

RAINA A. BRANDS

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ACADEMIC POSITIONS

August 2021 – present Associate Professor
University College London School of Management

July 2013 – July 2021 Assistant Professor
London Business School

June 2011 – June 2013 Senior Research Associate (Post-doc)
Judge Business School, University of Cambridge

EDUCATION

2011 **PhD Management Studies**
Judge Business School, University of Cambridge

2007 **MPhil Innovation, Strategy & Organization**
Judge Business School, University of Cambridge

2005 **Masters of Organizational Psychology**
University of Queensland, Australia

2002 **Bachelor of Psychological Science (Honours, Class I)**
University of Queensland, Australia

PUBLICATIONS

Sherman, E., Brands, R.A., & Ku, G. Forthcoming. Dropping Anchor: A Field Experiment Assessing a Salary History Ban with Archival Replication. *Management Science*.

2021 Birth of son

2019 – 2020 Recurrent pregnancy loss

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.

Smith, E.B., Brands, R.A., & Brashears, M., Kleinbaum, A. 2020. Network Cognition. *Annual Review of Sociology* (46): 12.1-12.16.

Brands R.A. & Mehra, A. 2019. Gender, Brokerage & Performance: A Construal Approach. *Academy of Management Journal*, 62(1): 196-219.

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.

- ◇ Winner of the 2020 **Sucheta Nadkarni Award for Outstanding Publication on Women Executive Leadership**, Strategic Management Society
- ◇ Winner of the 2020 **W. Richard Scott Award for Distinguished Scholarship**, American Sociological Association, Organizations, Occupations and Work Division
- ◇ Winner of the 2018 **Best Published Paper Award**, Academy of Management, Organization & Management Theory Division
- ◇ Winner of the 2018 **Outstanding Publication Award**, Academy of Management, Organizational Behavior Division

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.

- ◇ Winner of the 2018 **Best Leadership Paper Published Three Years Prior**, Ivey Business School Leadership Institute, University of Western Ontario
- ◇ Winner of the 2013 **Best Paper Award**, Academy of Management, Managerial and Organizational Cognition Division

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.

Brands, R. A. 2013. Cognitive Social Structures in Social Network Research: A Review. *Journal of Organizational Behavior*, 34(S1): S82-S103.

OTHER PUBLICATIONS

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., 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., 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 AND PRIZES

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| 2020 | Sucheta Nadkarni Award for Outstanding Publication on Women Executive Leadership
<i>Strategic Management Society</i> |
| 2020 | W. Richard Scott Award for Distinguished Scholarship
<i>American Sociological Association, Organizations, Occupations and Work Division</i> |
| 2020 | Best Reviewer Award
<i>Academy of Management Journal</i> |
| 2019 | Best Leadership Paper Published Three Years Prior
<i>Ivey Business School Leadership Institute, University of Western Ontario</i> |
| 2018 | Best Published Paper Award
<i>Academy of Management, Organization & Management Theory Division</i> |
| 2018 | Outstanding Publication Award
<i>Academy of Management, Organizational Behavior Division</i> |
| 2017 | Best Paper Proceedings
<i>Academy of Management</i> |
| 2013 | Best Paper Award
<i>Academy of Management, MOC Division</i> |

- 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

INVITED TALKS

- 2021 Insead
- 2020 Yale School of Management
Bocconi
ESMT
Jones School of Business, Rice University
School of Business, The George Washington University
- 2019 Emory Business School
The London School of Economics
- 2018 Ivey Business School
Tepper Business School, CMU
- 2017 Rotman School of Business, University of Toronto
Insead, Singapore
Nuffield College, Oxford
Stanford Graduate School of Business
- 2012 Stanford Graduate School of Business
The London School of Economics

TEACHING

- 2015 – 2021 HRST, LPC
Executive Education – London Business School

2013 – 2021	Managing Change <i>Degree Programs – London Business School</i>
2012 - 2013	Organizational Behaviour <i>Judge Business School</i>

INTERNAL SERVICE

2015, 2017, 2018	Faculty recruitment committee
2019	PhD recruitment committee
2015 – 2018	External seminar series organizer

EXTERNAL SERVICE

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>

I am an *ad hoc* reviewer for:

- Organization Science
- Management Science
- Strategic Management Journal
- Organizational Behavior and Human Decision Processes
- Social Networks
- Journal of Applied Psychology

2020 – present	Organizer Teaching Social Networks PDW, AOM
2021	Faculty mentor OB Doctoral Consortium
2019 – 2021	Faculty mentor OMT Doctoral Consortium
2018 – 2019	Faculty mentor MOC Diamonds in the Rough Consortium

REPRESENTATIVE MEDIA MENTIONS

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*