

RAINA A. BRANDS

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ACADEMIC POSITIONS

August 2021 – present	Associate Professor <i>University College London School of Management</i>
July 2013 – July 2021	Assistant Professor <i>London Business School</i>
June 2011 – June 2013	Senior Research Associate (Post-doc) <i>Judge Business School, University of Cambridge</i>

EDUCATION

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

PUBLICATIONS

Sherman, Eliot L., Raina Brands, and Gillian Ku. 2023. Dropping Anchor: A Field Experiment Assessing a Salary History Ban with Archival Replication. *Management Science*, 69.5: 2919-2932.

*Featured in the July-Aug edition of I by IMD:
<https://magazine.imd.org/read/1101046/1101046/2023-06-15/1>

2023 Birth of second child

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

2021 Birth of first child

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

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

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

Brands, R. A., 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 |

Academy of Management, Organization & Management Theory Division

- 2018 **Outstanding Publication Award**
Academy of Management, Organizational Behavior Division
- 2017 **Best Paper Proceedings**
Academy of Management
- 2013 **Best Paper Award**
Academy of Management, MOC Division
- 2013 **Best Paper Proceedings**
Academy of Management
- 2012 **Outstanding Reviewer Award**
Academy of Management, MOC Division
- 2010 **Outstanding Reviewer Award**
Academy of Management, GDO Division
- 2008 **Visiting Scholar**
Rotman School of Management, University of Toronto
- 2007 – 2010 **Benefactor's Scholar**
St Johns College, University of Cambridge
- 2007 – 2010 **Cambridge Commonwealth Trusts Scholar**
University of Cambridge
- 2002 **University Medal**
University of Queensland, Australia

INVITED TALKS

- 2022 NYU Stern
- 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

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

INTERNAL SERVICE

2023	People Committee (UCL) Academic Board (UCL)
2022	Faculty recruitment lead (UCL) Academic Board (UCL)
2015, 2017, 2018	Faculty recruitment committee (LBS)
2019	PhD recruitment committee (LBS)
2015 – 2018	External seminar series organizer (LBS)

EXTERNAL SERVICE

2024 – present	External Examiner <i>Saïd Business School, University of Oxford</i>
2021 – present	OB Rep at Large <i>Academy of Management</i>

2019 - present	Editorial Board <i>Academy of Management Journal</i>
2017 – present	Editorial Board <i>Academy of Management Review</i>
2015 – present	Editorial Board <i>Administrative Science Quarterly</i>
2020 – present	Organizer Teaching Social Networks PDW, AOM
2021	Faculty mentor OB Doctoral Consortium
2019 – 2022	Faculty mentor OMT Doctoral Consortium
2018 – 2019	Faculty mentor MOC Diamonds in the Rough Consortium

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

REPRESENTATIVE MEDIA MENTIONS

Buzzfeed 2022

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*