

## Katie L. Badura

Assistant Professor of Organizational Behavior  
Scheller College of Business  
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### Education:

Ph.D.	University at Buffalo, State University of New York Organization and Human Resources Management	2019
M.A.	Iona College, New Rochelle, New York Industrial/Organizational Psychology	2014
B.A.	Iona College, New Rochelle, New York Psychology	2013

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### Academic Positions:

Georgia Institute of Technology, Scheller College of Business  
Assistant Professor of Organizational Behavior (June 2019-Present)

University at Buffalo, School of Management  
Graduate Research Assistant (August 2014-May 2019)  
Instructor (August 2016-May 2019)

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### Current Research Interests:

Personality, Leadership Emergence, and Gender

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### Publications:

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

Grijalva, E., Maynes, T. D., **Badura, K. L.,** & Whiting, S. W. (In Press). 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*.

**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.

Mishra, V., **Niblock, K.,** & Shansky, C. (2014) Personality and Facebook Usage as predictors of student participation in course blogs. *Psychological Studies*, *59*, 401-407.

### Presentations:

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

**Niblock, K.,** Grijalva, E., Newman, D. A., Yan, T., & Gahyun, I. (2016) Gender and Perceptions of Leadership Emergence: A meta-analytic path analysis. Poster presented at the State University of New York at Buffalo School of Management Ph.D. Showcase. Buffalo, NY

**Niblock, K.** & Grijalva, E. (2015). Organizational Justice and Gender: A Meta-Analytic Review. Poster presented at the State University of New York at Buffalo School of Management Ph.D. Showcase. Buffalo, NY

**Niblock, K.** & Oswald, P. (2015). Employee Selection: Implications of self-promotion, immigrant status, and vacancy length. Paper presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Mishra, V., Shansky, C., & **Niblock, K.** (2014). Personality and Facebook usage as predictors of course blog participation. Poster presented at the 122<sup>nd</sup> annual convention of the American Psychological Association, Washington D.C.

Asgari, S., Gosselin, J., & **Niblock, K.** (2013). Double Jeopardy: The conjunctive influence of social class and race on evaluation of college applicants' success in highly selective universities. Poster presented at the annual meeting of the Association for Psychological Science, Washington, DC.

Mishra, V., **Niblock, K.**, & Omeragic, A. (2013). Employee Collectivism: Predictor and Job Performance Ratings? Poster presented at the 121<sup>st</sup> annual convention of the American Psychological Association, Honolulu, Hawaii.

### Research Grants

Grijalva, E. (PI) & **Niblock, K.** (Co-PI), 2016. Gender and Perceptions of Leadership Emergence: An Updated Meta-Analysis. Funded by the Gender Institute at SUNY Buffalo [\$1,500].

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### Teaching Experience

Course Name	# of Students	Instructor Rating
<u><i>University at Buffalo:</i></u>		
Introduction to Organizational Behavior (Fall 2016)	55	4.98/5
Introduction to Organizational Behavior (Fall 2017)	55	4.9/5
Introduction to Organizational Behavior (Fall 2018)	52	4.8/5
Introduction to Organizational Behavior (Fall 2018)	51	4.9/5
Introduction to Organizational Behavior (Spring 2019)	40	5/5

### Awards

2018 Dean's Award for PhD Student Research Excellence [\$2,500]

2018 Graduate Student Excellence in Teaching Award [University-Level Award]

2017 Dean's Award for PhD Student Teaching Excellence [\$500]

2016 UB School of Management's Rising Star Award [\$1,000]

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### Professional Service

Ad Hoc Reviewer for European Journal of Personality, Human Relations, Journal of Occupational and Organizational Psychology, Personality and Social Psychology Bulletin, and Small Group Research.

Reviewer, Academy of Management Conference, 2016-present

Volunteer, Academy of Management Conference—Placement Services, 2015-present

### Professional Society Memberships

Academy of Management

Society for Industrial and Organizational Psychology

Association for Research in Personality

## **Academic Service**

### Georgia Tech

Member, Organizational Behavior Faculty Search Committee (June 2019-Present)

### University at Buffalo

UB Center for Leadership and Organizational Effectiveness, conference planning committee, January-May 2018

Gender and Leadership Undergraduate Independent Study Supervisor, Spring 2016 [5 undergraduate students]

MBA LeaderCORE Assessment Center, Assessor, 2015, 2018

OHR Department Research Subject Pool Coordinator, August 2015-May 2019

## **Professional Experience:**

**Westchester County HR Department**, Training and Development Intern (September 2013-May 2014)

**New Era Cap Company**, Global Talent Development Intern (May 2013-August 2013)