

Blaine Landis

Associate Professor of Organizational Behavior
University College London
School of Management
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EDUCATION

- 2014 PhD **University of Cambridge**
Management and Organizational Behavior
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 Department Honors

ACADEMIC POSITIONS

- 2015— **University College London**
Associate Professor of Organizational Behavior
Assistant Professor of Organizational Behavior (2015—2022)
- 2013—2015 **University College London**
Postdoctoral Research Associate in Organizational Behavior

RESEARCH AREAS

- Social networks
- Personality
- Interpersonal perception

PUBLICATIONS

Landis, B., Jachimowicz, J., Wang, D., & Krause, R. 2022. Revisiting extraversion and leadership emergence: A social network churn perspective. *Journal of Personality and Social Psychology*, 123: 811-829. [PDF](#)

* Featured in *The Wall Street Journal*

Landis, B., Fisher, C., & Menges, J. 2022. How employees react to unsolicited and solicited advice in the workplace: Implications for using advice, learning, and performance. *Journal of Applied Psychology*, 107: 408-424. [PDF](#)

Byron, K., & Landis, B. 2020. Relational misperceptions in the workplace: New frontiers and challenges. *Organization Science*, 31: 223-242. [PDF](#)

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

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. [PDF](#)

Landis, B., & Gladstone, J. 2017. Personality, income, and compensatory consumption: Low-income extraverts spend more on status. *Psychological Science*, 28: 1518-1520. [PDF](#)

* 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. [PDF](#)

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. [PDF](#)

* Authors contributed equally

PRACTITIONER ARTICLES, BOOK CHAPTERS, AND OTHER PUBLICATIONS

- Landis, B., Jachimowicz, J., Wang, D., Krause, R., & Arango, J. 2023. The complicated lives of extraverts as informal leaders. *Society for Personality and Social Psychology: Character & Context* (Digital Article). [Link](#)
- Landis, B., & Fisher, C. 2021. Reactions to unsolicited advice in the workplace. *Society for Personality and Social Psychology: Character & Context* (Digital Article). [Link](#)
- Tasselli, S., Kilduff, M., & Landis, B. 2018. Becoming more conscientious. *Harvard Business Review* (Digital Article). [PDF](#)
- 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. [PDF](#)
- Kilduff, M., & Landis, B. 2010. Review of Neighbor networks: Competitive advantage local and personal (by R. S. Burt). *Administrative Science Quarterly*, 55: 677-679. [PDF](#)
- 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.

CONFERENCE PRESENTATIONS

- Lim, V., Landis, B., Cortland, C., & Krause, R. 2023. *A blessing in disguise? How power fuels false perceptions of incoming ties*. Paper presented at the 9th Intra-Organizational Network Conference, Lexington.
- Lim, V., & Landis, B. 2021. *The influence of relational misperceptions on idea sharing and implementation*. Paper presented at the annual meeting of the Academy of Management, Seattle.
- Landis, B. 2019. *Revisiting extraversion and leadership emergence: A dynamic network perspective*. Paper 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 Cambridge Judge Business School 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*

TEACHING EXPERIENCE

UNIVERSITY COLLEGE LONDON

Leading Organizations (MBA)

- 2023, MBA, Term 3
- 2022, MBA, Term 1
- 2022, MBA, Term 3
- 2021, MBA, Term 1
- 2020, MBA, Term 1, Section 2
- 2020, MBA, Term 1, Section 1
- 2020, MBA, Term 4
- 2020, MBA, Term 3
- 2019, MBA, Term

Organizational Behavior (Undergraduate and Graduate)

- 2022, BSc in Information Mgmt for Business and BSc in Mgmt Science, Term 1
- 2022, MSc in Management (Corporate Pathway), Section 2, Term 1
- 2022, MSc in Management (Corporate Pathway), Section 1, Term 1
- 2021, BSc in Information Mgmt for Business and BSc in Mgmt Science, Term 1
- 2021, MSc in Management (Corporate Pathway), Section 2, Term 1
- 2021, MSc in Management (Corporate Pathway), Section 1, Term 1
- 2020, MSc in Management (Corporate Pathway), Section 2, Term 1
- 2020, MSc in Management (Corporate Pathway), Section 1, Term 1
- 2020, BSc in Information Mgmt for Business and MSc in Mgmt Science, Term 1
- 2020, MSc in Management (Management and Finance Pathway), Term 3
- 2020, MSc in Management (Corporate Pathway), Term 3
- 2019, BSc in Information Mgmt for Business and MSc in Mgmt Science, Term 1
- 2019, MSc in Management, Term 3
- 2018, BSc in Information Management for Business, Term 1
- 2018, MSc in Management, Term 3
- 2017, BSc in Information Mgmt for Business and MSc in Management, Term 1
- 2016, BSc in Information Mgmt for Business and MSc in Management, Term 1
- 2015, BSc in Information Mgmt for Business and MSc in Management, Term 1

Communication and Behavior (Undergraduate)

- 2023, Elective Module for Undergraduate Students, Term 2

Business Psychology (Undergraduate)

- 2017, Elective Module for Undergraduate Students, Summer Term

UNIVERSITY OF CAMBRIDGE

Organizational Behavior

- 2014, *Management Studies Tripos, Michaelmas Term*
- 2014, *Engineering Studies Tripos, Michaelmas Term*

Social Networks and Strategic Influence

- 2013, *Executive Education Program, Michaelmas Term*

INTERNATIONAL SUMMER SCHOOLS HELD AT CAMBRIDGE COLLEGES

Business Management, Downing and Trinity Hall

- 2010-2011, 2013-2016, *Business Management and Economics Students, Summer Term*

Personality and Social Psychology, Peterhouse

- 2009, *Psychology Students, Summer Term*

ACADEMIC SERVICE

EDITORIAL BOARD SERVICE

Editorial Board Member

- *Journal of Applied Psychology (2018—Present)*
 - *Best Reviewer Award (2021)*
 - *Emergency Reviewer*
 - *COVID-19 Special Issue Reviewer*
- *Organization Science (2023—Present)*
- *Personnel Psychology (2022—Present)*

Reviewer

- *Academy of Management Annual Meeting*
- *Academy of Management Discoveries*
- *Academy of Management Review*
- *Administrative Science Quarterly*
- *INFORMS/Organization Science Dissertation Proposal Competition*
- *Journal of Business Research*
- *Journal of International Business Studies*
- *Journal of Management*
- *Journal of Management Studies*
- *Journal of Organizational Behavior*
- *Management Science*
- *Organizational Behavior and Human Decision Processes*
- *Personality and Social Psychology Bulletin*
- *Social Psychology Quarterly*
- *Social Science Research*
- *Strategic Management Journal*

DOCTORAL STUDENT SUPERVISING & COMMITTEES

- *Carisa Lam (MRes in Management—Present), Second Supervisor*
- *Lili Bai (PhD in Psychology, 2020—Present), Second Supervisor*
- *Jingze Wang (PhD in Management, 2021—Present), First Supervisor*
- *Velvetina Lim (PhD in Management, 2019—Present), First Supervisor*
- *Li Shi Tan (MRes in Management Research, 2018), Second Supervisor*
- *Lei Liu (PhD in Management, 2020), Upgrade Committee Member*
- *Wenxin Xie (PhD in Management, 2021), Upgrade Committee Member*
- *Jung Won Lee (PhD in Management, 2019), Upgrade Committee Member*

- *Simmy (Harsimran) Grover (PhD in Psychology, 2018), Second Supervisor*
- *Eiki Leung (MRes in Management Research, 2018), Second Supervisor*

DEPARTMENTAL SERVICE

- *School of Management Behavioral Research Lab Committee (Chair, 2020—Present)*
- *School of Management Research Ethics Committee (2022—Present)*
- *Research Assistant Recruitment Committee Co-Organizer (2017—Present; Chair, 2018—Present)*
- *Organizations & Innovation Research Group Faculty Recruitment Committee (2019-2021)*
- *Organizations & Innovation Research Group MRes & PhD Admissions Committee (2018—Present, Chair, 2022—Present)*
- *Organizations & Innovation Research Group Seminar Series Co-Organizer (2018—2022)*

HONORS, GRANTS, AND AWARDS

Nominated for the Inspiring Teaching Delivery Award, University College London (2023)

Named One of the “World’s Best 40 Under 40 Business School Professors” by Poets & Quants (2022)

Best Reviewer Award, *Journal of Applied Psychology* (2021)

Recognized as a Positive Teaching Superspreader for Outstanding Teaching (2021)

Nominated for the Inspiring Teaching Delivery Award, University College London (2019)

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)

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)