper presented at the 4th Intra-Organizational Network Conference, Lexington.

Landis, B., Pogson, C., & Pierce, S. 2008. ***Getting along at work: The predictive value of communion striving.*** Poster presented at the 23rd Society for Industrial and Organizational Psychology Conference, San Francisco.

* *Allan Chapman Presentation Award*

HONORS, GRANTS, AND AWARDS

Best Paper Award, Cambridge Judge Business School Winter Doctoral Conference (2012)

Grant from the European Office of Aerospace Research and Development, U.S. Air Force Office of Scientific Research, for the Project "The Effect of Enmity on Social Network Perceptions" (2011)

Grant from the European Office of Aerospace Research and Development, U.S. Air Force Office of Scientific Research, for the Project "Social Network Perceptions and Leadership Effectiveness" (2010)

St. Benavitch Scholarship for Management Studies, St. Catharine's College, University of Cambridge (2009-2013)

Glynn Jones Scholarship for Management Studies, Downing College (Turned Down to Accept Benavitch Scholarship), University of Cambridge (2009)

Overseas Trust Award, University of Cambridge (2008)

Allan Chapman Presentation Award for the Paper "Getting Along at Work: The Predictive Value of Communion Striving" (2008)

Allyn and Bacon Award for Empirical Research from the American Psychological Association (2006)

Anderson Scholarship for Outstanding Academic Achievement from the Washburn University Department of Psychology (2005)

International Summer School Scholarship, Selwyn College, University of Cambridge (2004)