Martin Kilduff
Professor of Management
Director of Research
Management Science and Innovation Department
University College London
Gower St., London WC1 6BT, UK
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EDUCATION: Ph.D., M.S., Cornell University
M.B.A., B.A., Washington State University

JOURNAL ARTICLES

1. Menges, J., & Kilduff, M. Forthcoming. Group emotions: Cutting the Gordian knots concerning terms, levels-of-analysis, and processes. *Academy of Management Annals*.

2. Boer, H., Holweg, M., Kilduff, M., Pagell, M., Schmenner, R., & Voss, C. Forthcoming. Making a meaningful contribution to theory. International Journal of Operations and Production Management.

3. Fang, R., Landis, B., Zhang, Z., Anderson, M.H., Shaw, J. D., & Kilduff, M. Forthcoming. Integrating personality and social networks: A meta-analysis of personality, network position, and work outcomes in organizations. *Organization Science*.

4. Tasselli, S., Kilduff, M., & Menges, J. Forthcoming. The micro foundations of organizational social networks: A review and an agenda for future research. *Journal of Management*.

5. Brands, R. A., Menges, J., & Kilduff, M. Forthcoming. The Leader-In-Social-Network Schema: Perceptions of network structure affect gendered attributions of charisma. *Organization Science*.

6. 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.

7. Burt, R. S., Kilduff, M., Tasselli, S. 2013. Social network analysis: Foundations and frontiers on advantage. *Annual Review of Psychology*, 64: 527-547.

8. 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.

9. 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.

10. 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.

11. 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.

12. Kilduff, M., & Brass, D. J. 2010. Organizational social network research: Core ideas and key debates. *Academy of Management Annals*, 4: 317-357.

13. Kilduff, M., & Brass, D. J. 2010. Job design: a social network perspective. *Journal of Organizational Behavior*, 31: 309–318.

14. 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.

15. 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.

16. 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.

17. 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.

18. 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.

19. Kilduff, M., & Oh, H. 2006. Deconstructing diffusion: An ethnostatistical examination of Medical Innovation network data reanalyses. *Organizational Research Methods*, 9: 432-455.

20. Balkundi, P., & Kilduff, M. 2005. The ties that lead: A social network approach to leadership. *Leadership Quarterly*, 16: 941-961.

21. 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.

22. Krackhardt, D., & Kilduff, M. 2002. Structure, culture and Simmelian ties in entrepreneurial firms. *Social Networks*, 24: 279-290.

23. Kilduff, M., & Kelemen, M. 2001. The consolations of organization theory. *British Journal of Management*: 12: S55-S59.

24. 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.

25. Kilduff, M., Angelmar, R., & Mehra, A. 2000. Top management team diversity and firm performance: Examining the role of cognitions. *Organization Science*, 11: 21-34.

26. 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.

27. 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.

28. 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.

29. Kilduff, M., Funk, J., & Mehra, A. 1997. Engineering identity in a Japanese factory. *Organization Science*, 8: 579-592.

30. Kilduff, M., & Mehra, A. 1997. Postmodernism and organizational research. *Academy of Management Review*, 22: 453-481.

31. 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).

32. 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.

33. Kilduff, M. 1993. Deconstructing *Organizations*. *Academy of Management Review*, 18: 13-31.

34. 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.

35. Kilduff, M. 1992. Performance and interaction routines in multinational corporations. *Journal of International Business Studies*, 23: 133-145.

36. 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.

37. Krackhardt, D., & Kilduff, M. 1990. Friendship patterns and culture: The control of organizational diversity. *American Anthropologist*, 92: 142-154.

38. 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.

39. Abolafia, M., & Kilduff, M. 1988. Enacting market crisis: The social construction of a speculative bubble. *Administrative Science Quarterly*, 33: 177-193.

40. 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 etc.):*

41. Kilduff, M. 2007. The top ten reasons why your paper might not be sent out for review. *Academy of Management Review*. 32: 700-702.

42. Kilduff, M. 2006. Publishing theory. *Academy of Management Review*, 31: 252-255.

43. Kilduff, M. 2006. Change, development, and challenge at *AMR*. *Academy of Management Review*, 31: 8-9.

44. Kilduff, M. & Dougherty, D. 2000. Change and development in a pluralistic world: The view from the classics. *Academy of Management Review*, 25: 777-782.

45. 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*:*

46. 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.

47. Trevor, J. & Kilduff, M. 2012. Leadership fit for the information age. *Strategic HR Review*, 11: 150-155.

48. 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

49. Kilduff, M. & Baker, D. 1984. Getting down to the brass tacks of employee motivation. *Management Review*, September: 56-61.

Refereed proceedings**:**

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

51. 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.

52. 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.

53. 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.

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

BOOK CHAPTERS

55. 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.

56. 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.

57. 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.

58. 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.

59. 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.

60. 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.

61. 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.

62. Kilduff, M., & Kelemen, M. 2003. Bringing ideas back in: Eclecticism and discovery in organizational studies. *Research in the Sociology of Organizations*, 21: 89-109.

63. 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.

64. 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.

65. 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.

66. 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

67. Kilduff, M., & Shipilov, A. (Eds.). 2011. *Organizational network research*. 4 vols. London: Sage.

68. Kilduff, M., & Krackhardt, D. 2008. *Interpersonal networks in organizations: Cognition, personality, dynamics and culture*. New York: Cambridge University Press.

69. Kilduff, M. & Tsai, W. 2003. *Social networks and organizations.* London: Sage. (Chinese translation published by Renmin University Press, Beijing, 2006.)

70. Bouchikhi, H., Kilduff, M. & Whittingon, R. (Eds.). 1995. *Action, structure, and organizations.* Coventry, England: Warwick Business School Press (papers from workshop held in Paris, 1995).

BOOK REVIEWS

71. Kilduff, M., & Landis, B. 2011. Review of *Neighbor networks: Competitive advantage local and personal* (by R. S. Burt). *Administrative Science Quarterly*, 55: 677-679.

72. 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.

73. Kilduff, M. 2007. Review of *Networks* (Vols. I & II) (Eds. G. Grabher & W. W. Powell). *Academy of Management Review*, 32: 993-994.

74. Kilduff, M. 2001. Review of *The European corporation* (by R. Whittington & M. Mayer). *Administrative Science Quarterly*, 46: 338-340.

75. Kilduff, M. 2000. Review of *Corporate social capital and liability*, (Eds. Leenders & Gabbay). *British Academy of Management News*, July: 17.

76. Kilduff, M. 1997. Review of *Networks and Organizations*, (Eds. Nohria & Eccles). *Journal of Organizational and Occupational Psychology*, 70: 109-111.

77. 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.

78. 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.

79. Kilduff, M. 1986. Review of *Organizational symbolism*, (Eds. Pondy et al.). *Administrative Science Quarterly*, 31: 159-162.

PRIOR ACADEMIC APPOINTMENTS

2008 – 2012	Diageo Professor of Management Studies, University of Cambridge
2006 – 2008	Kleberg/King Ranch Centennial Professor of Management, University of Texas at Austin
1990 – 2006	Assistant, Associate and Professor of Management, Penn State

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

INVITED PRESENTATIONS AND WORKSHOPS

Publishing in top journals: A guide for the perplexed
  i. Oxford Brookes University, UK, September 2005 in connection with British Academy of Management doctoral consortium.
  ii. SUNY Buffalo, March 3, 2006.
  iii. London Business School, Advanced Institute of Management postdoc workshop, March 24, 2006.
  iv. McGill University, April 7, 2006.
  v. University of Cambridge, May 23, 2007.
  vi. HEC Montreal, August 31, 2007.
  vii. Simon Fraser University, October 19, 2007.
  viii. University of Bath, 19, November 2008.
  ix. University of Geneva, May 19, 2009.
  x. University of Nottingham, October 9, 2009.
  xi. Aston University, January 25, 2010.
  xii. University of Ljubljana, November 18, 2010.
  xiii. National University of Ireland at Galway, February 3, 2011.
  xiv. Aarhus University, March 5 2014.
  xv. Coventry University, November 5, 2014.

Making a conceptual contribution.
  i. Judge Business School, University of Cambridge, March 14, 2013.
  ii. Paper Development Workshop for Balkan Scholars, Dubrovnik, April 12, 2013.
  iii. Institute of Manufacturing, University of Cambridge, July 18, 2013.
  iv. University of Glasgow, December 5, 2013.

A philosophy of science theory of new knowledge production.
  i. University of Oxford, November 6, 2008.
  ii. University of Cambridge, November 10, 2008.
  iii. University of Nottingham, October 9, 2009.
  iv. Tilburg University, October 30, 2009.
  v. Danish Research Unit for Industrial Dynamics summer conference, London, June 17, 2010.
  vi. University of Warwick, October 13, 2010.
  viii. University College London, January 28, 2011.
  ix. LSE, February 15, 2011.

Serendipity vs. strategy: a tale of two theories
  i. Erasmus University, The Netherlands, March 29, 2011.

The Puzzle of women: Stereotyping and sanctioning in the perception of social network roles
  i. Singapore Management University, April 19, 2011.

The awestruck effect: Transformational leadership and followers' emotion suppression
  i. National University of Ireland at Galway, February 4, 2011.

Strong versus the weak: A meta-analysis of tie strength and individual effectiveness.
  i. Department of Social and Developmental Psychology (SDP) Seminar Series, Cambridge University, March 18, 2011.

Virtual team organizing: Co-evolution of meanings and structure in software development
  i. Plenary speech, 3rd Intra-Organizational Networks Conference, University of Kentucky, September 2008.

Constructing charisma: A social network approach to team leadership and performance
  i. National University of Singapore, March 26, 2009.
  ii. LSE, January 19, 2010.
  iii. University of Cambridge, PPSIS seminar series, February, 26 2010.
  iv. University of Oxford, Oxford Internet Institute & Nuffield College, March 8, 2010.
  v. University of Manchester, June 9, 2010.

The charismatic and the chameleon: The personality of informal leaders re-examined
  i. London Business School, April 30, 2009.

Are chameleons more changeable? How self-monitoring and the five-factor model relate to network and strategic change
  i. Insead Conference on Network Evolution, Fontainebleau, France, October 24, 2008.

Brokering trust to enhance leadership: A Self-Monitoring Approach to Leadership Emergence
  i. University of Western Australia, March 20, 2009
  ii. Singapore Management University, March 23, 2009.

Ghost Ties and the shadow of the past: Coaching affiliation and career success in the National Football League
  i. IESE Business School, Barcelona, March 23, 2010.
  ii. Insead Conference on Network Evolution, Fontainebleau, France, October 22, 2010.
  iii. Cass Business School, City University, London, November 10, 2011.
  iv. Aston University Business School, Birmingham, UK, January 19, 2012.
  v. Imperial College, network training workshop, November 24, 2012.
  vi. University of Manchester, Sociology Department, February 6, 2013.
  vii. Topographies and topologies of knowledge, the 11th interdisciplinary symposium on knowledge and space, Institute of Geography, University of Heidelberg, June 15, 2013.
  viii. Aarhus University, March 6 2014.

Community vs. competition: Debating the future of the social network research program
  i. Keynote speech, Fifth annual UK social network conference, University of Greenwich, July 4, 2009.

When the boss provides therapy: Incongruent expectations of emotional help
  i. University of Alberta, September 14, 2007.

Self-monitoring and brokerage in entrepreneurial networks.
  i. Emory University, Intra-Organizational Network Conference, October 15, 2005.
  ii. Cornell University, February 10, 2006.

iii. McGill University, April 7, 2006.

A small world after all? Network perceptions versus reality.
    i. The University of Texas at Austin, Management Department Colloquium Series,
         November 18, 2005.
    ii. London Business School, March 17, 2006.
    iii. Notre Dame social capital conference, April 2, 2006.
    iv. University of Kentucky, Intra-Organizational Network Conference, April 1, 2007.

Complexity and Leadership Workshops participant.
    i. Center for Creative Leadership , Greensboro, NC, May 13-15, 2005.
    ii. George Washington University, November 6-8, 2005.

Networks within organizations: *an overview of one research program*
    University of Texas at Austin, January 23, 2006.

Network ties and business success: The case of Korean entrepreneurs. University of Maryland,
April 9, 2004.

Lean on me: The role of negative information processor in organizations.
    i. Keele University, UK, May 20, 2003.
    ii. Penn State, Psychology Department, November 14, 2003.
    iii. Hong Kong University of Science and Technology, July 6, 2004.
    iv. Rice University, October 18, 2004.
    v. University of Toronto Emotions Conference, May 20, 2005.

Organizations and networks: A research agenda. Frontiers of Organizational Research, National
Science Foundation Workshop, Laguna Beach, California, November 7, 2003.

The structuralist legacy in organizational network research: A critical review.
    i. Oxford University, UK, May 15, 2003.
    ii. Washington University, October 10, 2003.

Personality and structural effects on performance. London Business School, June 8, 2000.

Deconstructing diffusion.
    i. Cornell University, February 18, 2000.
    ii. Keele University, UK, June 12, 2000.

Networks, individual differences, and critical pedagogy. Organizational Learning Workshop,
Northwestern University, School of Education, February 12, 2000.

Professional networks and innovation adoption: Reanalyzing the classic on medical diffusion.
Colloquium Series, Organizational Behavior Department, Kellogg Graduate School of Business,
Northwestern University, November 17, 1999.

Identity narratives in organizations. Organizational Discourse and Change Workshop, Ohio State
University, May 14, 1999.

Business bonds: The effects of social capital on small business decisions and success. Social
and Decision Sciences Colloquium Series, Carnegie Mellon University, April 23, 1999.

Self-Monitoring, social networks, and performance. Social Network Seminar Series, Heinz School of Public Policy and Management, Carnegie Mellon University, April 22, 1999.

Self-monitoring and social networks. Industrial and Organizational Psychology Colloquium Series, Penn State, April 14, 1999.

Whether close or far: Social distance effects on perceived balance in friendship networks. Seminar Series, Department of Social and Behavioral Sciences, Carnegie Mellon University, February 2, 1998.

Dissonance versus knowledge as explanations of cognitive structuring in organizations. Behavioral Decision Group Seminar Series, Graduate School of Business, University of Chicago, March 13, 1995.

Structural and dispositional effects on managerial careers: An overview of research on an MBA cohort. Management Department Seminar Series, Fuqua School of Business, Duke University, February 27, 1995.

Do chameleons get ahead? The effects of self-monitoring on decision making and managerial careers. Management Department Seminar Series, Temple University, Philadelphia, PA, April 1, 1994.

Social influences on behavior: Are there two types of people in the world? Management Department Seminar Series, University of British Columbia, Vancouver, BC, September 13, 1993.

Session chair and discussion leader at workshop on *Networks and Markets: Pacific Rim Investigations.* Institute for Asian Research, University of British Columbia, Vancouver, BC, September 10-12, 1993.

An overview of the *"Bringing the individual back in"* debate. Organizational Behavior Seminar Series, London Business School, June 28, 1993.

Cross-cultural differences in perceptions of institutionalization. European Contributions to Organization Theory Workshop, European Institute of Business Administration (INSEAD), Fontainebleau, France, November 29, 1991.

Cross-cultural differences in managerial responses to institutionalization. Geography Department Seminar Series, Penn State, September 13, 1991.

Deconstructing Organizations. Organizational Behavior Seminar Series, European Institute of Business Administration (INSEAD), Fontainebleau, France, June 25, 1991.

Enactment and speculative bubbles. French Research on Organizations Group (FROG) Seminar Series, Ecole Polytechnique, Paris, France, February 15, 1990.

The reproduction of inertia in multinational corporations. Organization Theory and the Multinational Corporation Workshop, European Institute of Business Administration (INSEAD), Fontainebleau, France, September 2, 1989.

Session chair and discussion leader at *Symbolics of Leadership* workshop organized by the Standing Conference on Organizational Symbolism (SCOS), European Institute of Business Administration (INSEAD), Fontainebleau, France, June 28-30, 1989.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS

Silberzahn, R., & Kilduff, M. 2013. The hidden difference – identity status, access of knowledge and the generation of new ideas. Academy of Management Conference, Orlando.

Vernet, A., Kilduff, M., & Salter, A. 2013. Binoculars and blinders: Anticipating trends and breakthroughs in communities. Academy of Management Conference, Orlando.

Nicolau, N., & Kilduff, M. 2012. Personality characteristics and social networking propensities: Evidence of a common genetic etiology? Insead Network Evolution Conference, Fontainebleau, France.

Nicolau, N., Shane, S., & Kilduff, M. 2012. Is genetics responsible for the effect of social networking on entrepreneurship? Intra-Organizational Network Conference, University of Kentucky.

Balkundi, P., Bentley, J., & Kilduff, M. 2012. Culture, labor markets and attitudes: A meta-analytic test of tie-strength theory. Academy of Management Conference, Boston.

Brands, R. A., & Kilduff, M. 2010. Secret women's business: Gender schemas bias the perception of friendship networks in organizations. Academy of Management Conference, Montréal.

Landis, B. , Barrett, M., Kilduff, M., & Oborn, E. 2010. Barriers to knowledge: The exchange of expertise among medical specialists and practitioners. Academy of Management Conference, Montréal.

Brands, R. A., & Kilduff, M. 2010. Fall at the first gate? Identity tournaments in creative industries. Academy of Management Conference, Montréal.

Kilduff, M., Hendron, M. G., & Bednar, M. K. 2009. Are chameleons more changeable? Self-monitoring, five factor model, and network and strategic change. Academy of Management Conference, Chicago.

Bowers, M. T., Kilduff, M., & Tsai, W. 2009. Network evolution and strategy development. Academy of Management Conference, Chicago.

Keller, J. W., Loewenstein, J., Kilduff, M., Yan, J. 2009. A cultural-cognitive approach to coopetition in networks of working relationships. Academy of Management Conference, Chicago.

Toegel, G., Kilduff, M., & Narasimhan, A. 2008. "Take care": managerial surveillance of employee emotions. Academy of Management Conference, Anaheim, CA.

Kilduff, M. 2008. The perils of purity: Escaping the boundaries of disciplinary research. Academy of Management Conference, Anaheim, CA.

Kilduff, M., Dunn, M. 2008. Brokerage in closed vs. open knowledge production systems. Academy of Management Conference, Anaheim, CA.

Kilduff, M. 2007. Distorting prisms and social chameleons: Structural hole cognition and

creation. Invited talk, European Academy of Management meeting, Paris.

Kilduff, M. & Chiaburu, D. 2007. Strategic use of emotional intelligence in organizational settings: exploring the dark side. Academy of Management Conference, Philadelphia.

Kilduff, M., Wu, P. & Bednar, M. 2007. Self-monitoring and the social networks of entrepreneurs: A dynamic approach. Academy of Management Conference, Philadelphia.

Mehra, A. & Kilduff, M. 2007. Self-monitoring and trust brokerage: A network leveraging theory of leadership emergence. Academy of Management Conference, Philadelphia.

Kilduff, M. & Mehra, A. 2006. Discourses of knowledge production: theoretical lenses from the philosophy of science. Academy of Management Conference, Atlanta, GA.

Kilduff, M., Tsai, W. & Hanke, R. 2006. A dynamic stability approach to organizational network cognition. Academy of Management Conference, Atlanta, GA.

Oh, H. & Kilduff, M. 2006. Escaping the bonds of community? Self-monitoring origins of network embeddedness. Academy of Management Conference, Atlanta, GA.

Kilduff, M., Tsai, W., Hanke, R. 2006. A paradigm too far? Sunbelt Social Network Conference, Vancouver, B.C., April.

Balkundi, P., Kilduff, M. & Harrison, D. A. 2005. Testing integrated models of how leader charisma and network centrality affect team performance. Academy of Management Conference, Honolulu, HI.

Kilduff, M., Tsai, W. & Crossland, C. 2005. A small world after all? Network perceptions versus reality. Academy of Management Conference, Honolulu, HI.

Crossland, C., Kilduff, M. & Tsai, W. 2004. Pathways of opportunity in dynamic organizational networks. Academy of Management Conference, New Orleans, LA.

Kilduff, M. & Tsai, W. 2003. Network trajectories: Goal-directed and serendipitous processes. Academy of Management Meeting, August.

Toegel, G., Kilduff, M. & Anand, N. 2003. Lean on me: The role of negative information processor in organizations. Academy of Management Meeting, August.

Kilduff, M., Sawyer, S. & Liberti, T. 2003. "Economizing on bounded rationality": Networking through the machine in extreme high reliability software production. EGOS Meetings, Copenhagen, July.

Toegel, G., Kilduff, M. & Anand, N. 2002. Shamans, corporate healers and toxic handlers: Processing negative emotions in organizations. Academy of Management Meeting, August.

Kilduff, M. & Hanke, R. 2002. Networks in transition: A Leibnizian perspective. Academy of Management Meeting, August.

Tsai, W. & Kilduff, M. 2002. A structural approach to knowledge transfer: Cross-block centrality and business unit performance. Academy of Management Meeting, August.

Oh, H., Kilduff, M. & Brass, D. 2001. Communal origins of social capital. Academy of Management Meeting, Washington, August.

Mehra, A. & Kilduff, M. 1999. Who gets ahead? Self-monitoring, social networks and success in organizations. Academy of Management Meeting, Chicago, IL, August.

Oh, H., Kilduff, M. & Trevor, C. 1999. Using a classic data set to study technology adoption by small medical organizations. European Group on Organization Studies (EGOS) Colloquium, University of Warwick, England, July.

Welcomer, S., Gioia, D.A. & Kilduff, M. 1998. Resisting the discourse of modernity: Rhetorics of rationality and emotion in hazardous waste siting. International Conference on Organizational Discourse, King's College, London, England, July.

Oh, H., Kilduff, M. & Brass, D.J. 1998. Business bonds: The effects of social capital on small business decisions and success. Academy of Management Meeting, San Diego, CA, August.

Mehra, A. & Kilduff, M. 1998. Bridging social worlds: Identity, self-monitoring and structural constraint. Academy of Management Meeting, San Diego, CA, August.

Bergh, D.D., Allred, B. & Kilduff, M. 1997. Birds of a feather? Predicting acquisition selection and retention. British Academy of Management Annual Conference, London, England, September.

Oh, H. & Kilduff, M. 1997. Strangers in a strange land: Korean entrepreneurs and the Presbyterian church. Academy of Management Meeting, Boston, MA, August.

Kilduff, M. 1997. Organizations as epiphenomena. Eastern Academy of Management International Meeting, Dublin, Eire, June.

Mehra, A., Kilduff, M. & Brass, D.J. 1996. Relegation to the margins: Race and gender differences in network position, friendship strategies, and social identity. Academy of Management Meeting, Cincinnati, OH, August.

Kilduff, M. & Mehra, A. 1996. The power of male chameleons: Hegemonic identity and success in corporate America. Academy of Management Meeting, Cincinnati, OH, August.

Kilduff, M. & Mehra, A. 1996. Hegemonic masculinity and personality: A social network investigation. International Sunbelt Social Networks Conference, Charleston, SC, February.

Krackhardt, D. & Kilduff, M. 1995. Whether close or far: The cognitive structuring of friendship networks in organizations. Academy of Management Meeting, Vancouver, BC, August.

Krackhardt, D. & Kilduff, M. 1995. Social distance effects on perceived balance in friendship networks. International Social Networks Conference, London, England, July.

Kilduff, M. 1995. "None will sweat but for promotion": A Shakespearean perspective on motivation. International Conference on Organizational Discourse, King's College, London, England, July.

Kilduff, M. & Mehra, A. 1994. Storming the Bastille: Breaking down barriers to understanding postmodernism in organizational research. Academy of Management Meeting, Dallas, TX, August.

Kilduff, M. & Kumar, R. 1994. Mind as machine versus mind as jungle: A critique of the cognitive perspective in organizational behavior. 23rd International Congress of Applied Psychology, Madrid, Spain, July.

Krackhardt, D. & Kilduff, M. 1994. The further you look the more balanced it seems: Perceptions of transitivity and symmetry in organizational networks. International Sunbelt Social Network Conference, New Orleans, LA, February.

Welcomer, S. A., Gioia, D.A. & Kilduff, M. 1993. Seizing the moral high ground: Hazardous waste and the symbolic construction of a crusade. Academy of Management Meeting, Atlanta, GA, August.

Kilduff, M. & Funk, J. 1993. Enacting the boundaries: Crisis and control in a Japanese factory. Academy of Management Meeting, Atlanta, GA, August.

Kilduff, M. & Funk, J.1993. Enacting routine crisis: Action, sense-making and control in a Japanese factory. European Group on Organizational Studies (EGOS) Colloquium, Paris, France, July.

Kilduff. M. & Perkins, S. 1993. Modal personality and friendship centrality: Predicting the accuracy of others. Sunbelt Social Network Conference, Tampa, FL, February.

Kilduff, M. & Krackhardt, D. 1992. Schemas at work: Making sense of organizational relationships. Academy of Management Meeting, Las Vegas, NV, August.

Kilduff, M. & Krackhardt, D. 1991. Cognitive balance and job satisfaction. Sunbelt Social Network Conference, Tampa, FL, February.

Kilduff, M. & Abolafia, M.Y. 1990. Hostile takeovers: A social drama perspective. Academy of Management Meeting, Irvine, CA, August.

Kilduff, M. & Angelmar, R. 1989. Shared history or shared culture? The effects of time, culture, and performance on institutionalization in simulated organizations. Academy of Management Meeting, Washington, DC, August.

Kilduff, M. 1989. A significance test for dispositional differences in a social network context. Sunbelt Social Network Conference, Tampa, FL, February.

Kilduff, M. 1988. Structural equivalence and cohesion as predictors of organizational choice. Sunbelt Social Network Conference, San Diego, CA, February.

Kilduff, M. 1987. Deconstructing *Organizations*. Academy of Management Meeting, New Orleans, LA, August.

Krackhardt, D. & Kilduff, M. 1986. Diversity is strength: A social network approach to organizational culture. Academy of Management Meeting, Chicago, IL, August.

Kilduff, M. 1985. Transhistorical validity of organizational behavior theories. Academy of Management Meeting, San Diego, CA, August.

Kilduff, M. 1985. A critique of the social information processing approach to job design. I/O and OB Graduate Student Conference, University of Akron, Ohio, April. This paper won the Lyman W. Porter Award for Outstanding Paper.

KEYNOTE SPEECHES

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

"Serendipity Versus Strategy: a Tale of Two Theories."
   i.   Keynote speech, 4th Intra-Organizational Networks Conference, University of Kentucky, April 9, 2010.
   ii. Keynote speech, Social network professional development workshop, Academy of Management Conference, August 7, 2010.
   iii. Keynote speech, fourth Management and Social Networks Conference, University of Geneva, February 16, 2012.
   iv. Keynote speech, AIMS conference, Clermont Ferrand, France, June 11, 2013.

"Personality and Social Networks: Bringing the Individual Back in." Keynote speech, social network professional development workshop, Academy of Management Meetings, San Antonio, Texas, August 2011.

"Leadership for China: Two routes to effective leadership in a world of rapid change." Keynote speech to World Brand Summit, Beijing, China, June 28th 2011.

"Publishing theory."
   British Academy of Management doctoral consortium invited speech, September 12, 2005, Oxford, UK.

Invited keynote speaker at the international meeting of world-wide managers of the BP Group of companies. Delivered speech on "Enactment and International Management," participated in panel discussion and small group meetings, Antwerp, Belgium, May 1989.

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

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 Science* (PhD course at UCL covering contemporary topics of interest to both micro and macro researchers).

ADVISING RESPONSIBILITIES -- Penn State (1990 -- 2006)

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 to approximately 30 students per semester

SERVICE

University of Cambridge, 2008 - 2012
Dean Search Committee, 2010.
Promotion and Tenure committee 2008-12
Subject Group head, Organizational Behavior, 2008-12
Chair, Faculty Probation Committee, 2010-12
Director of Doctoral Program, 2011-12

University of Texas at Austin, McCombs School of Business, 2006 -2008
2006-2008: 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
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.

Ph.D. DISSERTATION COMMITTEES CHAIRED

University of Cambridge

Raina Brands	Graduated 2011. From July 1, 2013: Assistant Professor, London Business School
Blaine Landis	Graduated 2014. Postdoc, UCL
Stefano Tasselli	Expected Graduation 2015
Mathieu Desruisseaux	Graduated 2014
Raphael Silberzahn	Graduated 2014. Assistant Prof. IESE, Barcelona

University of Texas at Austin
Co-Chair:

Mike Bednar	Graduated 2008. Currently: Assistant Professor, University of Illinois

Penn State, 1990-- 2006

Ajay Mehra	Graduated 1998. Currently: Professor, University of Kentucky
Hongseok Oh	Graduated 2000. Currently: Associate Professor, Yonsei University
Prasad Balkundi	Graduated 2004. Currently: Associate Professor, SUNY Buffalo

REVIEWING AND EDITING
Current

Associate Editor, *Administrative Science Quarterly*.
Prior
Editor: ***Academy of Management Review***, 2006-2008
Associate Editor: ***Academy of Management Review***, 2002-2005
Associate Editor: ***Administrative Science Quarterly***, 2003-2005
Associate Editor: ***British Journal of Management***, 2000-2002

Editorial Board Member: ***Academy of Management Review***, 1993-1999
                                         Administrative Science Quarterly, 1994-2003
                                         Journal of Management Inquiry, 1994-1999
                                         Human Relations, 2001-2003

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.

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).