

Vita: January, 2023

**DANIEL J. BRASS**

J. Hennings Hilliard Professor of Innovation Management  
University Research Professor  
Director, LINKS Center for Social Network Analysis  
Gatton College of Business & Economics  
University of Kentucky  
Lexington, Kentucky 40506  
dbrass@uky.edu

**Education**

- Ph.D. University of Illinois  
Department of Business Administration  
Organizational Behavior
- M.A. University of Illinois  
Institute of Labor and Industrial Relations

**Publications** (Google Scholar citations: 35,426; h-index 51; top 2% of all Management authors)

- Brass, D. J. (2022). New developments in social network analysis. **Annual Review of Organizational Psychology and Organizational Behavior**, 9, 225-46. (6)
- Ke, Z., Liu, D., & Brass, D. J. (2020). Do online friends bring out the best in us? The effect of friend contributions on online review provision. **Information Systems Research**. <https://doi.org/10.1287/isre.2020.0947> (14)
- Kwon, S., Rondi, E., Levin, D. Z., DeMassis, A., & Brass, D. J. (2020). Network brokerage: An integrative review and future research agenda. **Journal of Management**, 46, 1092-1120. (86)
- Brass, D. J. & Borgatti, S. P. (2020). **Social networks at work**. New York: Routledge.
- Brass, D. J. & Borgatti, S. P. (2020). A brief primer on social network analysis. In D. J. Brass & S. P. Borgatti (Eds.), **Social networks at work**, 1-8. New York: Routledge.
- Borgatti, S. P. & Brass, D. J. (2020). Centrality: Concepts and measures. In D. J. Brass & S. P. Borgatti (Eds.), **Social networks at work**, 9-

22. New York: Routledge. (10)

- Ke, Z., Liu, D., Gupta, A., & Brass, D. J. (2019). Assimilate or differentiate? Contributors' choice of subjects in user-generated content. **Decision Sciences**.  
<https://de4liu.github.io/home/files/KeFriendExpDS.pdf>
- Soltis, S. M., Brass, D. J. & Lepak, D. M. (2018). Social resource management: An intergraton of social networks and human resource management. **Academy of Management Annals**, 12, 537-573. (76)
- Brass, D. J. (2018). A social network perspective on organizational citizenship behavior. In P. M. Podsakoff, S. B. MacKenzie & N. P. Podsakoff (Eds.), **The Oxford Handbook of Organizational Citizenship Behavior**, 317-330, Oxford University Press. (13)
- Brass, D. J. & Borgatti, S.P. (2018). Multilevel thoughts on social networks. In J. M. LeBurton & S. Humphrey (Eds.), **The Handbook for Multilevel Theory, Measurement, and Analysis**, 187-200. Washington DC, American Psychological Association. (8)
- Marineau, J. E., Labianca, G. J., Brass, D. J., Borgatti, S. P. & Vecchi, P. (2018). Individuals' power and their social network accuracy: A situated cognition perspective. **Social Networks**, 54, 145-161. (43)
- Huang, Z., Hong, Z. & Brass, D. J. (2017). Cross-border acquisitions and the asymmetric effect of power distance value difference on long-term post-acquisition performance. **Strategic Management Journal**, 38, 972-991. (108)
- Sasidharan, S., Santhanam, R., Brass, D. J (2017). Assimilation of Enterprise information systems:: Knowledge support from people and systems. **International Journal of Technology Diffusion**, 18-32.
- Andrevski, G., Brass, D. J., & Ferrier, W. J. (2016). Alliance portfolio configurations and competitive action frequency. **Journal of Management**, 42, 811-837. (115)
- Liu, D., Brass, D. J., Lu, Y. & Chen, D. (2015). Friendships in online peer-to-peer lending: Pipes, prisms, and relational herding. **Management Information Systems Quarterly**, 39: 729-742. (365).
- Borgatti, S., Brass, D. J. & Halgin, D. S. (2014). Social network research: Confusions, criticisms, and controversies. In D. J. Brass, G.

Labianca, A. Mehra, D. S. Halgin, & S. Borgatti (eds.), **Research in the Sociology of Organizations**, 1-33. Emerald. (282)

Smith, J. M, Lopez-Kidwell, V., Halgin, D.S., Labianca, G., Brass, D. J. & Borgatti, S. P. (2014). Power in politically charged networks. **Social Networks**, 36: 162-176. (97)

Han, J., Han, J. & Brass, D. J. (2014). Human capital diversity in the creation of social capital for team creativity. **Journal of Organizational Behavior**, 35, 54-71. (214)

Brass, D. J. & Krackhardt, D. (2012). Power, politics, and social networks in organizations. In G. R. Ferris & D. C. Treadway (Eds.), **Politics in organizations: Theory and research considerations**, 355-375. New York: Routledge. (108)

Brass, D. J. & Halgin, D. S. (2012). Social networks: The structure of relationships. In L. T. Eby & T. D. Allen (Eds.), **Personal relationships: The effect on employee attitudes, behaviors, and well-being**, 367-381. SIOP Frontier Series: Wiley. (25)

Brass, D. J. & Labianca, G. (2012). A social network perspective on negotiation. In D. Shapiro & B. M. Goldman (Eds.), 245-267. **The psychology of negotiations in the 21<sup>st</sup> century workplace**. Sage.

Sasidharan, S., Santhanam, R., Brass, D. J., & Sambamurthy, V. (2012). The effects of social network structure on Enterprise system success: A longitudinal multilevel analysis. **Information Systems Research**, 23, 658-678. (150)

Brass, D. J. (2012). A social network perspective on organizational psychology. In S. W. J. Kozlowski (Ed.), **The Oxford Handbook of Organizational Psychology**, 667-695. New York: Oxford University Press. (240)

Mehra, A., Brass, D. J., Borgatti, S. & Labianca, G. (2010). A network perspective on megaengineering projects. In S. D. Bruun (ed.), **Engineering earth: The impacts of megaengineering projects**, 769-782. New York: Springer.

Kilduff, M. & Brass, D. J. (2010). Organizational social network research: Core ideas and key debates. In J. P. Walsh & A. P. Brief (Eds.), **Academy of Management Annuals**, Vol. 4, 317- 357, Routledge. (873)

Kilduff, M. & Brass, D. J. (2010). Job design: A social network

perspective. **Journal of Organizational Behavior**, 31, 309- 318.  
(143)

Zhou, J., Shin, S. J., Brass, D. J., Choi, J., & Zhang, Z. (2009) Social networks, personal values, and creativity: Evidence for curvilinear and interaction effects. **Journal of Applied Psychology**, 94, 1544-1552. (495)

Borgatti, S., Mehra, A., Brass, D. J., & Labianca, G. (2009) Network analysis in the social sciences. **Science**, Vol. 323 No. 5916: 892-895. (4,954)

Brass, D. J. (2009). Connecting to brokers: Strategies for acquiring social capital. In V. Bartkus & J. Davis (Eds.), **Social Capital: Reaching Out, Reaching In**, 260-274, Cheltenham, UK: Edward Elgar Press. (53)

Shapiro, D., Brass, D. J., & Labianca, G. (2008). Examining justice from a social network perspective. In S. Gilliland & D. Skarlicki (Eds.), **Research in Social Issues in Management: Justice, Morality, and Social Responsibility** (Vol. 6), 201-225, Age Publishing.

Mehra, A., Dixon, A. L., Brass, D. J., & Robertson, B. (2006). The social network ties of group leaders: Implications for group performance and leader reputation. **Organization Science**, 17, 64-79. (710)

Hoobler, J. M. & Brass, D. J. (2006). Kicking the dog: A displaced aggression perspective on abusive supervision. **Journal of Applied Psychology**, 91, 1125-1133. (813)

Labianca, G. & Brass, D. J. (2006). Exploring the social ledger: Negative relationships and negative asymmetry in social networks in organizations. **Academy of Management Review**, 31, 596-614. (877)

Bowler, M. & Brass, D. J. (2006). Relational correlates of interpersonal citizenship behavior, A social network perspective. **Journal of Applied Psychology**, 91, 70-82. (668)

Brass, D. J., Galaskiewicz, J., Greve, H. R., & Tsui, W. (2004). Taking stock of networks and organizations: A multilevel perspective. **Academy of Management Journal**, 47, 795-819. (3,628)

Umpress, E., Labianca, G., Brass, D. J., Kass, E., & Sholten, L. (2003). The role of instrumental and expressive social ties in employees' perceptions of organizational justice. **Organization Science**, 14:

738-753. (404)

- Brass, D. J. (2003). A social network perspective on human resources management. Reprinted in R. Cross, A. Parker, & L. Sasson (Eds.), **Networks in the Knowledge Economy**, 283-323. Oxford:Oxford University Press. (878)
- Brass, D. J. (2002). Intraorganizational power and dependence. In J. Baum (Ed.), **The Blackwell Companion to Organizations**, 138-157. Oxford: Blackwell Business Pub. (74)
- Mehra, A., Kilduff, M. K., & Brass, D. J. (2001). The social networks of high and low self-monitors: Implications for workplace performance. **Administrative Science Quarterly**, 46, 121-146. (1,665)
- Brass, D. J. (2001). Social capital and organizational leadership. In S. J. Zaccaro & R. Klimoski (Eds.), **The Nature of Organizational Leadership**. SIOP Frontiers Series, Josey-Bass, 132-152. (157)
- Brass, D. J. & Labianca, G. (2000). Social capital, social liabilities, and social resources management. In S. Gabby & R. Leenders (Eds.), **Corporate Social Capital and Liability**, 323-340. Kluwer Academic Publishers. (121)
- Labianca, G., Gray, B. L. & Brass, D. J. (2000). A grounded model of organizational schema change during empowerment. **Organization Science**, 2000, 11: 235-257. (551)
- Brass, D. J. (2000). Frog ponds and networks: Trends in multilevel research. In K. J. Klein & S. W. J. Kozlowski (Eds.), **Multilevel Theory, Research, and Methods in Organizations**, 557-571. San Francisco: Josey-Bass.
- Brass, D. J. & Krackhardt, D. (1999). The social capital of 21<sup>st</sup> century leaders. In J. G. Hunt & R. L. Phillips (Eds.), **Out-of-the-box Leadership for the 21<sup>st</sup> Century**, 179-194. Stamford, CT: JAI Press. (280)
- Brass, D. J., Butterfield, K. D. & Skaggs, B. C. (1998). Relationships and unethical behavior: A social network perspective. **Academy of Management Review**, 23: 14-31. (1,558)
- Labianca, G., Brass, D. J. & Gray, B. L. (1998). Social networks and perceptions of intergroup conflict: The role of negative relationships and third parties. **Academy of Management Journal**, 41:55-67. (744)

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. (859)

Brass, D. J. (1998). Technology, power, and diversity: A social network perspective. In G. Barnett (Ed.), **Organization <-> Communication: Emerging Perspectives**, 25-46. Stamford, CT: Ablex Publishing.

Lindsley, D. H., Brass, D. J. & Thomas, J. T. (1995). Efficacy performance spirals: A multi-level perspective. **Academy of Management Review**, 20: 648-678. (1,394)

Brass, D. J. (1995). A social network perspective on human resources management. In G. Ferris (Ed.), **Research in Personnel and Human Resources Management**, Vol. 13, 39-79. Greenwich, CT: JAI Press. (868)

Brass, D. J. (1995). Creativity: It's all in your social network. In C. M. Ford & D. A. Gioia (Eds.), **Creative Actions in Organizations**, 94-99. London: Sage. (178)

Krackhardt, D. & Brass, D. J. (1994). Intra-organizational networks: The micro side. In S. Wasserman & J. Galaskiewicz (Eds.), **Advances in Social Network Analysis: Research in the Social and Behavioral sciences**, 207-229. Newbury Park, CA: Sage. (335)

Brass, D. J. & Burkhardt, M. E. (1993). Potential power and power use: An investigation of structure and behavior. **Academy of Management Journal**, 36, 441-470. (1,570)

Organizational Communication/Information Systems **Best Article Award**, OC/IS Division of Academy of Management

Brass, D. J. & Burkhardt, M. E. (1992). Centrality and power in organizations. In N. Nohria & R. Eccles (Eds.), **Networks and Organizations: Theory and Practice**, 191-215. Boston, MA: Harvard Business School Press. (718)

Brass, D. J. (1992) Power in organizations: A social network perspective. In G. Moore & J. A. Whitt (Eds.), **Research in Politics and Society**, 295-323. Greenwich, CT: JAI Press. (565)

Murnighan, J. K. & Brass, D. J. (1991). Intraorganizational coalitions. In

M. H. Bazerman, R. J. Lewicki, & B. H. Sheppard (Eds.), **Research on Negotiations in Organizations**, Vol. 3, 283-306. Greenwich, CT: JAI Press. (131)

- Burkhardt, M. E. & Brass, D. J. (1990). Changing patterns or patterns of change: The effects of a change in technology on social network structure and power. **Administrative Science Quarterly**, 35, 104-127. (1,639)
- Gioia, D. A. & Brass, D. J. (1985-86). Teaching the T.V. generation: The case for observational learning. **Organizational Behavior Teaching Review**, 10, 11-18. (98)
- Brass, D. J. (1985). Men's and women's networks: A study of interaction patterns and influence in an organization. **Academy of Management Journal**, 28, 327-343. (1,483)
- Dean, J. W. & Brass, D. J. (1985). Social interaction and the perception of job characteristics in an organization. **Human Relations**, 38, 571-582. (109)
- Banbury-Masland, B. & Brass, D. J. (1985). Careers, marriage, and children: Are businesswomen changing their minds? **Business Horizons**, May-June, 81-86. (6)
- Brass, D. J. (1985). Technology and structuring of jobs: Employee satisfaction, performance, and influence. **Organizational Behavior and Human Decision Processes**, 5, 216-240. (254)
- Brass, D. J. & Gioia, D. A. (1984-85). Never wear your pink shirt in the forum: Student evaluations of teaching the large class. **Organizational Behavior Teaching Review**, 9, 100-102. (58)
- Brass, D. J. (1984). Being in the right place: A structural analysis of individual influence in an organization. **Administrative Science Quarterly**, 29, 518-539. (2,447)
- Showcase Study Award**, OB Division, Academy of Management
- Reprinted in Hampton, D.R., Summer, C.E., and Webber, R.A., *Organizational behavior and the practice of management*, Fifth Edition, 1987, Glenview, IL: Scott Foresman, 179-190.
- Brass, D. J. (1983). Job design and redesign. In T. Connolly (ed.), **Scientists, Engineers and Organizations**, 265-290. Monterey,

CA: Brooks/Cole.

- Brass, D. J. (1981). Structural relationships, job characteristics, and worker satisfaction and performance. **Administrative Science Quarterly**, 26, 331-348. (565)
- Moch, M. K., Bartunek, J. & Brass, D. J. (1979). Structure, task characteristics, and experienced role stress in organizations employing complex technology. **Organizational Behavior and Human Performance**, 24, 258-268. (56)
- Oldham, G. R. & Brass, D. J. (1979). Employee reactions to an open-plan office: A naturally occurring quasi-experiment. **Administrative Science Quarterly**, 24, 267-284. (567)
- Brass, D. J. & Oldham, G. R. (1976). Validating an inbasket test using an alternative set of leadership scoring dimensions. **Journal of Applied Psychology**, 61, 652-657. (56)

### **Teaching-Oriented Publications**

- Boje, D. M., D. J. Brass, & L. R. Pondy (eds.). *Managing II*. Lexington, Mass.: Xerox Publishing Co., 1977.
- Boje, D. M., D. J. Brass, and L. R. Pondy. Metaphors, dancing partners, and case episodes as training exercises in the art of organizational theorizing. In D. M. Boje, D. J. Brass & L. R. Pondy (eds.), *Managing II*, 12-18. Lexington, Mass.: Xerox Publishing Co., 1977.
- Brass, D. J. Grandma Brass' homemade pie: A case for job redesign. In D. M. Boje, D. J. Brass, & L. R. Pondy (eds), *Managing II*, 127-130. Lexington, Mass.: Xerox Publishing Co., 1977.
- Brass, D. J., B. L. Gray, & D. A. Gioia. *Managing Organizations*. Kendall-Hunt, 1994.
- Brass, D. J. Organizational structure aboard the starship Enterprise. In Brass, D. J., B. L. Gray, & D. A. Gioia. *Managing Organizations*, 100-106. Kendall-Hunt, 1994.

### **Presentations at Professional Meetings (since 2008)**

- Liu, D., Brass, D. J., Lu, Y. & Chen, D. Friendships in online peer-to-peer lending: Pipes, prisms, and relational herding. ION Conference, 2014.



- Brass, D.J. Is social network research on the right path: Confusions, criticisms, and controversies. Invited Presentation, University of Arizona, Feb 19, 2011.
- Brass, D.J. Introduction to social networks. Workshop presented at Virje U., Amsterdam, Oct. 25-28, 2010.
- Brass, D.J. Social networks and innovation. Paper presented at Tillburg Conference on Innovation, U. of Tillburg, Netherlands, June 11-12, 2010.
- Brass, D.J. Is social network research on the right path? Confusions, criticisms, and controversies. Paper Presented at Society of Organizational Behavior Conference, U. of Maryland, Oct 30-31, 2009.
- Ling, J., Mehra, A., Brass, D. J., Liu, D., and Borgatti, S. A matter of time: Structural holes, resources richness and knowledge production. Presented at Academy of Management Annual Meetings, Chicago, Aug. 7-12, 2009.
- Han, J., Brass, D. J., & Han, J. Human resource diversity in the creation of social capital for team innovation. Presented at Academy of Management Annual Meetings, Chicago, Aug. 7- 12, 2009.
- Brass, D. J. Social networks: Clusters and bridges. Presented at University of Kentucky, Gatton College Invest with the Best and Hall of Fame, April 14, 17, 2009.
- Zhou, J., Shin, S. J., Brass, D. J., Choi, J., & Zhang, Z. Social networks, personal values, and creativity. Presented at Society of Organizational Behavior Conference, U. of New South Wales, Sydney, Australia, March 13-14, 2009.
- Brass, D. J. How to write for top management journals. Invited Presentation at U. of South Australia, Adelaide, March 3, 2009.
- Brass, D. J. The coevolution of multilevel networks. Keynote address at Evolution of Networks Conference at INSEAD, Paris, October 24-25, 2008.
- Brass, D. J. Social networks and creativity. Invited presentation at U. of Dalphine, Paris, Oct. 21, 2008.
- Brass, D.J. Workshop on social networks. Invited presentation at HEC Paris, Oct. 20, 2008.

Zhou, J., Shin, S. J., Brass, D. J., Choi, J., & Zhang, Z. Creativity: The interaction of social networks and personal values. Presented at ION3 Conference, U. of Kentucky, September 27-28, 2008.

Brass, D. J. Social networks and creativity: The effects of weak ties. Invited presentation at Yonsei U., Seoul, South Korea, June 25, 2008.

Brass, D. J. Creating creative networks. Invited Presentation at Korean U., Seoul, South Korea, June 25, 2008.

Brass, D. J. Do it yourself: Social network analysis. Workshop presented at International Association of Chinese Management Researchers Conference, Guangzhou, China, June 19-22, 2008.

Brass, D. J., Oh, H., & Kilduff, M. Network ties and business success: The case of immigrant entrepreneurs. Presented at International Association of Chinese Management Researchers Conference, Guangzhou, China, June 19-22, 2008.

Brass, D. J. How to write for top management journals. Presented at International Association of Chinese Management Researchers Conference, Guangzhou, China, June 19-22, 2008.

Brass, D. J. Multilevel networks: Potential and actual. Presented at Academy of Management Meetings, Anaheim, CA, August 8-12, 2008.

Brass, D. J. Introduction to social networks. Professional development workshop presented at Academy of Management Meetings, Anaheim, CA, August 8-12, 2008.

## **Experience**

Professor of Organizational Behavior 8/79-6/00  
The Pennsylvania State University  
University Park, PA, USA

Visiting Professor 1/99 - 7/99  
INSEAD, Fontainebleau, France

Visiting Professor 3/00 - 5/00  
INSEAD, Singapore

Visiting Professor 1/01 – 3/01  
U. of Auckland, New Zealand

Visiting Professor 5/04, 2/05, 2/06, 4/07, 4/08, 4/09, 4/10, 4/11  
TEI Piraeus, Athens, Greece

Visiting Professor 7/04, 4/06  
Instituto de Empresa, Madrid, Spain

Visiting Professor 1/05  
University of Melbourne, Melbourne, Australia

Visiting Professor 3-4/05  
Peking University, Beijing, China

Visiting Professor 2-3/09  
University of South Australia, Adelaide, Australia

## Teaching

1983 "**Excellence in Teaching**" Award, MBA Association.

1987 "**Excellence in Teaching**" Award, MBA Association.

Courses taught:

UG

Survey of Management

Basic Management Concepts

Organizational Behavior

Contemporary Issues

Power and Negotiation Strategies

MBA

Behavioral Science in Business

Organizational Behavior

Leadership in Organizations

Power and Negotiation Strategies

Organizational Design

Ph.D.

Organizational Behavior  
Multi-level Research in Organizations  
Social Networks and Organizations

## **Professional Activities**

Associate Editor: Administrative Science Quarterly 1995-2007.

Editor: Special Research Forum, "Building Effective Networks"  
Academy of Management Journal, Dec. issue, 2004.

Editorial Board: Administrative Science Quarterly 1986-92, 2007-2017.  
Academy of Management Journal 2006-present  
Academy of Management Review 2008-present  
Journal of Applied Psychology 2008- 2015  
Management and Organization Review 2005-present  
Academy of Management Discovery 2014-present

Ad hoc reviewer: American Sociology Review, Human Relations,  
Information Systems Research, Journal of Business Research,  
Journal of Management, Journal of Management Studies, Journal of  
Occupational and Organizational Psychology, Journal of  
Occupational Behavior, Journal of Organizational Behavior,  
Leadership Quarterly, Management Science, Organization Science,  
Organizational Studies, National Science Foundation, Social  
Networks.

Affiliations: Academy of Management  
Membership Committee 1983-86  
Professional Division Review Committee, 1991-92  
OB Division Awards Committee 1986, 1989, 2009, 2010  
OT Division Awards Committee, 2010-2012

Meso Organizational Studies Team  
Executive Committee, 1991-99  
Program Co-chair, 1992-1996

## **Service**

Management Department/Area

Chair, 2012 – 2019  
Area Coordinator, 2001-2011  
Ph.D. Advisor, 1981-93, DGS, 2000-2011  
Faculty Recruitment Committee, 1980-81, 1981-82, 1985-86, 1990-91  
Ph.D. Committee, 1981-83, 1986-94.

Teaching Load Committee, 1983-84  
Faculty Advisory Committee, 1987-88, 1990-92  
Promotion and Tenure Peer Review Chair, 1992-93, 1996-97

#### College of Business Administration/School of Management

Research Committee, 1981-83(Chair)  
CBA Working Collection Representative, 1982-83  
Graduate Fellowship Committee, 1982-84  
Dodge MBA Internship Selection Committee, 1983  
MBA Coordinating Committee, 1982-87  
Esther Spicher Alumni Scholarship Selection Committee, 1984  
MBA Admissions Committee, 1985-87  
Task Force on Grade Disputes, 1987  
Graduate Policy Committee, 1988-94 (Chair)  
MBA Faculty Council, 1988-91  
Promotion and Tenure, 1990-91, 1994-95, 2000-2008, 2010  
MBA Committee, 1991-92, 2009-10  
Undergraduate Core Curriculum Team, 1991-92, 1993-94  
Scholarship Committee, 1988-92  
Area Coordinator, Management 2000-present  
Area of Management Director of Graduate Studies, 2000-present  
School of Management Promotion and Tenure Advisory Committee,  
2000-06  
College Task Force on Ph.D. Program, 2000-01  
College Special Task Force on Teaching Assistantships, 2001  
College Advisory Committee on Summer Research Awards, 2001, 2002  
College Task Force on Departments, 2002  
College Promotion and Tenure Committee, Chair 2003-04, Chair 2004-  
05, 2005-06  
College Faculty Evaluation Committee, 2005-06.