

## Martin Kilduff

Deputy Director (Research), Head of Organizations and Innovation group, and Professor  
UCL School of Management  
University College London  
1 Canada Square, London E14 5AB  
email: m.kilduff@ucl.ac.uk

**EDUCATION:** Ph.D., M.S., Cornell University  
B.A., Washington State University  
M.A., University of Cambridge

## JOURNAL ARTICLES

1. Tasselli, S., & Kilduff, M. 2021. Network agency. *Academy of Management Annals*, forthcoming.
2. Kilduff, M., & Lee, J.W. 2020. The integration of people and networks. *Annual Review of Organizational Psychology and Organizational Behavior*, 7: 155-179.
3. Tasselli, S., Kilduff, M., & Landis, B. 2018. Personality change: Implications for organizational behavior. *Academy of Management Annals*, 12: 467-493.
4. Landis, B., Kilduff, M., Menges, J., & Kilduff, G. J. 2018. The paradox of agency: Feeling powerful reduces brokerage opportunity recognition yet increases willingness to broker. *Journal of Applied Psychology*, 103: 929-938.
5. Tasselli, S., & Kilduff, M. 2018. When brokerage between friendship cliques endangers trust: A personality -- network fit perspective. *Academy of Management Journal*, 61: 802-825.
6. Kilduff, M., Crossland, C., Tsai, W., Bowers, M.T. 2016. Magnification and correction of the acolyte effect: Initial benefits and ex post settling up in NFL coaching careers. *Academy of Management Journal*, 59: 352-375.
7. Fang, R., Landis, B., Zhang, Z., Anderson, M.H., Shaw, J. D., & 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. <http://pubsonline.informs.org.libproxy.ucl.ac.uk/doi/pdf/10.1287/orsc.2015.0972>
8. Brands, R. A., Menges, J., & Kilduff, M. 2015. The Leader-In-Social-Network Schema: Perceptions of network structure affect gendered attributions of charisma. *Organization Science*, 26: 1210-1225. <http://pubsonline.informs.org.libproxy.ucl.ac.uk/doi/pdf/10.1287/orsc.2015.0965>  
*Best leadership-related article award 2018 from Ihnatowycz Institute for Leadership, Western University, Canada, for article published three years previously.*
9. Menges, J., & Kilduff, M. 2015. Group emotions: Cutting the Gordian knots concerning terms, levels-of-analysis, and processes. *Academy of Management Annals*, 9: 849-932. *Winner of the inaugural Best Paper Award for the 2015 volume.*

10. Menges, J. I., Kilduff, M., Kern, S., & Bruch, H. 2015. The awe-struck effect: Followers suppress emotion expression in response to charismatic but not individually considerate leadership. *The Leadership Quarterly*, 26: 627-641.
11. Tasselli, S., Kilduff, M., & Menges, J. 2015. The micro foundations of organizational social networks: A review and an agenda for future research. *Journal of Management*, 41: 1361-1387.  
<http://jom.sagepub.com.libproxy.ucl.ac.uk/content/41/5/1361.full.pdf+html>
12. Brands, R. A., & Kilduff, M. 2014. Just like a woman? Effects of gender-biased perceptions of friendship network brokerage on attributions and performance. *Organization Science*, 25: 1530-1548.  
<http://pubsonline.informs.org/doi/pdf/10.1287/orsc.2013.0880>
13. Burt, R. S., Kilduff, M., Tasselli, S. 2013. Social network analysis: Foundations and frontiers on advantage. *Annual Review of Psychology*, 64: 527-547.
14. Toegel, G., Kilduff, M., & Anand, N. 2013. Emotion helping by managers: An emergent understanding of discrepant role expectations and outcomes. *Academy of Management Journal*, 56: 334-357.
15. Balkundi, P., Kilduff, M., & Harrison, D. A. 2011. Centrality and charisma: Comparing how leader networks and attributions affect team performance. *Journal of Applied Psychology*, 96: 1209-1222.
16. Kilduff, M., Mehra, A., & Dunn, M. 2011. From blue sky research to problem solving: A philosophy of science theory of new knowledge production. *Academy of Management Review*, 36: 297-317.
17. Kilduff, M., & Chiaburu, D.S., & Menges, J.I. 2010. Strategic use of emotional intelligence in organizational settings: Exploring the dark side. *Research in Organizational Behavior*, 30: 129-152.
18. Kilduff, M., & Brass, D. J. 2010. Organizational social network research: Core ideas and key debates. *Academy of Management Annals*, 4: 317-357.
19. Kilduff, M., & Brass, D. J. 2010. Job design: a social network perspective. *Journal of Organizational Behavior*, 31: 309–318.
20. Oh, H., & Kilduff, M. 2008. The ripple effect of personality on social structure: Self-monitoring origins of network brokerage. *Journal of Applied Psychology*, 93: 1155-1164.
21. Kilduff, M., Crossland, C., Tsai, W., & Krackhardt, D. 2008. Organizational network perceptions versus reality: A small world after all? *Organizational Behavior and Human Decision Processes*, 107: 15-28.
22. Toegel, G., Anand, N., & Kilduff, M. 2007. Emotion helpers: The role of high positive affectivity and high self-monitoring managers. *Personnel Psychology*, 60: 337-365.

23. Balkundi, P., Kilduff, M., Michael, J., & Barsness, Z. 2007. Demographic antecedents and performance consequences of structural holes in work teams. *Journal of Organizational Behavior*, 28: 241-260.
24. Kilduff, M., Tsai, W., & Hanke, R. 2006. A paradigm too far? A dynamic stability reconsideration of the social network research program. *Academy of Management Review*, 31: 1031-1048.
25. Kilduff, M., & Oh, H. 2006. Deconstructing diffusion: An ethnostatistical examination of Medical Innovation network data reanalyses. *Organizational Research Methods*, 9: 432-455.
26. Balkundi, P., & Kilduff, M. 2005. The ties that lead: A social network approach to leadership. *Leadership Quarterly*, 16: 941-961.
27. Ibarra, H., Kilduff, M., & Tsai, W. 2005. Zooming in and out: Connecting individuals and collectivities at the frontiers of organizational network research. *Organization Science*, 16: 359-371.
28. Krackhardt, D., & Kilduff, M. 2002. Structure, culture and Simmelian ties in entrepreneurial firms. *Social Networks*, 24: 279-290.
29. Kilduff, M., & Kelemen, M. 2001. The consolations of organization theory. *British Journal of Management*, 12: S55-S59.
30. Mehra, A., Kilduff, M., & Brass, D. 2001. The social networks of high and low self-monitors: Implications for workplace performance. *Administrative Science Quarterly*, 46: 121-146.
31. Kilduff, M., Angelmar, R., & Mehra, A. 2000. Top management team diversity and firm performance: Examining the role of cognitions. *Organization Science*, 11: 21-34.
32. Welcomer, S.A., Gioia, D.A., & Kilduff, M. 2000. Resisting the discourse of modernity: Rationality and emotion in hazardous waste siting. *Human Relations*, 53: 1175-1205.
33. Krackhardt, D., & Kilduff, M. 1999. Whether close or far: Social distance effects on perceived balance in friendship networks. *Journal of Personality and Social Psychology*, 76: 770-782.
34. Mehra, A., Kilduff, M., & Brass, D.J. 1998. At the margins: A distinctiveness approach to the social identity and social networks of underrepresented groups. *Academy of Management Journal*, 41: 441-452.
35. Kilduff, M., Funk, J., & Mehra, A. 1997. Engineering identity in a Japanese factory. *Organization Science*, 8: 579-592.
36. Kilduff, M., & Mehra, A. 1997. Postmodernism and organizational research. *Academy of Management Review*, 22: 453-481.

37. Kilduff, M., & Day, D. 1994. Do chameleons get ahead? The effects of self-monitoring on managerial careers. *Academy of Management Journal*, 37: 1047-1060 (summary of this article published in *Academy of Management Executive* (1995), 9: 89-90).
38. Kilduff, M., & Krackhardt, D. 1994. Bringing the individual back in: A structural analysis of the internal market for reputation in organizations. *Academy of Management Journal*, 37: 87-108.
39. Kilduff, M. 1993. Deconstructing *Organizations*. *Academy of Management Review*, 18: 13-31.
40. Kilduff, M. 1992. The friendship network as a decision-making resource: Dispositional moderators of social influences on organizational choice. *Journal of Personality and Social Psychology*, 62: 168-80.
41. Kilduff, M. 1992. Performance and interaction routines in multinational corporations. *Journal of International Business Studies*, 23: 133-145.
42. Kilduff, M. 1990. The interpersonal structure of decision-making: A social comparison approach to organizational choice. *Organizational Behavior and Human Decision Processes*, 47: 270-288.
43. Krackhardt, D., & Kilduff, M. 1990. Friendship patterns and culture: The control of organizational diversity. *American Anthropologist*, 92: 142-154.
44. Kilduff, M., & Regan, D. 1988. What people say and what they do: The differential effects of informational cues and task design. *Organizational Behavior and Human Decision Processes*, 41: 83-97.
45. Abolafia, M., & Kilduff, M. 1988. Enacting market crisis: The social construction of a speculative bubble. *Administrative Science Quarterly*, 33: 177-193.
46. Regan, D., & Kilduff, M. 1988. Optimism about elections: Dissonance reduction at the ballot box. *Political Psychology*, 9: 101-107.

**Non-Refereed Articles** (editor's comments, introductions to special issues, etc.):

1. Cuypers, I. R., Ertug, G., Cantwell, J., Zaheer, A., & Kilduff, M. 2020. Making connections: Social networks in international business. *Journal of International Business Studies*, S1: 714-736.
2. Boer, H., Holweg, M., Kilduff, M., Pagell, M., Schmenner, R., & Voss, C. 2015. Making a meaningful contribution to theory. *International Journal of Operations & Production Management*, 35: 1231-1252.
3. Shipilov, A., Gulati, R., Kilduff, M., Li, S., & Tsai, W. 2014. Relational pluralism within and between organizations. *Academy of Management Journal*, 57: 449-459.
4. Kilduff, M. 2007. The top ten reasons why your paper might not be sent out for review. *Academy of Management Review*, 32: 700-702.

5. Kilduff, M. 2006. Publishing theory, *Academy of Management Review*, 31: 252-255.
6. Kilduff, M. 2006. Change, development, and challenge at AMR. *Academy of Management Review*, 31: 8-9.
7. Kilduff, M. & Dougherty, D. 2000. Change and development in a pluralistic world: The view from the classics. *Academy of Management Review*, 25: 777-782.
8. Bouchikhi, H., Kilduff, M., & Whittington, R. 1997. Introduction. *Organization Studies*, 18: v-vii (introduction to special issue of this journal by the editors).

**Practitioner Articles:**

9. Tasselli, S., Kilduff, M., & Landis, B. 2018. Becoming more conscientious. *Harvard Business Review*. <https://hbr.org/2018/03/becoming-more-conscientious>
10. Cross, R., Kase, R., Kilduff, M., & King, Z. 2013. Bridging the gap between research and practice in organizational network analysis: A conversation between Rob Cross and Martin Kilduff. *Human Resource Management*, 52: 627-644.
11. Trevor, J. & Kilduff, M. 2012. Leadership fit for the information age. *Strategic HR Review*, 11: 150-155.
12. Kilduff, M. 2011. The secret of charismatic leadership. *Financial Director*, online September 14. <http://www.financialdirector.co.uk/financial-director/feature/2109078/secret-charismatic-leadership>
13. Kilduff, M. & Baker, D. 1984. Getting down to the brass tacks of employee motivation. *Management Review*, September: 56-61.

**Refereed proceedings:**

14. Vernet, A., Kilduff, M., & Salter, A. 2013. Binoculars and blinders: Anticipating trends and breakthroughs in communities. *Academy of Management Proceedings*, 17165.
15. Oh, H. & Kilduff, M. 1996. Physicians' adoption of new technology: The effects of deskilling and competition. *Electronic Proceedings of the Academy of Management*, Cincinnati, Ohio.
16. Mehra, A. & Kilduff, M. 1995. The effects of demography and personality on friendship centrality. *Proceedings of the International Conference on Social Networks*, 3: 131-137.
17. Kilduff, M. 1988. Decision making in context: Social and personality correlates of choices of organizations. *Best Papers Proceedings of the Forty Eighth Annual Meeting of the Academy of Management*: 211-215.

18. Kilduff, M. 1986 Interorganizational relations as dramatisical enactments. *Proceedings of the Twenty-Third Annual Meeting of the Eastern Academy of Management*: 211-215.

## BOOK CHAPTERS

19. Kilduff, M. & Buengeler, C. 2020. Self-monitoring – a personality theory for network research. In D. J. Brass & S. P. Borgatti (Eds.), *Social networks at work*. New York: Routledge.
20. Vernet, A., Kilduff, M., & Salter, A. 2014. The two-pipe problem: Analyzing and theorizing about 2-mode networks. *Research in the Sociology of Organizations*, 40: 337-354.
21. Kilduff, M., & Balkundi, P. 2011. A network approach to leader cognition and effectiveness. In A. Bryman, K. Grint, B. Jackson, & M. Uhl-Bien (Eds.), *Sage Handbook of Leadership*: 118-135. London: Sage.
22. Kilduff, M. 2008. Using technology to improve the editorial process. In Y. Baruch, A. Konrad, H. Aguinis, & W. H. Starbuck (Eds.), *Opening the black box of editorship*: 97-103. London: Palgrave Macmillan.
23. Kilduff, M., Crossland, C., & Tsai, W. 2008. Pathways of opportunity in dynamic organizational networks. In M. Uhl-Bien & R. Marion (Eds.), *Complexity leadership: Part 1: conceptual foundations*: 83- 99. Charlotte, NC: Information Age Publishing.
24. Kilduff, M., & Mehra, A. 2008. Philosophy as core competence. In D. Barry & H. Hansen (Eds.), *The Sage Handbook of new approaches in management and organization*: 79-81. London: Sage.
25. Kilduff, M., & Kelemen, M. 2004. Deconstructing discourse. In, D. Grant, C. Hardy, C. Oswick & L. Putnam (Eds.), *The Sage Handbook of organizational discourse*: 259-272. London: Sage.
26. Day, D.V., & Kilduff, M. 2003. Self-monitoring personality and work relationships: Individual differences in social networks. In A.M. Ryan & M.R. Barrick (Eds.), *Personality and work*: 205-228. San Francisco: Jossey-Bass.
27. Kilduff, M., & Kelemen, M. 2003. Bringing ideas back in: Eclecticism and discovery in organizational studies. *Research in the Sociology of Organizations*, 21: 89-109.
28. Kilduff, M., & Corley, K. 2000. Organizational culture from a social network perspective. In N. Ashkanasy, C. Wilderom & M. Peterson (Eds.), *Handbook of organizational culture and climate*: 211-221. Thousand Oaks, CA: Sage.
29. Kilduff, M. 2000. Hegemonic masculinity and organizational behavior. In R.T. Golembiewski (Ed.), *Handbook of organizational behavior*, 2nd. ed.: 599-609. New York: Marcel Dekker.

30. Kilduff, M., & Mehra, A. 1996. Hegemonic masculinity among the elite: Power, identity, and homophily in social networks. In C. Cheng (Ed.), *Masculinities in organizations*: 115-129. Newbury Park, CA: Sage.
31. Kilduff, M. 1993. The reproduction of inertia in multinational corporations. In S. Ghoshal & E. Westney (Eds.), *Organization theory and the multinational corporation*: 259-274. New York: St. Martin's Press.

## BOOKS

32. Kilduff, M., & Shipilov, A. (Eds.). 2011. *Organizational network research*. 4 vols. London: Sage.
33. Kilduff, M., & Krackhardt, D. 2008. *Interpersonal networks in organizations: Cognition, personality, dynamics and culture*. New York: Cambridge University Press.
34. Kilduff, M. & Tsai, W. 2003. *Social networks and organizations*. London: Sage. (Chinese translation published by Renmin University Press, Beijing, 2006.)
35. Bouchikhi, H., Kilduff, M. & Whittington, R. (Eds.). 1995. *Action, structure, and organizations*. Coventry, England: Warwick Business School Press (papers from workshop held in Paris, 1995).

## BOOK REVIEWS

36. Kilduff, M. 2020. Review of *The class ceiling: Why it pays to be privileged* (by S. Friedman and D. Laurison). *Administrative Science Quarterly*, 65 (1): NP1-NP3.
37. Kilduff, M. Review of *Alive at work: The neuroscience of helping your people love what they do* (by Daniel M Cable). *Administrative Science Quarterly*, 64 (1): NP1-NP3.
38. Kilduff, M., & Lee, J.W. 2018. Review of *Getting new things done: Networks, brokerage, and the assembly of innovative action* (by D. Obstfeld). *Administrative Science Quarterly*, 63 (2): NP26-NP29.
39. Kilduff, M., & Landis, B. 2011. Review of *Neighbor networks: Competitive advantage local and personal* (by R. S. Burt). *Administrative Science Quarterly*, 55: 677-679.
40. Kilduff, M., & Brands, R. A. 2010. Review of *Exploring positive identities and organizations: Building a theoretical and research foundation* (Eds. L. M. Roberts & J. E. Dutton). *Administrative Science Quarterly*, 55: 347-349.
41. Kilduff, M. 2007. Review of *Networks* (Vols. I & II) (Eds. G. Grabher & W. W. Powell). *Academy of Management Review*, 32: 993-994.
42. Kilduff, M. 2001. Review of *The European corporation* (by R. Whittington & M. Mayer). *Administrative Science Quarterly*, 46: 338-340.

43. Kilduff, M. 2000. Review of *Corporate social capital and liability*, (Eds. Leenders & Gabbay). *British Academy of Management News*, July: 17.
44. Kilduff, M. 1997. Review of *Networks and Organizations*, (Eds. Nohria & Eccles). *Journal of Organizational and Occupational Psychology*, 70: 109-111.
45. Kilduff, M. 1996. Making sense of sensemaking: Into the jungle with Karl Weick. Review essay on K.E. Weick's *Sensemaking in organizations*. *Journal of Management Inquiry*, 5: 246-249.
46. Kilduff, M. 1996. Review of *Fit, failure and the hall of fame* (by R.E. Miles & C.C. Snow). *Academy of Management Review*, 21: 302-303.
47. Kilduff, M. 1986. Review of *Organizational symbolism*, (Eds. Pondy et al.). *Administrative Science Quarterly*, 31: 159-162.

### **PRIOR AND VISITING ACADEMIC APPOINTMENTS**

2018 – 2020	Tommie Goh Visiting Professor, Singapore Management University.
2012 -	Honorary Research Fellow, Judge Business School, University of Cambridge.
2008 – 2012	Diageo Professor of Management Studies, Judge Business School, University of Cambridge. Head of Organizational Behavior Group. PhD Director, Judge Business School, 2011-2012. Professorial Fellow, Sidney Sussex College, 2008-2012.
2009, 2011	Visiting Professor, Singapore Management University.
2006 – 2008	Kleberg/King Ranch Centennial Professor of Management, University of Texas at Austin.
Spring 2007	Visiting Fellow, Sidney Sussex College, University of Cambridge.
1990 – 2006	Assistant, Associate and Professor of Management, Smeal College of Business, Penn State. Associate Dean for Research and Director of PhD. Programs, Smeal College of Business, 2001-02.
Summer 2004	Visiting Professor, HKUST, Hong Kong
May 2003	Visiting Professor, Keele University, England
April – July 2000	Visiting Professor of Organizational Behavior, London Business School
1988 – 1990	Assistant Professor of Organizational Behavior European Institute of Business Administration (INSEAD), France



## **SERVICE TO UNIVERSITIES**

### **UCL School of Management, 2012-**

Director of Research, 2012-  
Subject Group Head, 2012-  
Chair, Academic Promotions Review Committee, 2016-  
Chair, Research Committee, 2016-  
Chair, Research Ethics Committee, 2012-  
Professorial Appointment Panel, UCL Institute of Education, 2018.

### **University of Cambridge, Judge Business School, 2008 - 2012**

Dean Search Committee, 2010.  
Promotion and Tenure Committee 2008-2012.  
Subject Group head, Organizational Behavior, 2008-2012.  
Chair, Faculty Probation Committee, 2010-2012.  
Director of Doctoral Program, 2011-2012.

### **University of Texas at Austin, McCombs School of Business, 2006 -2008**

2006-2008: Faculty Research Committee, Faculty Advisory Committee.  
2007-2008: Promotion and Tenure Committee.

### **Penn State, 1990-2006**

#### *University Level*

Academic Administrative Evaluation Review Committee for Dean Judy Olian, Spring 2005.  
University Research Council, 2001-2002.

#### *Smeal College Level*

Interim Associate Dean for Research and Director of Ph.D. / M.S. Programs, 2001-2002.  
Promotion and Tenure Committee, 1995-1996, 1998-1999;  
chair: 2003-2004, 2004-2005.  
Graduate Policy Committee, 1995-1996, 2003-2005.  
Executive Committee, 2001-2002.  
Management Committee, 2001-2002.  
Competitive Research Fund Committee (chair), 2001-2002.  
International Task Force for MBA Curriculum, 1991.  
Undergraduate Scholarship Committee, 1992-1999.  
Graduate Fellowship Committee, 1994-1996, 2004-2006.  
Fred Brand Award Committee, 1995-1996.  
Computer Policy Committee, 1993-1996, 2004-2005.  
Farrell Chair in Entrepreneurship Search Committee, 1994-2001.  
Member, Smeal College Research Eminence Taskforce, Summer and Fall 2004.  
Smeal College representative and recruiter, Ph.D. Project, 2001, 2004, Chicago, IL.  
Ph.D. Renewal Committee, 2001-2002.  
College representative, McNair Scholars Conference, August 3, 2002.

#### *Departmental Level*

Doctoral Program Coordinator, 1999-2001; Spring 2003.  
Faculty Advisory Committee, 1992-1993, 1997-1998.  
Faculty Recruiting Committee, 1997-1998; chair: 2001-2002.  
Departmental Assessment Team, 1994-1999.  
Faculty Coordinator, MGMT 100/301, 1992-1994.  
Faculty Coordinator, MGMT 100, 1996-1999.

MBA Executive Panel Case Competition Faculty Participant, 1991-1998.  
Faculty advisor to Freshman Seminar (BA 297) 1992-1998.

### **OTHER UNIVERSITY SERVICE**

Professorial Appointment Panels: University of Cambridge, 2013, 2015, 2019.  
Loughborough University, 2016.  
University of Keele, 2016.  
External Examiner: Cass Business School, MRes Program, 2012-2014.  
LBS, MRes, PhD Program, 2013-2018.

LSE Departmental Assessor, 2011-  
LSE Review Committee member, Department of Management, 2014.

Reviewer of Management PhD Training, Cass Business School, 2012.

### **SELECTED SERVICE TO THE FIELD**

OMT Division, Program Chair, 2020.  
OMT Division, PDW Chair, Division Program Chair-Elect, 2019 Boston Meeting.  
OMT Division, Best Published Paper Chair 2018.  
Member of *Academy of Management Annals* Best Paper Selection Committee, 2018.  
Member of *Academy of Management Discoveries* Best Paper Selection Committee, 2018.  
Chair of *Academy of Management Review* Best Paper Selection Committee, 2017.  
Chair Academy of Management's 2016 OB Division Lifetime Achievement Award Committee.  
Member Academy of Management's 2009 OB Division Lifetime Achievement Award Committee.

### **Ph.D. DISSERTATION COMMITTEES**

#### **UCL School of Management**

Chair: Jung Won Lee Graduated, 2020  
Lei Liu

#### **University of Cambridge**

Chair: Raina Brands Graduated, 2011  
Blaine Landis Graduated, 2014  
Stefano Tasselli Graduated, 2014  
Mathieu Desruisseaux Graduated, 2014  
Raphael Silberzahn Graduated, 2014

#### **University of Texas at Austin**

Co-Chair: Mike Bednar Graduated 2008

Dissertation Committee Member:  
David Chandler Graduated, 2011

#### **Penn State, 1990-- 2006**

Chair: Ajay Mehra Graduated 1998  
Hongseok Oh Graduated 2000  
Prasad Balkundi Graduated 2004

Candidacy Committee Member:

Stephanie Welcomer	Passed, Spring 1992
Gordon Holbein	Passed, Spring 1992
Ajay Mehra	Passed, Fall 1993
Giuseppe Labianca	Passed, Fall 1993
Bruce Skaggs	Passed, Fall 1993
Swati Jantrania (Marketing)	Passed, Fall 1993
Hongseok Oh (Chair)	Passed, Fall 1995
Kevin Corley	Passed, Spring 1998
Prasad Balkundi	Passed, Fall 1999
Ralph Hanke	Passed, Fall 1999
Helen Chen	Passed, Fall 1999
Joe Kane	Passed, Fall 2001
Purnima Bhaskar	Passed, Spring 2002

Dissertation Committee Member:

Aimin Yan	Graduated, 1993
Jill Purdy	Graduated, 1995
Gary Weaver	Graduated, 1995
Gordon Holbein	Graduated, 1996
Sheila Kennelly-McGinnis	Graduated, 1997
Ken Butterfield	Graduated, 1997
Harry Korine, INSEAD	Graduated, 1997
Charlotte Gerstner (Psychology)	Graduated, 1998
Deidra Schleicher (Psychology)	Graduated, 1998
Giuseppe Labianca	Graduated, 1998
Glenn Cobb (Psychology)	Graduated, 1999
Ian Williamson (Univ. of N. Carolina)	Graduated, 2000
Julie Bergh (Sociology)	Graduated, 2003
Daniel Newman (Psychology)	Graduated, 2004

## RECENT KEYNOTE SPEECHES

“Targeting your paper: The audience expects...” ERIM Nano-conference on Organizational Research, Rotterdam School of Management, 8 May, 2019.

“Targeting your paper: The audience expects...” 7<sup>th</sup> International OFEL Conference, Dubrovnik, Croatia, 5-6 April, 2019.

“Tie Strength and Individual Effectiveness: The Importance of Environmental Fit.” 1st INTERACT Interdisciplinary SNA Symposium, University de Los Andes, Columbia, June 19, 2018.

"Making a Conceptual Contribution." University College Dublin, Smurfit Business School Annual Research Conference, 15 December, 2017.

“Theory and Empirics: Should a Paper Contribute to Both?” University of Bath, Annual PhD Colloquium, 11 May, 2017.

“Tie Strength and Individual Effectiveness: The Importance of Environmental Fit.” Insead Network Evolution Conference, 29 October, 2016.

"Brokering across cliques: How personality affects trust." 1<sup>st</sup> Innovation, Organization, and Strategy Conference, Università Ca'Foscari di Venezia, 17-18 December, 2015.

"Examining the Micro-Foundations of Social Networks: Do the People Make the Network?" Micro-Foundations of Social Networks workshop, Copenhagen Business School, June 12, 2014.

## TEACHING EXPERIENCE

Ph.D. courses in a) behavioral science; b) social network analysis; c) organization theory; d) organizational behavior; e) doctoral colloquium; f) philosophy of social science; g) methods; and h) current organization science.

M.B.A core course in organizational behavior and M.B.A. module in organization theory.

M.B.A electives in a) organizational decision making and b) managing organizations through networks.

Undergraduate courses in a) introduction to management; b) contemporary issues; c) organization design; and d) core course in management for business majors.

Executive M.B.A. management module on motivation and leadership.

## COURSE DEVELOPMENT

- i. *Social Networks and Organizations* (an elective Ph.D. course offered at University of Texas at Austin, Penn State, HKUST, LBS).
- ii. *Introduction to Business Research* (a required philosophy of social science course for all incoming business doctoral students at Penn State).
- iii. *Managing Organizations through Social Networks* (an elective MBA course offered at Penn State).
- iv. *Advanced Specialist Research Methods* (a required method scores for doctoral students at Cambridge Judge Business School).
- v. *Organization Theory* (PhD course at UCL covering contemporary topics of interest to both micro and macro researchers).

## REVIEWING AND EDITING

Editor: ***Academy of Management Review***, 2006-2008

Associate Editor: ***Academy of Management Review***, 2002-2005

Associate Editor: ***Administrative Science Quarterly***, 2003-2005, 2010-2016

Associate Editor: ***British Journal of Management***, 2000-2002

Editorial Board Member: ***Academy of Management Review***, 1993-1999, 2018-

***Administrative Science Quarterly***, 1994-2003

***Journal of Management Inquiry***, 1994-1999

***Human Relations***, 2001-2003

***Leadership Quarterly***, 2016-

Editorial Advisory Board: ***Academy of Management Discoveries***, 2017-2020.

Distinguished Editorial Review Board Member, *Academy of Management Discoveries*, 2020-  
Co-editor, special issue of *Academy of Management Review*, 2000, on change and  
development.

Co-editor, special issue of *Organization Studies* (1997, vol. 18) on Action, structure, and  
organization.

Special Topic Forum Co-Editor, *Academy of Management Journal*, 2014, on relational  
pluralism.

Co-editor, special issue of *Journal of International Business Studies*, 2020, on social  
networks in international business.

### **RECENT HONORS**

Best Paper Award for: Menges, J., & Kilduff, M. 2015. Group emotions: Cutting the Gordian  
knots concerning terms, levels-of-analysis, and processes. *Academy of Management  
Annals*, 9: 849-932.

Best Article Award 2018 from Ihnatowycz Institute for Leadership, Western University for article  
published three years previously: Brands, R. A., Menges, J., & Kilduff, M. 2015. The  
Leader-In-Social-Network Schema: Perceptions of network structure affect gendered  
attributions of charisma. *Organization Science*, 26: 1210-1225.

2018 – 2020 Tommie Goh Visiting Professor, Singapore Management University.

Best Symposium Award, OMT Division, Academy of Management, 2019 (with Ronald S. Burt),  
Brokers Behaving Badly.

Outstanding Reviewer Award, *Academy of Management Review*, 2019.

Eminent Research Scholar, visiting appointment, University of Melbourne, 2019-20.

### **RESEARCH GRANTS**

2010-13 "Dynamics of distributed innovation" project with Prof. Ammon Salter, Imperial College,  
London: funds for a three year postdoc position funded by Economic and Social  
Research Council (as part of joint Cambridge University and Imperial College, London,  
establishment of Innovation Research Center).

2010-11 "The Effects of Network Perceptions on Leadership Effectiveness": \$40,000 one-year  
grant funded by European Office of Aerospace Research and Development (EOARD).

2011-12 "The Effect of Enmity on Social Network Perceptions": \$40,000 one-year grant funded  
by European Office of Aerospace Research and Development (EOARD).

### **PROFESSIONAL MEMBERSHIPS**

Academy of Management; Society of Organizational Behavior (SOB); Macro-Organizational  
Behavior Society (MOBS).