

EMILY GRIJALVA

University at Buffalo, State University of New York
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Academic Positions:

University at Buffalo, State University of New York
Assistant Professor of Organizational Behavior, 2014-2019, 2020 – 2021
Associate Professor of Organizational Behavior, 2021-present

Washington University in St. Louis, Olin Business School
Assistant Professor of Organizational Behavior, 2019 – 2020

University of Illinois at Urbana-Champaign
Visiting Assistant Professor Industrial and Organizational Psychology, 2013-2014

Education:

Ph.D.	University of Illinois, Urbana-Champaign, Illinois Industrial/Organizational Psychology Minor in Quantitative Psychology	August 2013
M.A.	University of Illinois, Urbana-Champaign, Illinois Industrial/Organizational Psychology	May 2011
B.A.	Saint Louis University, Saint Louis, Missouri Psychology	May 2008

Publications:

(*indicates current graduate student at time of submission)

*Kim, J.-Y., **Grijalva, E.**, Newman, D. A., & Li, Y. (2024). Entrepreneur weirdness as a double-edged sword: Effects on product creativity and investor attraction. *Personnel Psychology, 77*, 53-80.

Weidman, R. et al. (2023). Age differences in narcissism: A comprehensive study across eight measures and over 250,000 participants. *Journal of Personality and Social Psychology, 124*, 1277-1298.

Amo, L.C., **Grijalva, E.**, Herath, T., Lemoine, G.J., & Rao, H.R. (2022). Technological Entitlement: It's my technology and I'll (ab)use it how I want to. *MIS Quarterly, 46*, 1395-1420.

Hora, S., Badura, K. L., Lemoine, G. J., & **Grijalva, E.** (2022). A Meta-Analytic Examination of the Gender Difference in Creative Performance. *Journal of Applied Psychology, 107*, 1926-1950.

Atherton, O. E., **Grijalva, E.**, Roberts, B. W., & Robins, R. W. (2021). Stability and change in personality traits and major life goals from college to midlife. *Personality and Social Psychology Bulletin*, *47*, 841-858.

Wetzel, E., **Grijalva, E.**, Robins, R.W., & Roberts, B.W. (2020). You're Still so Vain; Changes in Narcissism from Young Adulthood to Middle Age. *Journal of Personality and Social Psychology*, *119*, 479-496.

*Badura, K. L., **Grijalva, E.**, Galvin, B. M., Owens, B. P., & Joseph, D. L. (2020). Motivation to lead: A meta-analysis and distal-proximal model of motivation and leadership. *Journal of Applied Psychology*, *105*, 331-354.

Third most downloaded paper from Journal of Applied Psychology in 2020 (6,799 downloads). Included in the leadership category of the ["Most Important I/O Articles for Research/Practice Published in the Last Five Years"](#) compiled by Scott Highhouse.

Grijalva, E., Maynes, T. D., *Badura, K. L., & Whiting, S. W. (2020). Examining the "I" in team: A longitudinal investigation of the influence of team narcissism composition on team outcomes in the NBA. *Academy of Management Journal*, *63*, 7-33.

[Most read AMJ paper in 2020](#) and eighth most cited paper (out of 71 articles in 2020).

Schwaba, T., Robins, R. W., **Grijalva, E.**, Bleidorn, W. (2019). Does openness to experience matter in love and work? Domain, facet, and developmental evidence from a 24-year longitudinal study. *Journal of Personality*, *87*, 1074-1092.

*Badura, K. L., **Grijalva, E.**, Newman, D. A., Yan, T., & Jeon, G. (2018). Gender and leadership emergence: A meta-analysis and explanatory model. *Personnel Psychology*, *71*, 335-367.

*Winner of the 2020 Best Article of the Year Award from Personnel Psychology
Honorable Mention for the 2020 William A. Owens Scholarly Achievement Award from SIOP
Top 10% most downloaded Personnel Psychology paper 2018-2019*

Grijalva, E. & Zhang, L. (2016). Narcissism and self-insight: A review and meta-analysis of narcissists' self-enhancement tendencies. *Personality and Social Psychology Bulletin*, *42*, 3-24.

Grijalva, E., Newman, D. A., Tay, L., Donnellan, M. B., Harms, P. D., Robins, R. W., & Yan, T. (2015). Gender differences in narcissism: A meta-analytic review. *Psychological Bulletin*, *141*, 261-310.

Grijalva, E., Harms, P.D., Newman, D. A., Gaddis, B., & Fraley, R. C. (2015). Narcissism and leadership: A meta-analytic review of linear and nonlinear relationships. *Personnel Psychology*, *68*, 1-47.

Finalist for the 2015 Personnel Psychology Best Article Award

Grijalva E. & Newman, D. A. (2015). The Narcissism-Counterproductive Work Behavior (CWB) relationship: Considering collectivist culture, Big Five personality, and Narcissism's facet structure. *Applied Psychology: An International Review*, *64*, 93-126.

One of the Ten Most Accessed Papers in Applied Psychology: An International Review in 2015

Grijalva, E. & Harms, P. D. (2014). Narcissism: An integrative synthesis and dominance complementarity model. *Academy of Management Perspectives*, 28, 108-127.

Winner of the 2014 Best Article of the Year Award from the Academy of Management Perspectives

McCord, M., Joseph, D. L., **Grijalva, E.** (2014). Blinded by the light: The dark side of traditionally desirable personality traits. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Roberts, B. W., Edmonds, G., & **Grijalva, E.** (2010). It is developmental me, not generation me: Developmental changes are more important than generational changes in narcissism—Commentary on Trzesniewski & Donnellan (2010). *Perspectives on Psychological Science*, 5, 97-102.

Presentations:

Kim, J.-Y., Newman, D. A., **Grijalva, E.**, & Restubog, S. L. (August, 2022). Authoritarian Leadership is Only Abusive if Enacted by Narcissists. In Kim, J.-Y., Deen, C., Restubog, S. L. D., & Newman, D. A. (Co-Chairs), *New Developments in Dark and Destructive Leadership Research*. Symposium presentation at the 82nd annual meeting of the Academy of Management, Seattle, WA.

Grijalva, E. & Maynes T. D. (2021). Team narcissism, coordination, and performance. In D. Sharapov and P. Aversa (Co-Chairs), *Using Sport Data to Advance Management Theory*. Paper accepted at the 81st annual meeting of the Academy of Management, Virtual Conference.

Badura, K. L., & **Grijalva, E.** (2020). How narcissistic leaders draw (fault)lines in the sand: Examining when and why narcissistic leaders are detrimental to teams. In M.Y. Lee (Chair), *Understanding the Darker Side to Organizational Behavior*. Paper accepted at the 80th annual meeting of the Academy of Management, Vancouver, Canada.

Wetzel, E., **Grijalva, E.**, Robins, R. W., Roberts, B. W. (June, 2019). *You're Still so Vain; Changes in Narcissism from Young Adulthood to Middle Age*. Paper accepted at the 15th annual meeting of the Association for Research in Personality, Grand Rapids, Michigan.

Grijalva, E. (August, 2017). *Individual differences in conflict and negotiations*. Session Chair at the 77th annual meeting of the Academy of Management, Atlanta, GA.

Badura, K. L., **Grijalva, E.**, Newman, D., Yan, T. T., & Jeon, G. (August, 2017). *Gender and leadership emergence: An integrative meta-analysis and explanatory model*. Paper accepted at the 77th annual meeting of the Academy of Management, Atlanta, GA.

Grijalva, E., Bezrukova, K., Bell, S. T. & Spell, C. S. (August, 2017). *Alone and Lonely: Complementary versus similarity-based faultlines in outer space*. Paper accepted at the 77th annual meeting of the Academy of Management, Atlanta, GA.

Grijalva, E., Wetzel, E., Robins, R. W., Roberts, B. W., & Nickel, L. (June, 2017). *Continuity and change in narcissism over time: A 25 year longitudinal study*. Paper accepted at the 14th annual meeting of the Association for Research in Personality, Sacramento, CA.

Amrhein, R., Newman, D. A., & **Grijalva, E.** (April, 2016). *Narcissism, Gender, and Counterproductive Work Behavior*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Wiegand, J. & **Grijalva E.** (August, 2015). Narcissism and person-environment fit: The appeal of leadership and prestige. In J. Vergauwe & **E. Grijalva** (Co-Chairs), *The Role of Dark Side Personality in Work and Career Contexts: Exploring New Avenues*. Paper presented at the Academy of Management 2015 Meeting, Vancouver, BC, Canada.

Treadway, D.C., Seitz, S.R., Xu, N., & **Grijalva, E.** (2014). *Politically skilled, narcissistic leaders and their effect on follower LMX, affective commitment, and voluntary turnover*. Paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA.

Amrhein, R., Lee, A., Carpenter, N. C., **Grijalva, E.** (2014). *Does OCB dimensionality generalize across rating sources? A meta-analytic evaluation*. Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Grijalva, E., Harms, P. D., Newman, D. A., & Gaddis, B. (2013). *Narcissism and Leadership: A Meta-Analytic Review of Linear and Nonlinear Relationships*. Paper presented at the 73rd annual meeting of the Academy of Management, Lake Buena Vista, FL.

Grijalva, E., Joseph, D. L., Chernyshenko, O.S., Liu, L., & Drasgow, F. (2011). *Not Much More than Neuroticism: A Meta-Analytic Investigation of Facet-Level Neuroticism*. Poster presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Joseph, D. L., Newman, D. A., **Grijalva, E.**, & Guo, J. (2010). *Self-Report Bias in the Observed Correlation: A Meta-Analysis*. Poster presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Selected as a Featured Top Poster for 2010 (top 3%), Society for I/O Psychology

Grijalva, E., Tay, L., and Chan, K.-Y. (2010). *Can Mixed-Measurement IRT Improve the Prediction of Relevant Performance Outcomes?* Poster presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Honors and Awards:

- *Dean's Faculty Fellowship* from UB's School of Management, 2022 - current
- Winner of *Personnel Psychology's Best Reviewer Award*, 2021
- Winner of the University at Buffalo's *Exceptional Scholar: Young Investigator Award*, 2021
- Winner of the Best Article of the Year Award from *Personnel Psychology*, 2020
- Honorable Mention for the *William A. Owens Scholarly Achievement Award* from the Society for Industrial and Organizational Psychology (SIOP), 2020

- Conflict Management Division of Academy of Management, Best Reviewer Award, 2017
- Finalist for *Personnel Psychology* Best Article Award, 2015
- Winner of the *Visibility and Impact Award* from University at Buffalo, School of Management, 2014-2015
- Winner of the *Alvah H. Chapman, Jr. Outstanding Dissertation Award* from the Network of Leadership Scholars (Academy of Management) and Center for Leadership (FIU), 2014
- Winner of the *Kenneth E. Clark Student Research Award* from the Center for Creative Leadership and the International Leadership Association, 2014
- Winner of *Best Article of the Year Award* from the Academy of Management Perspectives, 2014

Grants Received:

Grijalva, E. (Principal Investigator) & Badura, K. *Gender and Perceptions of Leadership Emergence: An Updated Meta-Analysis*. Gender Institute Faculty Research Grant, June - August 2016. [\$1,500].

University Service:

Service to University at Buffalo:

- SOM Personnel Action Committee (2022-current)
- Ph.D. Coordinator for O/HR Department (2016-2019; 2022-current)
- OHR Full Professor Search Committee (spring/fall 2023)
- UB School of Management Dean Search Committee (spring 2022)
- UB Graduate Student Executive Committee (2020-current)
- Dissertation Committee Memberships
 - Jun-Yeob Kim (2023)
 - Kalan Norris (2023)
 - Alex Ehms (2022)
 - Evangeline Yang (2022)
 - Katie Badura (2019), Committee Chair
- Ph.D. 1st/2nd year Paper Committee Memberships
 - Vinod Kothapalli (1st year paper committee, fall 2023)
 - Sara Hoseingholizade (1st year paper committee, fall 2023)
 - Vincent Rice (1st & 2nd year paper committees, spring 2022 and 2023)
 - Snehal Hora (2nd year paper, April 2019)
 - Katie Badura (1st and 2nd year papers, May 2016)
 - Hamed Ghahremani (2nd year paper, May 2016)
 - Emily Campion (1st year paper, September 2015)
- Member, OB undergraduate program review committee (2016-2019)
- Member, OB faculty search committee (2014-2016, 2018-2019)
- MBA Program Leadership Coach, SUNY Buffalo (2014-2016)
- Mentor for 5 undergraduate honors students working on research (2016)
 - Students won 2nd place in the School of Management 2016 Deal Expo, Research Award (\$500 prize)
- Guest lecturer, Ph.D. Professional Development Series
 - How to review research articles

- How to respond to an R&R

Professional Service:

OB Doctoral Consortium PDW at the Academy of Management Conference, Round Table Host, 2024
 Member of Network of Leadership Scholars Committee to Select Rising Star Award Recipient, 2023
 Editorial Board Member, *Academy of Management Journal* (2021-Present)
 Editorial Board Member, *Personnel Psychology* (2017-Present)
 Editorial Board Member, *Academy of Management Collections* (2020-Present)
 Member of Conflict Management Division Best Paper Award-New Directions Committee (April, 2017)
 Member of Friday Seminar Committee for SIOP, 2017

Ad Hoc Reviewer

Academy of Management Discoveries
 Administrative Sciences Quarterly
 Journal of Applied Psychology
 Journal of Personality and Social Psychology
 Psychological Bulletin
 Journal of Organizational Behavior
 Journal of Business Ethics
 Journal of Management Studies
 Journal of Occupational and Organizational Psychology
 Journal of Research in Personality
 Journal of Personality
 Personality and Social Psychology Review
 Personality and Social Psychology Bulletin
 Perspectives on Psychological Science
 Psychological Science
 Small Group Research
 Applied Psychology: An International Review
 European Journal of Personality
 Network Science
 Psychology of Women Quarterly
 SIOP Conference Program Committee
 AOM Conference Program Committee

Professional Society Memberships:

Academy of Management
 Society for Industrial and Organizational Psychology
 Association for Research in Personality

Invited Talks:

March 2024 – Keynote Speaker, Future of Work – Meta-Analysis Workshop at the NEOMA Business School, Rouen Campus

- February 2024 – Invited Clinical Brown Bag Presentation at the University at Buffalo.
- May 2023 – Keynote Speaker, Interdisciplinary Perspectives on Leadership, Rhodes, Greece.
- February 2023 – Micro Meets Macro (MMM) Conference, Arizona State *University* – W. P. Carey.
- November 2022 – New Directions in Leadership Research Conference, University of Virginia
Arlington – Darden.
- October 2022 – *Playing Favorites: Narcissistic Leaders and the Formation of LMX Faultlines*.
Amsterdam Business School (ABS).
- February 2021 **Grijalva, E.** *Leadership and Narcissism*. Invited talk presented by the Center for
Leadership and Organizational Effectiveness’ 52 Weeks of Leadership Program at the
University at Buffalo.
- February 2020 **Grijalva, E.** *The pitfalls of leader narcissism*. Invited talk presented by the Century
Club Business Series and The Bauer Leadership Center at Olin Business School at
Washington University in St. Louis.
- April 2019 **Grijalva, E.** *How narcissists block team success*. Invited talk presented at the Hogan
Distinguished Speaker Series for 2018-2019 in Tulsa, Oklahoma.
- March 2019 **Grijalva, E.** *Gender and leadership emergence*. Invited talk presented at the University
at Buffalo’s Feminist Research Alliance Workshop.
- April 2018 **Grijalva, E.** *Connecting who you are to how you lead*. Invited talk presented at the
University at Buffalo’s Annual Center for Leadership and Organizational Effectiveness
Conference.
- May 2017 Lemoine, G. J. & **Grijalva, E.** *Connecting who you are to how you lead*. Invited talk
presented at the University at Buffalo Volunteer Leadership Summit.
- Grijalva E.** Served as a Panelist in the *Insider’s Perspective: Research Roundtable*
moderated by Chitra Rajan (University at Buffalo Volunteer Leadership Summit)
- May 2016 Lemoine, G. J. & **Grijalva, E.** *Connecting who you are to how you lead*. Invited talk
presented at the University at Buffalo Volunteer Leadership Summit.
- April 2016 University at Buffalo, Undergraduate Open House Mock Lecture Presenter

Teaching Experience:

University at Buffalo, The State University of New York
Human Resources (MGI 301), Undergraduate, Spring 2023, 43 Students

**Instructor
Rating**
4.6/5.0

Organizational Behavior (MGB 601), PMBA, Fall 2022, 32 Students [core class]	4.8/5.0
Organizational Behavior (MGB 601), PMBA, Fall 2022, 23 Students [core class]	4.6/5.0
Organizational Behavior (MGB 601), PMBA, Fall 2021, 32 Students [core class]	4.7/5.0
Organizational Behavior (MGB 601), PMBA, Fall 2021, 49 Students [core class]	4.7/5.0
Human Resources (MGI 301), Undergraduate, Spring 2020, 32 Students [virtual]	4.4/5.0
Human Resources (MGI 301), Undergraduate, Spring 2020, 41 Students [virtual]	4.5/5.0
Human Resources (MGI 301), Undergraduate, Spring 2019, 55 Students	4.6/5.0
Human Resources (MGI 301), Undergraduate, Spring 2019, 57 Students	4.3/5.0
Research Methods (MGG 700), Ph.D., Fall 2018, 6 Students	4.7/5.0
Human Resources (MGI 301), Undergraduate, Spring 2018, 52 Students	4.8/5.0
Human Resources (MGI 301), Undergraduate, Spring 2018, 49 Students	4.6/5.0
Research Methods (MGG 700), Ph.D., Fall 2016, 4 Students	N/A
<i>(too few students to provide evaluations)</i>	
Human Resources (MGI 301), Undergraduate, Spring 2017, 55 Students	4.7/5.0
Human Resources (MGI 301), Undergraduate, Spring 2017, 53 Students	4.9/5.0
Research Methods (MGG 700), Ph.D., Fall 2016, 10 Students	4.9/5.0
Human Resources (MGI 301), Undergraduate, Spring 2016, 55 Students	4.7/5.0
Human Resources (MGI 301), Undergraduate, Spring 2016, 54 Students	4.2/5.0
Research Methods (MGG 700), Ph.D., Fall 2015, 5 Students	4.8/5.0
Human Resources (MGI 301), Undergraduate, Spring 2015, 53 Students	4.6/5.0
Human Resources (MGI 301), Undergraduate, Spring 2015, 55 Students	4.7/5.0
Research Methods (MGG 700), Ph.D., Fall 2014, 14 Students	4.5/5.0

University of Illinois at Urbana-Champaign

Foundations of I/O Psychology (PSY 530), Master/PhD, Fall 2013*, 21 Students	4.2/5.0
Personnel Psychology (PSY 475), Undergraduate, Fall 2013*, 39 Students	4.6/5.0
Social Psychology (PSY 201), Undergraduate, Spring 2010*, 27 Students	4.6/5.0
Social Psychology (PSY 201), Undergraduate, Spring 2010*, 24 Students	4.1/5.0
Social Psychology (PSY 201), Undergraduate, Fall 2009	3.9/5.0
Social Psychology (PSY 201), Undergraduate, Fall 2009	3.5/5.0

**List of Teachers Ranked as Excellent, University of Illinois at Urbana-Champaign*

Media Coverage:

- [Every Every Every Generation Has Been the Me Me Me Generation](#)
The Atlantic Wire (May 2013)
- [Are You Vain Enough to Get Ahead?](#)
The Wall Street Journal – Blog Post (January 2014)
- [Narcissistic Bosses Aren't All Bad, Study Finds](#)
HR Magazine (March, 2014)
- [Science Confirms that Men are the More Narcissistic Sex](#)
Huffington Post (March 2015)
- [Study shows men are more narcissistic than women. This surprises no one.](#)
The Washington Post (March 2015)
- [Why Men Are More Narcissistic Than Women](#)
Time (March 2015)
- [Guys Are More Narcissistic Than Women, Study Says ... But Not For The Reason You Think](#)
MTV News (March 2015)
- [Why so many bosses are jerks](#)
NPR Marketplace Radio Interview (November, 2015)

- [What Actually Happens When a Narcissist Looks in the Mirror?](#)
Psychology Today (April, 2016)
- [Why Are There So Few Female Leaders?](#)
Scientific American (October 2018)
 - To be republished in a Special Collector's issue of *Scientific American* in 2020
- [How Narcissists Block Teams from Success](#)
AOM Insights (March 2019)*
 - *5th most read Insights summary in 2019
- [The Pitfalls of the Narcissistic NBA Player](#)
The Conversation (April 2019)
Republished by the *Associated Press*
- [What Happens to Narcissists as They Get Older](#)
The Ladders (November 2019)
- [Players believe a woman is ready to be an NBA coach, so why don't their front offices?](#)
Los Angeles Times (July 2021)
- [Mark Cuban fires business partners and NBA players for the same reason: 'A team can have 1 knucklehead, you can't have 2'](#)
CNBC (September 2022)
- [Being Weird Can Be a Blessing and Curse for Shark Tank Entrepreneurs](#)
Futurity (October 2023)