Katie L. Badura

Assistant Professor of Organizational Behavior
Scheller College of Business
Georgia Institute of Technology

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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

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)

Current Research Interests:

Leadership Emergence, Personality, Disability in the Workplace

Publications:
(Underlined names denote coauthors who were graduate students at the project's start)

Lee, M.Y., **Badura, K. L.,** Baker, B., & Sherf, E.N. (In Press). Perceived Personal and Contextual Impunity: Conceptualization, Antecedents, and Implications for Workplace Misconduct. *Journal of Applied Psychology*

Zhong, Y., Sluss, D. M., & **Badura, K.L.** (In Press). Subordinate-to-Supervisor Relational Identification: A Meta-Analytic Review. *Journal of Applied Psychology*.

Galvin, B. M., **Badura, K. L.,** LePine, J. A., & LePine, M. A. (In Press) A Theoretical Integration of Leader Emergence and Leadership Effectiveness: Over, Under, and Congruent Emergence. *Journal of Organizational Behavior.*

Badura, K. L., Blum, T.C., Speach, M. P. (2023). Overlooked Employees: Understanding the Experiences of Disability Status and Remote Working in the Wake of Covid-19. *Consulting Psychology Journal*, *75*, 240-257.

Speach, M. P., **Badura, K. L.,** & Blum, T.C. (2023) Everything is Negotiable, But Not for Everyone: The Role of Disability in Compensation. *Journal of Applied Psychology*, *108*, 571-594.

Hsu, N., Newman, D. A., & **Badura, K. L.** (2022). Emotional Intelligence and Transformational Leadership: Meta-Analysis and Explanatory Model of Female Leadership Advantage. *Journal of Intelligence*, *10*, 104.

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.

Badura, K. L., Galvin, B. M., & Lee, M. (2022). Leadership Emergence: An Integrative Review. *Journal of Applied Psychology*, *107,* 2069-2100.

Hsu, N., **Badura, K. L.,** Newman, D. A., & Speach, M. P. (2021). Gender, "Masculinity," and "Femininity": A Meta-Analysis of Gender Differences in Agency and Communion. *Psychological Bulletin, 147,* 987-1011. (Lead article)

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. (Lead article)

> ** Third most downloaded paper from Journal of Applied Psychology in 2020 (6,799 downloads).*
> **Identified on Scott Highhouse's list of Most Important I/O Articles for Research/Practice in the Last Five (or so) Years*

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. (Lead article)

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 Paper Award from Personnel Psychology (one paper chosen across all manuscripts published in Personnel Psychology during 2018).*
>
> **Honorable Mention for the William A. Owens Scholarly Achievement Award (2020), Society for Industrial and Organizational Psychology*
>
> ** Top 10% of downloaded articles for Personnel Psychology in 12 months following publication for the period of Jan 2018-December 2019*

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

Book Chapters/Annotated Bibliographies
(Underlined names denote coauthors who were graduate students at the project's start)

Badura, K. L.[*], Hanna, A. A.[*], & Smith, T. A.[*] (Under Review). Leadership Emergence. In *Oxford Bibliographies in Management*. Oxford University Press. Invited Annotated Bibliography. [*]Denotes shared first authorship (authors listed in alphabetical order)

Badura, K. L. & Crews, J. (Under Review) Shared Leadership in Teams. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press.

Conference Presentations:

Badura, K.L. & Son, E. (2023). The benefits and costs of claiming the mantle of leadership. In C. Bennion & F. K. Matta (Chairs), New Takes on Established Leadership Theories: Bridging Academia and Practice in Leadership Research. Symposium presented at the Academy of Management Annual Conference. Boston, MA.

Sendra, C., Brown, S., Vazquez, M., Mockler, S., Schwendeman, M., Lanik, M., & **Badura, K.L.** (2023). All about perception: How perceptions of women leaders contribute to the broken rung. Symposium presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA. [Role: Discussant]

Meuser, J.D., Scandura, T.A., Gottfredson, R.K., Halliday, C.S., Wright, S. L., **Badura, K.L.,** Cogliser, C.C., Gardner, W.L., Newman, D.A., & Sin, H.P. (2022). Current Developments in Leader Member Exchange (LMX): An Interactive Incubator. Panel symposium presented at the 82nd annual meeting of the Academy of Management, Seattle, WA.

Shukla, J., Balkundi, P., **Badura, K. L.,** Jeung, W., Singhal, M., Harms, P. D., & Karnad, S. (2021). With Age Comes Better Networks: How Age Shapes Networks That Foster Performance. Paper presented at the 81st annual meeting of the Academy of Management, virtual conference due to the Covid-19 pandemic.

Sluss, D. M., Zhong, Y., & **Badura, K. L.** (2021). With you I'm better (maybe): Leader relational identification meta-analysis. In D. M. Sluss, Y. Zhong, & K. L. Badura (Chairs), *"With or without you": Relationships and taking stock of their influence on work identity.* Symposium presented at the 81st annual meeting of the Academy of Management, virtual conference due to the Covid-19 pandemic.

Lee, M.Y., **Badura, K. L.,** & Baker, B. (2020). Development and validation of workplace impunity scale. In M.Y. Lee (Chair), *Understanding the Darker Side to Organizational Behavior.* Symposium presented at the 80th annual meeting of the Academy of Management, virtual conference due to the Covid-19 pandemic.

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.* Symposium presented at the 80th annual meeting of the Academy of Management, virtual conference due to the Covid-19 pandemic.

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. & Oswald, P. (2015). Employee Selection: Implications of self-promotion, immigrant status, and vacancy length. Paper presented at the 30th 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 122nd 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 121st annual convention of the American Psychological Association, Honolulu, Hawaii.

Teaching:

Course Name	# of Students	Instructor Rating
Georgia Tech:		
Leadership Development (Evening MBA; Fall 2023; In-Person)	11	4.9/5
Leadership Development (Evening MBA; Fall 2023; In-Person)	26	4.9/5
Leadership Development (FT-MBA; Fall 2023; In-Person)	40	5/5
Leadership Development (FT-MBA; Fall 2023; In-Person)	29	4.9/5
Leading People and Organizations (FT-MBA; Fall 2023; In-Person)	38	4.9/5
Leading People and Organizations (FT-MBA; Fall 2023; In-Person)	33	4.9/5
Leading People and Organizations (Evening MBA; Summer 2023; Remote)	24	4.9/5
Leading People and Organizations (Evening MBA; Summer 2023; Remote)	44	4.9/5
Leading People and Organizations (Evening MBA; Fall 2022; In Person)	39	4.9/5
Leading People and Organizations (FT-MBA; Fall 2022; In-Person)	40	4.9/5
Introduction to Human Resources Management (Summer 2022; In-Person)	15	5/5
Leading People and Organizations (Evening MBA; Summer 2022; In-Person)	35	5/5

Leading People and Organizations (Evening MBA; Summer 2022; Remote)	58	5/5
Leading People and Organizations (FT-MBA; Fall 2021; In-Person)	42	5/5
Leading People and Organizations (Evening MBA; Fall 2021; In-Person)	56	5/5
Introduction to Human Resources Management (Summer 2021; Hybrid)	25	5/5
Leading People and Organizations (Evening MBA; Summer 2021; Remote)	58	4.9/5
Leading People and Organizations (Evening MBA; Summer 2021; Remote)	58	5/5
Introduction to Human Resources Management (Fall 2020; Hybrid)	56	4.97/5
Leading People and Organizations (Evening MBA; Summer 2020; Remote)	50	4.96/5
Leading People and Organizations (Evening MBA; Summer 2020; Remote)	45	4.94/5
Introduction to Human Resources Management (Fall 2019; In-Person)	59	4.93/5
University at Buffalo:		
Introduction to Organizational Behavior (Spring 2019)	40	5/5
Introduction to Organizational Behavior (Fall 2018)	51	4.9/5
Introduction to Organizational Behavior (Fall 2018)	52	4.8/5
Introduction to Organizational Behavior (Fall 2017)	55	4.9/5
Introduction to Organizational Behavior (Fall 2016)	55	4.98/5

Co-Teaching:

"Leading with Emotional Intelligence" (Spring 2020-Spring 2023): One of five rotating lecturers for a required 1.5 credit leadership development course offered 6 times per calendar year for full-time and evening MBA students at Georgia Tech.

Independent Study Sponsor:
Introversion and Leadership (Summer 2022; 1 Student)
Emotional Resilience (Fall 2021; 1 Student)

Dissertation Committees:

Ph.D. Dissertations Chaired & Co-Chaired
Yufei Zhong (Co-Chair; 2024) – Initial Placement: University of Arizona
　　　*Served as Co-Chair due to faculty departure
Mary Eve Speach (Chair; 2023) – Initial Placement: University of Georgia
Min Young Lee (Co-Chair; 2022) – Initial Placement: University of North Carolina at Chapel Hill (Post Doc)

Ph.D. Dissertations Committee Membership
Younsung Cho (Expected 2025; University of Alabama OB student)
Egan Lua (Expected 2025)
Claire Burnett (Expected 2024; Georgia Tech – I/O Psychology)
Qing Gong (2022) – Initial Placement: Boise State University
Ning Hsu (2022; UIUC Psychology Student) – Initial Placement: Virginia Tech
Nicole Morales (2021; UIUC Psychology Student) – Initial Placement: U.S. Army Research Institute
Toschia Hogan (2020) – Initial Placement: St. Louis University

Second Year Paper Committees:
Natasha Reed (2023); Egan Lua (2022); Mary Eve Speach (2020); Jiani Zhu (2019)

First Year Paper Committees:
Natasha Reed (2021); Egan Lua (2020)

Preliminary Exam Committee:
Claire Burnett (2023; Georgia Tech – I/O Psychology)

Undergraduate Advisement:
Konstantina Poulaki (Summer 2020; MGT 4698)

Professional Service

Editorial Board Membership
Academy of Management Journal (2023-Present)
Journal of Applied Psychology (2024-Present)
Organizational Behavior and Human Decision Processes (2024-Present)
Personnel Psychology (2021-Present)

Current Ad Hoc Reviewer
Academy of Management Review (2024-Present)
Journal of Management (2023-Present)
Journal of Organizational Behavior (2021-Present)

Past Ad Hoc Reviewer
Academy of Management Journal (2020-2023), European Journal of Personality (2018), Human Relations (2019-2020), Human Resource Management Journal (2021-2022), Information Systems Frontier (2020-2022), Journal of Applied Psychology (2022-2023), Journal of Business Research (2021), Journal of Occupational and Organizational Psychology (2016), Personality and Social Psychology Bulletin (2018; 2021), Management Science (2022), Psychological Bulletin (2022), Personnel Psychology (2020-2021), Psychological Science (2021), and Small Group Research (2018).

Other Professional Service
SIOP Awards Committee Member [Schmidt and Hunter Meta-Analysis Award] (2023)
Reviewer, Academy of Management Conference (2016-2021)
"Welcome a Member", OB division for the Academy of Management Conference (2022-present)
Reviewer, Informs Dissertation Competition (2021)
Volunteer, Academy of Management Conference—Placement Services (2015-2019)
Alvah H. Chapman Jr. Outstanding Dissertation Award Committee member (2020)

Academic Service

Georgia Tech

Member, CTL Faculty Awards Committee (2023)
Co-Chair, OB Area Distinguished Speaker Series (June 2023-Present)
Member, Performance Evaluation Rubrics Committee (September 2022-December 2022)
Member, Engage Faculty Council for Corporate Innovation (January 2022-Present)
Faculty Advisor, Organizational Behavior Subject Pool (August 2021-Present)
Advisory Committee Member, Excel Program (November 2019-Present)
MBA Faculty Expectations Panel (1x per year in August; 2020-Present)
Member, Faculty Summer Support Process Development Committee (January 2021-December 2021)
Member, Organizational Behavior Faculty Search Committee (2019; 2021; 2022; 2023)

University at Buffalo

OHR Department Research Subject Pool Coordinator (August 2015-May 2019)
UB Center for Leadership and Organizational Effectiveness, conference planning committee (Spring 2018)
MBA LeaderCORE Assessment Center, Assessor (2015; 2018)
Gender and Leadership Undergraduate Independent Study Supervisor (Spring 2016)

Awards and Recognitions
Network of Leadership Scholars Rising Star Early Career Award (2023)
Scheller College of Business' MBA Program Award for Service Excellence (2022)
Poets & Quants, Best 40 Under 40 MBA Professors for 2022
Georgia Tech's CTL/BP Junior Faculty Teaching Excellence Award (2022)
Georgia Tech's Student Recognition of Excellence in Teaching: CIOS Award (2021)
Georgia Tech's Student Recognition of Excellence in Teaching: Class of 1934 CIOS Honor Roll (Summer 2021; Fall 2021; Summer 2022)
Georgia Tech's Faces of Inclusive Excellence (2020; 2021)
Winner of the 2020 Best Paper Award from Personnel Psychology
Honorable Mention for the William A. Owens Scholarly Achievement Award (2020), Society for Industrial and Organizational Psychology [$500]
Georgia Tech Student Athlete Appreciation: Swimming and Diving (Fall, 2019)
2018 Graduate Student Excellence in Teaching Award [University-Level Award]
2018 Dean's Award for PhD Student Research Excellence
2017 Dean's Award for PhD Student Teaching Excellence
2016 UB School of Management's Rising Star Award

Grants

Badura, K. L. (PI) and Blum, T. C. (Co-PI), "New Normal" versus "Business as Usual": Understanding how Covid-19 has impacted employees and organizations. Funded by Georgia Tech's EVPR COVID-19 Rapid Response Seed Grant Program [$10,000].

Poulaki, K. (Student) & **Badura, K. L.** (Mentor), 2020. Disabilities in the Workplace. Funded by the President's Undergraduate Research Awards (PURA) at Georgia Tech [$1,500].

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].

Select Media Coverage:

- [Psychology Today](): Who Has More Creative Potential, Men or Women? A new study examines gender differences in creativity (March 2022)
- [Forbes](): A New Study Re-Examines Gender Differences in Creativity (February 2022)
- [The Conversation](): The pitfalls of the narcissistic NBA player (April 2019)
    - Republished by the [Associated Press]()
- [AOM Insights:]() How Narcissists Block Teams from Success (March 2019)
- [University at Buffalo-Twelve News Stories of 2018](): Twelve ways UB researchers made groundbreaking discoveries — and headlines — in 2018 (Jan 2019)
- [Scientific American](): Why Are There So Few Female Leaders? (October 2018)

        o   Reprinted by [Scientific American](#) in a Special Collectors Issue (February 2020)
- [Market Watch](#): These qualities make you seem like less of a leader—the reason why is depressing (August 2018)

Presentations

Invited Research Presentations:

Washington University at Saint Louis (May 2023)
Vrije Universiteit Amsterdam, Leadership Lab (November 2022)

Invited Professional and Industry Engagement:

- *The Intersection Podcast: "Navigating AI and Technological Change in the Workplace"– Participant* (Nov. 2023; [Link to Recording](#))
- *YoPros at the Intersection of Business and Technology – Faculty Panelist,* Women in Technology Young Professionals Event hosted by Scheller College of Business (Sep. 2023)
- *AI and the Impact of Emerging Tech – Faculty Panelist,* Atlanta Journal Constitution and Georgia Tech Fireside Chat Event (Aug. 2023)
- *"I Can Get Away with Anything:" A Conversation about Impunity at Work,* Scheller Lunchtime Live Event (Oct. 2022; [Link to Recording](#))
- *Firing Self-Doubt: Overcoming Imposter Syndrome in Business School and Beyond*, Forté MBA Launch Webinar Series (June 2022; June 2023; June 2024)
- *Building Leadership Competencies for Personal and Team Success,* Georgia Tech Office of the General Counsel's Leadership Team (Nov. 2021)
- *Leveraging your Emotional Intelligence,* George Fellows Program (Oct. 2021)
- *Building and Maintaining a Positive Work Environment,* Hearts and Hands Therapy (Oct. 2021)
- *Connecting who you are to your MBA degree,* Georgia Tech MBA Orientation (Aug. 2021)
- *Connecting who you are to how you lead,* Georgia Tech Emerging Leaders Program (Feb. 2021; Feb. 2022; Sep. 2022; Oct. 2023)
- *Me, Myself, and I: A conversation about narcissism in the workplace,* Scheller Lunchtime Live Event (Jan. 2021; [Link to Recording](#))
- *Identifying and grooming your next successor*, Cetera Financial's Wealth Management University (Mar. 2020)
- *Learning: The Art of Application panel discussion*, Georgia Tech ASPIRE Program (Dec. 2019)

Custom Non-Degree and Degree Executive Education Programs

Emotional Intelligence
Critical Thinking and Decision Making
Managing Change in Technology Implementations
Leading & Managing High Performing Teams

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)