

Ray E. Reagans

Massachusetts Institute of Technology
Sloan School of Management
E62-382
100 Main Street
Cambridge, MA 02142

Phone: 617.715.4154
email: rreagans@mit.edu

Education

Brown University	Sociology and Economics	B.A. 1991
The University of Chicago	Sociology	Ph.D. 1998

Appointments

Massachusetts Institute of Technology	2009-present
Full Professor (2012-present)	
Associate Professor with tenure (2009-2012)	
Carnegie Mellon University	2005-2009
Associate Professor with tenure (2005-2009)	
Columbia University	2001-2005
Associate Professor without tenure (2005)	
Assistant Professor (2001-2005)	
Carnegie Mellon University	1998-2001
Assistant Professor (1998-2001)	

Articles in refereed journals

Reagans, R. E., Volvovsky, H., and Burt, R. S. (2023). Shared language in the team network-performance association: Reconciling conflicting views of the network centralization effect on team performance. Collective Intelligence, 2(3), 1-18.

Reagans, R. E. (2022). Mutual learning in networks: Building theory by piecing together puzzling facts. Research in Organizational Behavior, 100175.

Burt, R. S., and Reagans, R. E. (2022). Team talk: Learning, jargon, and structure versus the pulse of the network. Social Networks, 70, 375-392.

Burt, R. S., Reagans, R. E., and Volvovsky, H. C. (2020). Network brokerage and the perception of leadership. Social Networks, 65, 33-50.

Anjos, F., and Reagans, R. (2020). Networks in the balance: an agent-based model of optimal exploitation. Journal of Organization Design, 9(1), 1-26.

Reagans, R., E. Miron-Spektor, and L. Argote. (2016). "Knowledge utilization, coordination, and team performance." Organization Science, 27 (5), 1108-1124.

- Apfelbaum, E., N. Stephens, and R. Reagans. (2016). "Beyond One-Size-Fits-All: Tailoring Diversity Approaches to the Representation of Social Groups." Journal of Personality and Social Psychology, 111(4), 547-566.
- Reagans, R., P.V. Singh, and R. Krishnan. (2015). "Forgotten Third Parties: Analyzing the contingent association between unshared third parties, knowledge overlap and knowledge transfer relationships with outsiders." Organization Science, 26: 1400-1414.
- Anjos, F. and R. Reagans. (2013). "Commitment, learning and alliance performance: A formal analysis using an agent-based network formation model." Journal of Mathematical Sociology, 37: 1-23.
- Tortoriello, M., R. Reagans, and B. McEvily. (2012). "Bridging the knowledge gap: The role of tie strength, network cohesion, and network range." Organization Science, 23: 1024-1039.
- Bunderson, S. and R. Reagans. (2011). "Power, status, and learning in organizations." Organization Science, 22: 1182-1194.
- Reagans, R. (2010). "Close encounters: Analyzing how social similarity and propinquity contribute to strong network connections." Organization Science, 22: 835-849.
- Flynn, F., R. Reagans, and L. Guillory. (2010). "Do you two know each other? Transitivity, homophily, and the need for (network) closure." Journal of Personality and Social Psychology, 99: 855-869.
- Reagans, R. and E. Zuckerman. (2008). "Why knowledge does not equal power: The network redundancy trade-off." Industrial and Corporate Change, 17: 903-944.
- Reagans, R. and E. Zuckerman. (2008). "All in the family: reply to Burt, Podolny, and van de Rijt, Ban, and Sarkar." Industrial and Corporate Change, 17: 979-999.
- Roberts, P. and R. Reagans. (2007). "Critical exposure and price-quality relationships in the U.S. Market." Journal of Wine and Economics, 2: 84-97.
- Flynn, F., R. Reagans, E. Amanatullah, and D. Ames. (2006). "Helping one's way to the top: Self-monitors achieve status by helping others and knowing who helps whom." Journal of Personality and Social Psychology, 91: 1123-1137.
- Reagans, R. (2005). "Preferences, identity and competition: Predicting tie strength from demographic data." Management Science, 51: 1374-1383.
- Reagans, R., L. Argote, and D. Brooks. (2005). "Individual experience and experience working together: Predicting learning rates from knowing what to do and who knows what." Management Science, 51: 869-881.

- Reagans, R., E. Zuckerman, and B. McEvily. (2004). "How to make the team? Social networks vs. demography as criteria for designing effective teams." Administrative Science Quarterly, 49: 101-133.
- Reagans, R. and B. McEvily. (2003). "Network structure and knowledge transfer: The effects of cohesion and range." Administrative Science Quarterly, 48: 240-267.
- Argote, L., B. McEvily, and R. Reagans. (2003). "Managing knowledge in organizations: An integrative framework and review of emerging themes." In special issue on Knowledge Management: Creating, Retaining and Transferring Knowledge." Management Science, 49, 571-582.
- Argote, L., B. McEvily, and R. Reagans. (2003). "Introduction to the special issue on managing knowledge in organizations: Creating, retaining and transferring knowledge." Management Science, 49, v-viii.
- Reagans, R. and E. Zuckerman. (2001). "Networks, diversity and performance: The social capital of R&D units." Organization Science, 12: 502-517.
- Reagans, R. (1998). "Differences in social difference: Examining third party effects on relational stability." Social Networks, 20: 143-157.

Book chapters

- Reagans, R. (2013) "Demographic diversity as network connections: Homophily and the diversity-performance debate." In Q. Roberson (Ed.) Oxford Handbook of Diversity in the Workplace. New York, NY: Oxford University Press.
- Reagans, R. (2009). "In search of social significance: A role-set approach to uncovering the social importance of demographic categories." In M. A. Neale, E. Mannix and K. Phillips (Eds.), Research on Managing Groups and Teams: Groups and Diversity (Vol. 9). Oxford, UK: Elsevier Science Press.
- Reagans, R. and B. McEvily (2009). "Networks and knowledge sharing: Integrating perspectives." In J.A.C. Baum and T.J. Rowley (Eds.), Advances in Strategic Management: Network Strategy (Vol. 25). Amsterdam: JAI Press
- Reagans, R., E. Zuckerman, and B. McEvily (2007). "On firmer ground: The collaborative team as strategic research site for verifying network-based social-capital hypotheses." In James E. Rauch (Ed.), The Missing Links: Formation and Decay of Economic Networks. New York: Russell Sage Foundation.

Edited volume

- Argote, L., B. McEvily, and R. Reagans (2003). Special Issue on Managing knowledge in organizations: Creating, retaining and transferring knowledge." Management Science, 49.

Articles in conference proceedings

Roberts, P. and R. Reagans (2001). "Market experience, consumer attention and price-quality relationships for new world wines in the US market, 1987-1999." Proceedings of the 2001 Academy of Management Annual Meeting.

Book reviews

Reagans, R. (2010). Unanticipated Gains: Origins of Network Inequality in Everyday Life. American Journal of Sociology, 116: 312.

Reagans, R. (2000). "Hot Groups": Seeding them, feeding them, and using them to ignite your organization. Contemporary Sociology, 29: 833.

Articles under review

Reagans, R. E., H. C. Volvovsky, H. C. and R. S. Burt. "Shared Language in the Team Network-Performance Association."

Working papers

Reagans, R. "Negative Knowledge Transfer: Reduced Exploration or Reduced Exploitation?"

Reagans, R. and E. Zuckerman. "A shortcut to efficiency? Implications of the small but stratified world."

Grants

National Science Foundation, Innovation and Organization Sciences, "Learning effects in work teams: Transactive memory systems and team performance," (co-principal investigator with Linda Argote and Ella Miron-Spektor), Grant SES-0823283, 2008-2011 (\$392,052).

National Science Foundation, Human and Social Dynamics program, "The strength of social influence as a determinant of organizational change," (co-principal investigator with S. Mezias, E. Bridwell-Mitchell and T. Lant), Grant SES-0433280, 2003-2007 (\$460,190).

Tepper Center on Innovation and Organizational Learning, "Conference on social networks and knowledge transfer" (co-principal investigator with B. McEvily), Summer 2005.

National Science Foundation, Decision, Risk and Management Sciences program, "Conference on creating, retaining, and transferring knowledge in organizations" (co-principal investigators with L. Argote and B. McEvily), Grant SES-0004283, 2001–2002.

Carnegie Bosch Institute, “Knowledge transfer in organizations,” (co-principal investigator with L. Argote and B. McEvily), 1999–2002.

National Science Foundation, Innovation and Organizational Change program, “Networks and knowledge transfer,” (co-principal investigator with B. McEvily), Grant 0217988, 2002-2003, (\$81,914) Citigroup Behavioral Sciences Research Council Exploratory Grant, “Networks and innovation” (co-principal investigator with E. Zuckerman), 1999-2000, (\$15,000).

Honors and Awards

George Leland Bach Teaching Award, Carnegie Mellon University, 2008

The Liquid Assets Prize Awarded by the American Association of Wine Economists, 2007.

Institute for Social and Economic Research and Policy Faculty Fellow, Columbia University, 2002-2005.

Carnegie Mellon University, Roman Weil Prize Research Award for “How to make the team: Social networks vs. demography as criteria for designing effective teams” (with B. McEvily and E. Zuckerman), 2003-2004.

Xerox Research Chair, Carnegie Mellon University, 2000-2001.

Industrial Administration Teaching Award, Carnegie Mellon University, 2001.

Editorial Boards

Sociological Science, Deputy Editor, 2022-present

Management Science, Associate Editor, 2015-2018

Organization Science, Senior Editor, 2006-2015
Editorial Review Board, 2004-2006

Administrative Science Quarterly, Editorial Review Board, 2007-2009

Professional Activities

Reviewer for Administrative Science Quarterly, American Journal of Sociology, Management Science, Organization Science

External Advisory Board

Dana-Farber/Harvard Cancer Center, Montefiore Einstein Cancer Center