

RAINA A. BRANDS

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ACADEMIC POSITIONS

October 2025 – present	Professor of Organisational Behaviour Equality, Diversity, & Inclusion Lead <i>University College London School of Management</i>
October 2023 – present	Expert Academic Representative, People Committee <i>University College London</i>
August 2021 – September 2025	Associate Professor <i>University College London School of Management</i>
July 2013 – July 2021	Assistant Professor <i>London Business School</i>
June 2011 – June 2013	Senior Research Associate (Post-doc) <i>Judge Business School, University of Cambridge</i>

EDUCATION

2011	PhD Management Studies <i>Judge Business School, University of Cambridge</i>
2007	MPhil Innovation, Strategy & Organization <i>Judge Business School, University of Cambridge</i>
2005	Masters of Organizational Psychology <i>University of Queensland, Australia</i>
2002	Bachelor of Psychological Science (Honours, Class I) <i>University of Queensland, Australia</i>

PUBLICATIONS

Frankort, H., Fernandez-Mateo, I., & Brands, R.A. Forthcoming. Under the Spotlight: Gender Differences in the Effect of Firm Prominence on Directors' New Board Appointments. *Administrative Science Quarterly*.

Brands, R.A. & Kilduff, M. (2025). Multiplex Jeopardy: Dissonant Ties Promote Gender Bias in Workplace Social Networks. *Academy of Management Review*.
<https://doi.org/10.5465/amr.2022.0134>

Quintane, E., Brashears, M.E., González-Gómez, H.V. and Brands, R. (2025), Gender, Network Recall, and Structural Holes. *Personnel Psychology*. e12691. <https://doi.org/10.1111/peps.12691>

Ling, J., Brands, R., Brass, D.J., Liu, D. Borgatti, S.P., Mehra, A. (2025). Gender, structural holes, and citations: The effects of women's increasing proportional representation in a field. *Group & Organization Management*. <https://doi.org/10.1177/10596011251326>

Brands, R.A., Ozgumus, E., Huang, L., Rattan, A. and Cortland, C.I. (2025), When Form Leads to Function: Network Closure and Social Identity Threat Among Women Entrepreneurs. *Personnel Psychology*. <https://doi.org/10.1111/peps.12676>

Brands, R. A. & Vittorio Mannucci, P. (2024). Joining Disconnected Others Reduces Social Identity Threat in Women Brokers. *Organizational Behavior and Human Decision Processes*, 185, p.104376. <https://doi.org/10.1016/j.obhdp.2024.104376>

Sherman, Eliot L., Raina Brands, and Gillian Ku. 2023. Dropping Anchor: A Field Experiment Assessing a Salary History Ban with Archival Replication. *Management Science*, 69.5: 2919-2932. <https://doi.org/10.1287/mnsc.2022.4658>

Brands, R., Ertug, G., Fonti, F., & Tasselli, S. 2022. Theorizing gender in social network research: What we do and what we can do differently. *Academy of Management Annals*, 16(2): 588-620. <https://doi.org/10.5465/annals.2020.0370>

Brands, R.A., & Rattan, A. 2020. Perceived Centrality in Social Networks Increases Women's Expectations of Confronting Sexism. *Personality and Social Psychology Bulletin*, 46(12): 1682-1701. <https://doi.org/10.1177/0146167220912621>

Smith, E.B., Brands, R.A., & Brashears, M., Kleinbaum, A. 2020. Network Cognition. *Annual Review of Sociology* (46): 12.1-12.16. <https://doi.org/10.1146/annurev-soc-121919-054736>

Brands, R. A., Menon, T., & Shea, C. 2020. Network Cognition: Bridging Micro and Macro Organizational Behavior. In **D. J. Brass & S. P. Borgatti (Eds.), Social Networks at Work**. New York: Routledge.

Brands R.A. & Mehra, A. 2019. Gender, Brokerage & Performance: A Construal Approach. *Academy of Management Journal*, 62(1): 196-219. <https://doi.org/10.5465/amj.2016.0860>

Brands, R. A., & Fernandez-Mateo, I. 2017. Leaning Out: How Negative Recruitment Experiences Shape Women's Decisions to Compete for Executive Roles. *Administrative Science Quarterly*, 62(3): 405-442. <https://doi.org/10.1177/0001839216682728>

Brands, R. A., Menges, J. I., & Kilduff, M. 2015. The Leader-in-Social-Network Schema: Perceptions of Network Structure Affect Gendered Attributions of Charisma. *Organization Science*. 26.4 (2015): 1210-1225. <https://doi.org/10.1287/orsc.2015.0965>

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(5): 1530-1548. <https://doi.org/10.1287/orsc.2013.0880>

Brands, R. A. 2013. Cognitive Social Structures in Social Network Research: A Review. *Journal of Organizational Behavior*, 34(S1): S82-S103. <https://doi.org/10.1002/job.1890>

OTHER PUBLICATIONS

Brands, R.A. 2023. Banning salary histories may not help level the playing field between men and women. It's time for organizations to take bolder action on pay. *I by IMD*. June-Aug edition.

Brands, R. 2020. Yes, It's Possible to (Gracefully) Talk Politics at Work. *Harvard Business Review Digital*.

Brands, R.A., & Rattan, A. 2020. Use Your Social Network as a Tool for Social Justice. *Harvard Business Review Digital*.

Brands, R. A., Rattan, A., & Ibarra, H. 2017. Underrepresentation, Social Networks and Sense of Belonging to Organizational Leadership Domains. *Academy of Management Proceedings*, 2017(1).

Brands, R. A., & Fernandez-Mateo, I. 2017. Women Are Less Likely to Apply for Executive Roles If They've Been Rejected Before. *Harvard Business Review Digital*.

Brands, R.A., & Menges, J. 2013. Holding Out for a Hero? Team Social Network Structures Affect Attributions of Charismatic Leadership to Men and Women. *Best Paper Proceedings of the Academy of Management Conference*. Orlando, FL.

Brands, R.A. 2012. Sex and the office: A history of gender, power, and desire (by J. Berebitsky). *Administrative Science Quarterly*, 57: 694-695.

Kilduff, M. & Brands, R. A. 2010. Exploring positive identities and organizations: Building a theoretical and research foundation (by L. Roberts & J. Dutton). *Administrative Science Quarterly*, 55: 347-349.

AWARDS, HONOURS, & PRIZES

2024	Mid-Career Award <i>Academy of Management, Social Network Society</i>
2020	Sucheta Nadkarni Award for Outstanding Publication on Women Executive Leadership <i>Strategic Management Society</i>

- 2020 **W. Richard Scott Award for Distinguished Scholarship**
American Sociological Association, Organizations, Occupations and Work Division
- 2020 **Best Reviewer Award**
Academy of Management Journal
- 2019 **Best Leadership Paper Published Three Years Prior**
Ivey Business School Leadership Institute, University of Western Ontario
- 2018 **Best Published Paper Award**
Academy of Management, Organization & Management Theory Division
- 2018 **Outstanding Publication Award**
Academy of Management, Organizational Behavior Division
- 2017 **Best Paper Proceedings**
Academy of Management
- 2013 **Best Paper Award**
Academy of Management, MOC Division
- 2013 **Best Paper Proceedings**
Academy of Management
- 2012 **Outstanding Reviewer Award**
Academy of Management, MOC Division
- 2010 **Outstanding Reviewer Award**
Academy of Management, GDO Division
- 2008 **Visiting Scholar**
Rotman School of Management, University of Toronto
- 2007 – 2010 **Benefactor's Scholar**
St Johns College, University of Cambridge
- 2007 – 2010 **Cambridge Commonwealth Trusts Scholar**
University of Cambridge
- 2002 **University Medal**
University of Queensland, Australia

TEACHING

2023	Delivering Results Through People <i>Management Science BSc – UCL School of Management</i>
2020 – 2022	Strategy Implementation and Organizational Change <i>Smeal College of Business – Penn State</i>
2015 – 2021	HRST, LPC <i>Executive Education – London Business School</i>
2013 – 2021	Managing Change <i>Degree Programs – London Business School</i>
2012 - 2013	Organizational Behaviour <i>Judge Business School</i>

EXTERNAL APPOINTMENTS

2024 – present	External Examiner <i>Saïd Business School, University of Oxford</i>
2021 – present	OB Rep at Large <i>Academy of Management</i>
2019 - present	Editorial Board <i>Academy of Management Journal</i>
2017 – present	Editorial Board <i>Academy of Management Review</i>
2015 – present	Editorial Board <i>Administrative Science Quarterly</i>

EXTERNAL ADVISORY AND EDUCATION

British Red Cross, KPMG, Amazon, Stryker, TD Bank, Bristol Myers Squibb, DBS, Refeyn, Fluor, Arch Insurance, Stryker, Mars, BDO, AXA, ADIB, Nokia, Yara, Oxera, Merck, London Marathon Events, Petroleum Development Oman, Diriyah Company.

REPRESENTATIVE MEDIA MENTIONS

Financial Times 2022 *Is Fertility a Topic for the Workplace?*
 Buzzfeed 2022 *This Mom Put Her Husband As The Main Point Of Contact At Her Kid's School, But They Continually Call Her Instead.*
 Forbes 2019 *How female brokers can maximize the return on their networking*
 Esquire (17 August 2017) *What does it mean to be charming?*
 The American Lawyer (4 April 2017) *Women and Rejection*
 HRM Asia (9 March 2017) *How to foster equal representation at the top*
 Forbes (8 March 2017) *Three reasons why leaning in is not enough*

Glamour Magazine (9 February 2017) *Women & Men Handle Job Rejections Very Differently*
Financial Times (11 November 2016) *Can business schools propel women to the C-Suite?*
Newsweek (4 August 2016) *Do women stand a sporting chance of closing the gender pay gap?*
The Globe & Mail (7 April 2016) *Technical employees undergo training to improve their social skills*
The Guardian (15 July 2015) *'Think manager, think man' stops us seeing women as leaders*
Business Insider (12 June 2015) *Why the future of work is looking bright for women*
The Globe & Mail (26 May 2015) *The future of leadership is a woman's business*
Fast Company (23 June 2014) *What your office jargon says about you*
New York Times (12 April 2014) *In the Workplace, Leaders Who Aren't Always Followed*
Financial Times (14 April 2014) *Men hold the upper hand in social networking*
Financial Times (11 April 2014) *The language of gender bias*
The Guardian (24 March 2014) *Why women are fighting an uphill battle on military language*