

AJAY MEHRA

Gatton College of Business and Economics
University of Kentucky
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EDUCATION

Ph.D. (major: Organizational Behavior), Penn State (1998)

M.B.A. (major: International Finance), Temple (1992)

B.S., (major: Information Systems), Mansfield University (1989)

ACADEMIC APPOINTMENTS

Associate Professor of Management (2006-present), University of Kentucky

Associate Professor of Management (2005-2006), University of Cincinnati

Assistant Professor of Management (1998-2005), University of Cincinnati

Visiting Professor (2001, Summer), Instituto de Empresa, Madrid, Spain

Instructor, Penn State (1992-1998)

Research Assistant, Center for Labor and Human Resource Studies, Temple University (1989-1992)

EDITORIAL BOARD MEMBERSHIPS AND OTHER SERVICE

Book Review Editor, *Academy of Management Review* (2006-2008)

Editorial Board Member, *Administrative Science Quarterly* (2003-2009)

Editorial Board Member, *Academy of Management Review* (2003-2008)

Editorial Board Member, *British Journal of Management* (2001-2006)

Board Member, LINKS—Center for the study of social networks in business, University of Kentucky.

Doctoral Recruiting Coordinator for the Department of Management at the University of Cincinnati (2001-2006)

University Senate, University of Kentucky (2007-2010)

RESEARCH PUBLICATIONS

Borgatti, S.P., Mehra, A., Brass, D.J., & Labianca, G. 2009. Network analysis in the social sciences. *Science*, 323: 892-895.

Mehra, A., Brass, D.J., Borgatti, S.P., & Labianca, G. A network perspective on mega-engineering projects. *Forthcoming* in S. Brun & A. Wood, Engineering Earth: The Impacts of Megaengineering Projects.

Mehra, A., Marineau, J., Lopes, A., & Dass, T. 2009. The coevolution of friendship and leadership networks in small groups. In Graen G., & Graen, J. (Eds.) *Predators' Game-Changing Designs*, a volume in the series: LMX leadership: The Series. Information Age Publishing, Charlotte, NC.

Leonard, A. S., Mehra, A., & Katerberg, R. 2008. The social identity and social networks of ethnic minority groups in organizations: A crucial test of distinctiveness theory. *Journal of Organizational Behavior*, 29: 573-589.

Mehra, A., & Schenkel, M. 2008. The price chameleons pay: Self-monitoring, boundary spanning, and role conflict in the workplace. *British Journal of Management*, 19: 138-144.

Kilduff, M., & Mehra, A. 2008. Philosophy as core competence. In D. Barry and H. Hansen (Eds.), New Approaches in Management and Organization, Sage Publications.

Mehra, A., Smith, B., Dixon, A., & Robertson, B. 2006. Distributed leadership in teams: The network of leadership perceptions and team performance. *Leadership Quarterly*, 17: 232-245.

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

Mehra, A. 2005. A review of L. C. Freeman's "The development of social network analysis." *Administrative Science Quarterly*, 50: 148-151.

Mehra, A., Kilduff, M., and Brass, D.J. 2001. The social networks of high and low self-monitors: Implications for workplace performance. *Administrative Science Quarterly*, 46: 121-146.

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

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*, 4: 441- 452.

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

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

Kilduff, M., & Mehra, A. 1996. Hegemonic masculinity among the elite: Power, identity and homophily in social networks. In Cliff Cheng (Ed.), Masculinities in Organizations, 115-130. Thousand Oaks: Sage.

Gioia, D. A., & Mehra, A. 1996. Review of Karl E. Weick's Sensemaking in Organizations. *Academy of Management Review*, 21: 1226- 1230.

Gioia, D. A., & Mehra, A. 1995. Organizations are cognition-action systems. In P. Shrivastava & C. Stubbart (Eds.), Advances in Strategic Management, 12: 175- 181. Greenwich, CT: JAI press.

Mehra, A., & Kilduff, M. 1995. The effects of demography and personality on friendship centrality. In Everett, M. G. & Rennolls, K. (Eds.), Proceedings of the International Conference on Social Networks, 131-139. Greenwich University Press.

CONFERENCE PRESENTATIONS

Soltis, S., Mehra, A., & Borgatti, S. 2009. Seeing holes: The performance benefits of cognitive accuracy in the perception of structural holes. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Ling, J., Mehra, A., Brass, D.J., Borgatti, S.P., & De, L. 2009. A matter of time: Structural holes, resource richness, and knowledge production. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Sasovova, Z., Mehra, A., & Schippers, M. C. 2008. Self-monitoring and network churn: A longitudinal investigation of the psychological origins of structural brokerage. Paper presented at the INSEAD Conference on Network Evolution, Fontainebleau, France.

Mehra, A., Kilduff, M., Gioia, D., & Borgatti, P. 2008. Brokering trust to enhance leadership: The role of self-monitoring. Paper presented at the INSEAD-Wharton Research Conference on Leadership, Fontainebleau, France.

Gibbons, D., & Mehra, A. 2008. Altruists, opportunists, networks, and system performance. Paper presented at the Intra-Organizational Networks (ION) conference, Lexington, KY.

Ling, J., Mehra, A., Brass, D.J., Borgatti, S.P., & De, L. 2008. The ghosts of networks past? Temporal dynamics in the Network-Knowledge Production Relationship. . Paper presented at the Intra-Organizational Networks (ION) conference, Lexington, KY.

Mehra, A. 2007. A ghost in the machine? The person in social network research. Paper presented at Vrije University, Amsterdam, Netherlands.

Mehra, A., & Kilduff, M. 2007. Self-monitoring and trust brokerage. Paper presented at the annual meetings of the Academy of Management, Philadelphia, PA.

Mehra, A., Brass, D.J., Labianca, G., Dass, T.K., & Lopes, A.B. 2007. Distributed leadership in groups: The origins and evolution of the network of leadership perceptions. Paper presented at the annual meetings of the Academy of Management, Philadelphia, PA.

Mehra, A., Lopes, A., Dass, T., & Prabhakar, B. 2006. Self-monitoring and social network centrality: A longitudinal investigation. Paper presented at the annual meetings of the International Network for Social Network Analysis (INSNA), in Vancouver, B.C.

Borgatti, S., & Mehra, A. 2006. What is network theory? Paper presented at the annual meetings of the International Network for Social Network Analysis (INSNA), in Vancouver, B.C.

Lopes, A., Mehra, A., & Prabhakar, B. 2006. The effects of communication medium on patterns of communication: The Evolution of face-to-face and online advice networks in co-located groups. Accepted for presentation at the annual meetings of the Academy of Management, in Atlanta, GA.

Kilduff, M., & Mehra, A. 2006. Discourses of knowledge production: Theoretical lenses from the philosophy of science. Accepted for presentation at the annual meetings of the Academy of Management, in Atlanta, GA.

Mehra, A., Smith, B., Brass, D.J., & Robertson, B. 2005. Distributed leadership in teams: The network of leadership perceptions and team performance. Paper presented at the annual meetings of the Academy of Management meetings. (This paper was accepted by three separate divisions of the Academy of Management; it was featured as part of a "showcase symposium.")

Mehra, A., & Gioia, D. 2005. Self-monitoring and leadership emergence in a high-technology firm. Paper presented at the annual meeting of the Academy of Management.

Leonard, A., Mehra, A., & Katerberg, R. 2005. The social identity and social networks of ethnic minority groups in organizations: A crucial test of distinctiveness theory. Paper presented at the annual meetings of the Academy of Management.

Schenkel, M. & Mehra, A. 2004. Self-monitoring, boundary spanning, and role conflict: Evidence from a high-tech firm. Paper presented at the annual meetings of the Academy of Management.

Ragunathan, M., & Mehra, A. 2004. Opening the black box of demography: The effects of dissimilarity and similarity on dyadic friendship choices. Paper presented at the annual meetings of the Academy of Management.

Mehra, A., Dixon, A., Brass, D.J., & Robertson, B. 2003. The social networks of leaders: Implications for group performance and leader reputation. Paper presented at the annual meetings of the Academy of Management.

Mehra, A., Leonard, A., & Katerberg, R. 2003. Self-monitoring and social networks in academia: The social capital of minority doctoral students. Paper presented at the annual meetings of the Academy of Management.

Schenkel, M., Mehra, A., and Brass, D.J. 2002. The effects of self-monitoring and network position on role perceptions in a high technology company. Paper presented at the annual meetings of the International Network for Social Network Analysis (INSNA), in New Orleans, Louisiana.

Mehra, A., & Leonard, S. A. 2000. Differential effects of distinctiveness on the affective and instrumental networks of underrepresented group members in a high-tech organization. Paper presented at the annual meetings of the International Network for Social Network Analysis (INSNA).

Mehra, A., & Kilduff, M. 1999. Who gets ahead? Self-monitoring, social networks, and success in organizations. Presented at the annual meetings of the Academy of Management.

Kilduff, M., & Mehra, A. 1999. Identity narratives in organizations. Presented at the fourth annual Language and Discourse Conference at Ohio State University.

Mehra, A., & Kilduff, M. 1998. Bridging social worlds: Social identity, self-monitoring, and structural constraint. Presented at the annual meeting of the Academy of Management.

Mehra, A., Labianca, G., and Gioia, D.A. 1998. Cognition in context: Network and social identity effects on workplace perceptions. Presented at the annual meeting of the Academy of Management.

Mehra, A., Kilduff, M., & Brass, D.J. 1996. Relegation to the margins: Race and gender differences in network position, friendship strategies, and social identity. Presented at the annual meeting of the Academy of Management.

Kilduff, M., & Mehra, A. 1996. The power of male chameleons: Hegemonic identity and success in corporate America. Presented at the annual meeting of the Academy of Management.

Mehra, A., & Kilduff, M. 1995. The effects of demography and personality on friendship centrality. Presented at the annual meetings of the International Network for Social Network Analysis (INSNA), London, U.K.

Kilduff, M., & Mehra, A. 1994. Storming the Bastille: Breaking down barriers to understanding postmodernism in organizations. Presented at the annual meeting of the Academy of Management.

Mehra, A. 1993. A multi-dimensional model of trust in U.S. – Japanese joint ventures. Presented at the annual meeting of the Academy of International Business, in Maui, Hawaii.

COURSES TAUGHT

PhD seminars:

- Organizational Behavior
- Philosophy of Science
- Organizational Theory

MBA courses:

- Organizational Behavior and Theory
- Social Networks in the Workplace

Undergraduate courses:

- Global Trade
- Personality, Social Networks, and Success (a university-wide honors class)
- Organizational Behavior

Executive Education and Other courses:

- Taught a series of sessions on the World Trade Organization for the *University of Cincinnati's Executive Education Program* (Summer, 2003); a session on social networks and leadership at Procter & Gamble's Cincinnati offices (Spring, 2006); courses on social network analysis to MBA students at *Wright-Pat Air Force Base*, in Dayton, OH (Summer, 2004; Spring, 2006); Organizational Behavior session as part of the *University of Kentucky's Certificate Program* (2007).

DISSERTATION COMMITTEES

Co-Chair

Juan Ling, Ph.D. (2008), University of Kentucky

Co-chair:

Ana Leonard, Ph.D. (2002), University of Cincinnati (Leonard was a faculty member at Miami University 2002-2003; she is currently a Field Service Assistant Professor at UC)

External committee member:

Rashmi Assudani, Ph. D. (2005), McGill University, Montreal. (Assudani is an Assistant Professor at Xavier University, Cincinnati, OH.)

Zuzana Sasovova, Ph.D. (2006), Vrije Universiteit, Amsterdam (Sasovova is an Associate Professor at Vrije Universiteit, Amsterdam)

GRANTS

Co-P.I (with Steve Borgatti)

Integrated Adversarial Network Theory. (Grant source: Defense Threat Reduction Agency; Grant amount: \$393,781; Date: 2007-2010)

P.I.

Ethnicity and Social Networks in the Ph.D. Project. (Grant source: KPMG; Grant amount: \$10,000)

HONORS

Recognized as "Most Inspirational Professor" by the University of Cincinnati's College of Arts and Sciences (2003)

College of Business Research Fellow, University of Cincinnati (2001-2003)

Rider Research Fellow, Penn State (1997)