

Martin Kilduff
Deputy Director (Research)
Head of Organizations and Innovation group
Professor
UCL School of Management
University College London
1 Canada Square, London E14 5AB
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EDUCATION: Ph.D., M.S., Cornell University
B.A., Washington State University
M.A., University of Cambridge

JOURNAL ARTICLES

1. Kilduff, M., & O'Sullivan, D. 2024. Where's the theory contribution? An answer in four parts. *Organizational Psychology Review*, forthcoming.
2. Kilduff, M., Wang, K., Lee, S., Tsai, W., Chuang, Y.-T., & Tsai, F.-S. 2023. Hiding and seeking knowledge providing ties from rivals: A strategic perspective on network perceptions. *Academy of Management Journal*, forthcoming.
3. Lee, J.W., Quintane, E., Lee, S.Y., Umaña Ruiz, M.C., & Kilduff, M. 2023. The strain of spanning structural holes: How brokering leads to burnout and abusive behavior. *Organization Science*, articles in advance: <https://doi.org/10.1287/orsc.2023.1664>.
4. Van den Born, F., Mehra, A., & Kilduff, M. 2023. Network leadership and team creativity: An exploratory study of New York City jazz bands. *Academy of Management Discoveries*, 9: 46-66. *Finalist for 2023 Best Paper Award*.
5. Nicolaou, N., & Kilduff, M. 2023. Empowerment mitigates gender differences in tertius iungens brokering. *Organization Science*, 34: 1441-1457.
6. Richter, A., Clarke, R., & Kilduff, M. 2022. One tie to capture advice and friendship: Leader multiplex centrality effects on team performance change. *Journal of Applied Psychology*, 107: 968-986.
7. Tasselli, S., & Kilduff, M. 2021. Network agency. *Academy of Management Annals*, 15: 68-110. *Finalist for 2021 Best Paper Award*.
8. Kilduff, M., & Lee, J.W. 2020. The integration of people and networks. *Annual Review of Organizational Psychology and Organizational Behavior*, 7: 155-179.
9. Cuypers, I. R., Ertug, G., Cantwell, J., Zaheer, A., & Kilduff, M. 2020. Making connections: Social networks in international business. *Journal of International Business Studies*, 51: 714-736.
10. Tasselli, S., Kilduff, M., & Landis, B. 2018. Personality change: Implications for organizational behavior. *Academy of Management Annals*, 12: 467-493. <https://journals.aom.org/doi/epub/10.5465/annals.2016.0008.summary>

11. 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.
12. Tasselli, S., & Kilduff, M. 2018. When brokerage between friendship cliques endangers trust: A personality -- network fit perspective. *Academy of Management Journal*, 61: 802-825.
13. 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.
14. 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>
15. 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.
16. 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.*
17. Menges, J. I., Kilduff, M., Kern, S., & Bruch, H. 2015. The awestruck effect: Followers suppress emotion expression in response to charismatic but not individually considerate leadership. *The Leadership Quarterly*, 26: 627-641.
18. 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>
19. 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>
20. Burt, R. S., Kilduff, M., Tasselli, S. 2013. Social network analysis: Foundations and frontiers on advantage. *Annual Review of Psychology*, 64: 527-547.
21. 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.

22. 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.
23. 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.
24. 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.
25. Kilduff, M., & Brass, D. J. 2010. Organizational social network research: Core ideas and key debates. *Academy of Management Annals*, 4: 317-357.
26. Kilduff, M., & Brass, D. J. 2010. Job design: a social network perspective. *Journal of Organizational Behavior*, 31: 309–318.
27. 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.
28. 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.
29. 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.
30. 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.
31. 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.
32. Kilduff, M., & Oh, H. 2006. Deconstructing diffusion: An ethnostatistical examination of Medical Innovation network data reanalyses. *Organizational Research Methods*, 9: 432-455.
33. Balkundi, P., & Kilduff, M. 2005. The ties that lead: A social network approach to leadership. *Leadership Quarterly*, 16: 941-961.
34. 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.
35. Krackhardt, D., & Kilduff, M. 2002. Structure, culture and Simmelian ties in entrepreneurial firms. *Social Networks*, 24: 279-290.

36. Kilduff, M., & Kelemen, M. 2001. The consolations of organization theory. *British Journal of Management*, 12: S55-S59.
37. 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.
38. Kilduff, M., Angelmar, R., & Mehra, A. 2000. Top management team diversity and firm performance: Examining the role of cognitions. *Organization Science*, 11: 21-34.
39. 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.
40. 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.
41. 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.
42. Kilduff, M., Funk, J., & Mehra, A. 1997. Engineering identity in a Japanese factory. *Organization Science*, 8: 579-592.
43. Kilduff, M., & Mehra, A. 1997. Postmodernism and organizational research. *Academy of Management Review*, 22: 453-481.
44. 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).
45. 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.
46. Kilduff, M. 1993. Deconstructing *Organizations*. *Academy of Management Review*, 18: 13-31.
47. 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.
48. Kilduff, M. 1992. Performance and interaction routines in multinational corporations. *Journal of International Business Studies*, 23: 133-145.
49. 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.
50. Krackhardt, D., & Kilduff, M. 1990. Friendship patterns and culture: The control of organizational diversity. *American Anthropologist*, 92: 142-154.

51. 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.
52. Abolafia, M., & Kilduff, M. 1988. Enacting market crisis: The social construction of a speculative bubble. *Administrative Science Quarterly*, 33: 177-193.
53. 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. 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.
2. Shipilov, A., Gulati, R., Kilduff, M., Li, S., & Tsai, W. 2014. Relational pluralism within and between organizations. *Academy of Management Journal*, 57: 449-459.
3. Kilduff, M. 2007. The top ten reasons why your paper might not be sent out for review. *Academy of Management Review*, 32: 700-702.
4. Kilduff, M. 2006. Publishing theory, *Academy of Management Review*, 31: 252-255.
5. Kilduff, M. 2006. Change, development, and challenge at AMR. *Academy of Management Review*, 31: 8-9.
6. Kilduff, M. & Dougherty, D. 2000. Change and development in a pluralistic world: The view from the classics. *Academy of Management Review*, 25: 777-782.
7. 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:

1. Quintane, E., Lee, S., Lee, J. W., Ruiz, C. U., & Kilduff, M. 2024. Why employees who work across silos get burned out. *Harvard Business Review*, <https://hbr.org/2024/05/why-employees-who-work-across-silos-get-burned-out>
2. Kilduff, M. 2022. The pitfalls of performance plateau – and how to overcome it. *People Management*. <https://www.peoplemanagement.co.uk/voices/comment/the-pitfalls-performance-plateau-and-how-overcome-it>
3. Tasselli, S., Kilduff, M., & Landis, B. 2018. Becoming more conscientious. *Harvard Business Review*. <https://hbr.org/2018/03/becoming-more-conscientious>
4. 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.

5. Trevor, J. & Kilduff, M. 2012. Leadership fit for the information age. *Strategic HR Review*, 11: 150-155.
6. 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>
7. Kilduff, M. & Baker, D. 1984. Getting down to the brass tacks of employee motivation. *Management Review*, September: 56-61.

Refereed proceedings:

1. Vernet, A., Kilduff, M., & Salter, A. 2013. Binoculars and blinders: Anticipating trends and breakthroughs in communities. *Academy of Management Proceedings*, 17165.
2. 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.
3. 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.
4. 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.
5. 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

1. 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.
2. 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.
3. 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.
4. 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.

5. 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.
6. 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.
7. 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.
8. 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.
9. Kilduff, M., & Kelemen, M. 2003. Bringing ideas back in: Eclecticism and discovery in organizational studies. *Research in the Sociology of Organizations*, 21: 89-109.
10. 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.
11. 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.
12. 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.
13. 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

1. Kilduff, M., Liu, L., & Tasselli, S. 2023. *A connected world: Social networks and organizations*. Elements in Organization Theory. Cambridge: Cambridge University Press.
2. Kilduff, M., & Shipilov, A. (Eds.). 2011. *Organizational network research*. 4 vols. London: Sage.
3. Kilduff, M., & Krackhardt, D. 2008. *Interpersonal networks in organizations: Cognition, personality, dynamics and culture*. New York: Cambridge University Press.
4. Kilduff, M. & Tsai, W. 2003. *Social networks and organizations*. London: Sage. (Chinese translation published by Renmin University Press, Beijing, 2006.)

5. 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

1. Kilduff, M. 2020. Review of *The class ceiling: Why it pays to be privileged* (by S. Friedman & D. Laurison). *Administrative Science Quarterly*, 65 (1): NP1-NP3.
2. Kilduff, M. 2019. Review of *Alive at work: The neuroscience of helping your people love what they do* (by D. M. Cable). *Administrative Science Quarterly*, 64 (1): NP1-NP3.
3. 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.
4. Kilduff, M., & Landis, B. 2011. Review of *Neighbor networks: Competitive advantage local and personal* (by R. S. Burt). *Administrative Science Quarterly*, 55: 677-679.
5. 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.
6. Kilduff, M. 2007. Review of *Networks* (Vols. I & II) (Eds. G. Grabher & W. W. Powell). *Academy of Management Review*, 32: 993-994.
7. Kilduff, M. 2001. Review of *The European corporation* (by R. Whittington & M. Mayer). *Administrative Science Quarterly*, 46: 338-340.
8. Kilduff, M. 2000. Review of *Corporate social capital and liability*, (Eds. Leenders & Gabbay). *British Academy of Management News*, July: 17.
9. Kilduff, M. 1997. Review of *Networks and Organizations*, (Eds. Nohria & Eccles). *Journal of Organizational and Occupational Psychology*, 70: 109-111.
10. 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.
11. 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.
12. Kilduff, M. 1986. Review of *Organizational symbolism*, (Eds. Pondy et al.). *Administrative Science Quarterly*, 31: 159-162.

SELECTED INVITED TALKS, LAST 2 YEARS

2024 *Network brokerage and personality change: Implications for work performance.*
Hong Kong Baptist University.
Chinese University of Hong Kong
Chinese University of Hong Kong in Schenzen

Singapore Management University
ESSEC Business School

Making a theoretical contribution.

Chinese University of Hong Kong

Hiding and seeking knowledge providing ties from rivals.

Polytechnic University of Hong Kong

2023 *Hiding and seeking knowledge providing ties from rivals.*

Singapore Management University

University of Southampton

Northeastern University

University of Exeter

University of Kentucky

Network brokerage and personality change: Implications for work performance.

University of Leeds

KEYNOTE SPEECHES

"Managing your social network for research excellence." INSEAD Business School commencement speech for graduating doctoral students 29 July, 2023.

"Network leadership." Network Science in Management Conference, Indian Institute of Management, Ahmedabad, 18 December, 2022.

"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..." 7th 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." 1st 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.

"Enactment and International Management." International meeting of world-wide managers of the BP Group of companies, Antwerp, Belgium, May, 1989.

"Social Networks and Human Resource Management." Spanish Association of Personnel Management, Valencia, Spain, October, 1989.

PRIOR AND VISITING ACADEMIC APPOINTMENTS

2024, May	Distinguished Visiting Professor, ESSEC Business School, Paris, France
2024, Jan-March	Dr. Kennedy Wong Distinguished Visiting Professor, Hong Kong Baptist University
2018 – 2024	Tommie Goh Visiting Professor, Singapore Management University
2008 – 2012	Diageo Professor of Management Studies, University of Cambridge Head of Organizational Behavior Group
2006 – 2008	Kleberg/King Ranch Centennial Professor of Management, University of Texas at Austin
Spring 2007	Visiting Fellow, Sidney Sussex College, University of Cambridge
Spring 2006	AIM International Visiting Fellow, London Business School
1990 – 2006	Assistant, Associate and Professor of Management, Penn State Associate Dean for Research and Director of PhD. Programs, 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

SELECTED SERVICE TO THE FIELD

Academy of Management:

OMT Division, Immediate Past Division Chair, 2022-23.
OMT Division, Division Chair, 2021-22.
OMT Division, Division Chair Elect, 2020-2021.
OMT Division, Program Chair, 2020.
OMT Division, PDW Chair, Division Program Chair-Elect.
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.

Member of the LSE 2014 Review Committee for the Department of Management.
External promotions reviewer, LSE 2015-2023.
External examiner, OB programs, London Business School, 2013-2018.
External examiner, MRes programs, Cass Business School, 2012-2014.
Frequent representative on doctoral and junior faculty consortia at Academy of Management meetings across multiple divisions and interest groups.

SERVICE TO ACADEMIC INSTITUTIONS

UCL, 2012-

UCL School of Management

Head, Organizations and Innovation subject group.
Director of Research.
Chair, Research Committee.
Chair, Promotions Committee.
Chair, Research Ethics Committee, 2012-2022.

University of Cambridge, Judge Business School

Faculty Appointments Committee, 2015.
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 the PhD program, 2011-2012.

University of Texas at Austin, 2006-2008

McCombs School of Business

2006-2007: Faculty Research Committee, Faculty Advisory Committee, Faculty International Research Support selection 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:

Promotion and Tenure Committee, 1995-1996, 1998-1999;
Chair: 2003-2004, 2004-2005.
Graduate Policy Committee, 1995-1996, 2003-2004, 2004-2005.
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, 1992-1993, 1993-1994, 1994-1995, 1995-1996, 1996-1997, 1997-1998, 1998-1999.
Graduate Fellowship Committee, 1994-1995, 1995-1996, 2004-2005, 2005-2006.
Fred Brand Award Committee, 1995-1996.
Computer Policy Committee, 1993-1994, 1994-1995, 1995-1996, 2004-2005.
Farrell Chair in Entrepreneurship Search Committee, 1994-1995, 1995-1996, 1996-1997, 1997-1998, 1998-1999, 1999-2000, 2000-2001.
Member, Smeal College Research Eminence Taskforce, summer and fall, 2004.

Smeal College representative and recruiter, Ph.D. Project, 2001, 2004, Chicago.
Ph.D. Renewal Committee, 2001-2002.
Interim Assoc. Dean for Research and Director of Ph.D. / M.S. Programs, August 2001-June 2002.
Research Eminence Committee, 2004.
College representative, McNair Scholars Conference, August, 2002.

Departmental level:

Faculty Advisory Committee, 1992-1993, 1997-1998.
Faculty Recruiting Committee, 1997-1998; chair: 2001-2002.
Departmental Assessment Team, 1994-1995, 1995-1996, 1996-1997, 1997-1998, 1998-1999.
Faculty Coordinator, MGMT 100/301, 1992-1993, 1993-1994.
Faculty Coordinator, MGMT 100, 1996-1997, 1997-1998, 1998-1999.
MBA Executive Panel Case Competition Faculty Participant, 1991-1992, 1993, 1994, 1995, 1996, 1997, 1998.
Faculty advisor to Freshman Seminar (BA 297) 1992, 1993, 1994, 1995, 1996, 1997, 1998.
2002 – 2006 Schreyer honors program advisor, M&O Department
1999 - 2001; Spring 2003 Doctoral student field advisor for M&O Department
1997 - 1999 Undergraduate program advisor, M&O Department
1990 - 1999 Undergraduate advisor

Insead, 1988-1990

Chair, Recruitment Committee, Organizational Behavior group.
Doctoral Student Selection Committee.

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-

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.

Appointed to committee to select best paper published in ***Academy of Management Review*** 1999, 1996, 1995.

Invited reviewer and discussion leader at ***Academy of Management Review*** workshop for aspiring authors, Academy of Management Meeting, San Diego, August, 1998; Durham

University, 2022. **Academy of Management Discoveries**, FGV Business School, Brussels, 2022.

Appointed to the 1997 committee to select the most significant paper published 5 years earlier in **Administrative Science Quarterly**; appointed chair of the committee for the 1998 selection procedure.

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 Ichnatowycz 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; 2022– 2024 Tommie Goh Visiting Professor, Singapore Management University.

University of Los Andes, Silla Corona Seminar Series Distinguished Visitor, June 2018.

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

Best Symposium Award, Careers Division, Academy of Management, 2004 (discussant), Pursuing Protean and Boundaryless Careers.

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

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

Research Associate, University of Cambridge, Judge Business School, 2012-

Fellow, Sidney Sussex College, University of Cambridge, 2008-2012.

Dr. Kennedy Wong Distinguished Visiting Professor, Hong Kong Baptist University, 2024.

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).