

Eric J. Mercadante

Management and Organizations Department
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Employment

- Post-Doctoral Research Scholar, Management & Organizations Department, NYU Stern School of Business (2023-2025)

Education

- Ph.D., University of British Columbia, 2023, Social-Personality Psychology
- M.A., University of British Columbia, 2019, Social-Personality Psychology
- B.A., Northwestern University, 2017, Psychology
 - *Psychology Department Honors Recipient*

Research Honors and Awards

- 2024 Association for Research in Personality (ARP) J.S. Tanaka Personality Dissertation Award Finalist
- UBC Sauder School of Business: Montalbano Centre for Responsible Leadership Development Research Grant, 2021 (\$10,000)
- UBC Four-Year PhD Fellowship & Tuition Award, 2019-2023
- President's Academic Excellence Initiative PhD Award, University of British Columbia, 2020-2023
- Canadian Psychological Association Certificate of Academic Excellence, Masters' Thesis, 2020
 - Awarded to the best psychology MA thesis at UBC
- Walter C Koerner MA Fellowship, 2019
- Elizabeth Young Lacey MA Scholarship in Psychology, 2018
- Faculty of Arts Graduate Award, University of British Columbia, 2017-2018
- International Student Tuition Award, University of British Columbia, 2017-2023

Publications

Scholarly Journals and Edited Annual Volumes

Mercadante, E. J., & Tracy, J. L. (2024). How does it feel to be greedy? The role of pride in avaricious acquisition. *Journal of Personality*, 92(2), 565–583.

- Mercadante, E. J.,** Tracy, J. L., & Götz, F. M. (2023). Greed communication predicts the approval and reach of US senators' tweets. *Proceedings of the National Academy of Sciences*, *120*(11), e2218680120.
- Mercadante, E. J.,** Heine, S. J., & Aquino, K. (2023). Leadership in the eye of the beholder: Follower self-esteem is associated with divergent perceptions of leadership ability for dominant and prestigious leaders. *Journal of Personality*, *91*(5), 1253–1270.
- Mercadante, E. J.,** Witkower, Z., Hohm, I., & Tracy, J. L. (2023). Comment on Grossman (2020). Beyond the fearful ape hypothesis: Humans are also supplicating and appeasing apes. *Behavioral and Brain Sciences*, *46*, e72.
- Tracy, J. L., **Mercadante, E. J.,** & Robins, R. W. (2023). The viability and validity of the Authentic and Hubristic Pride scales: Reply to Dickens and Murphy (2023). *Emotion*, *23*(3), 894–898.
- Tracy, J. L., **Mercadante, E. J.,** & Hohm, I. (2023). Pride: The emotional foundation of social rank attainment. *Annual Review of Psychology*, *74*, 519–545.
- Friebs, M.-T., Kotzur, P. F., Kraus, C.,... **Mercadante, E. J.,** ... Yzerbyt, V. (2022). Warmth and competence perceptions of key protagonists are associated with containment measures during the COVID-19 pandemic: Evidence from 35 countries. *Scientific Reports*, *12*(1), Article 1.
- Mercadante, E. J.,** & Tracy, J. L. (2022). Comment on Keltner & Oatley (2022). Emotions can cause anti-social behavior. *Evolutionary Studies in Imaginary Culture*, *6*, 61-65.
- Mercadante, E. J.,** & Tracy, J. L. (2022). A paradox of pride: Hubristic pride predicts strategic dishonesty in response to status threats. *Journal of Experimental Psychology: General*, *151*, 1681–1706.
- Witkower, Z., **Mercadante, E. J.,** & Tracy, J. L. (2022). The chicken and egg of pride and social rank. *Social Psychological and Personality Science*, *13*, 382–389.
- Mercadante, E. J.,** Witkower, Z., & Tracy, J. L. (2021). The psychological structure, social consequences, function, and expression of pride experiences. *Current Opinion in Behavioral Sciences*, *39*, 130-135.
- Tracy, J. L., **Mercadante, E. J.,** Witkower, Z., & Cheng, J. T. (2020). The evolution of pride and social hierarchy. *Advances in Experimental Social Psychology*, *62*, 51-114.

- Witkower, Z., **Mercadante, E. J.**, & Tracy, J. L. (2020). How affect shapes status: Distinct emotional experiences and expressions facilitate social hierarchy navigation. *Current Opinion in Psychology*, *33*, 18–22.
- Reardon, K. W., **Mercadante, E. J.**, & Tackett, J. L. (2018). The assessment of personality disorder: Methodological, developmental, and contextual considerations. *Current Opinion in Psychology*, *21*, 39-43.
- Tracy, J. L., Steckler, C. M., Randles, D., & **Mercadante, E. J.** (2018). The financial cost of status signaling: Expansive postural displays are associated with a reduction in the receipt of altruistic donations. *Evolution and Human Behavior*, *39*, 520–528.

Handbook and Encyclopedia Chapters

- Tracy, J. L., Weidman A. C., & **Mercadante, E. J.** (in press). Pride. In A. Scarantino (Ed.). *Routledge Handbook of Emotion Theory*. Routledge Publishing.
- Tracy, J. L., **Mercadante, E. J.**, & Witkower, Z. (2024). The evolved nature of pride. In L. Al-Shawaf & T. Shakelford (Eds.), *The Oxford Handbook of Evolution and the Emotions*. Oxford University Press: Oxford, UK.
- Mercadante, E. J.**, & Case, C. R. (2018). Social hierarchies. In T. K. Shackelford, and V. A. Weekes-Shackelford (Eds.). *Encyclopedia of Evolutionary Psychological Science*. Springer International Publishing.

Manuscripts Under Review and In Preparation

- Mercadante, E. J.**, Tracy, J. L., Quirk, P., Götz, F. M. (under review). Greed communication predicts the approval and reach of politicians' tweets across six countries. *Psychological Science*.
- Mercadante, E. J.**, & Phillips, L. T. (under review). Greedy employees cheat at work because they feel proud of themselves for doing so. *Journal of Applied Psychology*.
- Schmalor, A., **Mercadante, E. J.**, Heine, S. J., & Tracy, J. L. (under review). When all is unequal, the rich get dominant: Inequality leads to expectations of dominant leadership among those high in SES. *PLOS One*.
- Mercadante, E. J.**, & Tracy, J. L. (in preparation). Needing others to know you're good: Narcissists' pride in success is contingent on peer reactions. *NYU-Stern School of Business*.

- Target Journal: *Journal of Experimental Psychology: General*

Mercadante, E. J., & Lawson M.A., & Matz, S.C. (in preparation). Greed-related language in corporate earnings calls: Consequences for financial analysts' ratings and stock returns. *NYU-Stern School of Business*.

- Target Journal: *Academy of Management Journal*

Mercadante, E. J., Poag, B., & Blader, S. (in preparation). Insatiability as an underlying dimension of antisocial personality. *NYU-Stern School of Business*.

- Target Journal: *Journal of Personality and Social Psychology*

Mercadante, E. J.*, Weidman, A. C.*, & Tracy, J. L. (in preparation). Let's get together: Toward an integration of personality psychology and distinct emotions research.

*Shared first authorship.

- Target Journal: *Perspectives in Psychological Science*

Mercadante, E. J., Heine, S., Aquino, K., & Skarlicki, D. (in preparation). Why some leaders show a relative preference for employees with antisocial personality traits.

- Target Journal: *The Leadership Quarterly*

Poag, B., **Mercadante, E. J., & Pettit, N.** (in preparation). Rank Velocity: How do social perceptions of targets vary based on speed of rank change? *NYU-Stern School of Business*.

- Target Journal: *Journal of Applied Psychology*

Mask, M., **Mercadante, E. J., & Aquino, K.** (in preparation). Communal narcissists respond to victimization at work with retaliatory antisocial behavior. *NYU-Stern School of Business*.

- Target Journal: *Journal of Applied Psychology*

Select Media Coverage

Mercadante, E. J., Tracy, J. L., & Götz, F. M. (2023). Greed communication predicts the approval and reach of US senators' tweets. *Proceedings of the National Academy of Sciences*, 120(11), e2218680120.

- Covered by [PsyPost](#).

Mercadante, E. J., Witkower, Z., Tracy, J. L. (2021, November 12). The chicken and egg of pride and social rank. <https://www.spsp.org/news-center/blog/mercadante-witkower-tracy-pride-social-status>

Conference Presentations

- Mercadante, E. J., & Mask, M.** (2024, August). *Communal narcissists retaliate to workplace victimization with antisocial behavior*. Paper presented in the symposium, “Ethical Tensions in Professional Life: Victim Signaling, Political Discord, and the Pursuit of Truth,” (L. Steele, Chair), at the annual meeting of the Academy of Management. Chicago, Illinois.
- Mercadante, E. J., Götz, F. M., Tracy, J. L., & Quirk, P.** (2024, February). *Greed communication predicts the approval and reach of politicians’ tweets across six nations*. Poster presented at the Psychology of Media and Technology Pre-Conference at the annual meeting of the Society for Personality and Social Psychology. San Diego, California.
- Mercadante, E. J., & Tracy, J. L.** (2023, February). *When does narcissism predict shame? Not when you might expect*. Paper to be presented at the Personality Science Pre-Conference at the annual meeting of the Society for Personality and Social Psychology. Atlanta, Georgia.
- Mercadante, E. J., Tracy, J. L., & Götz, F. M.** (2023, February). *Greed communication predicts the approval and reach of US senators’ tweets*. Paper to be presented at the Psychology of Language Pre-Conference at the annual meeting of the Society for Personality and Social Psychology. Atlanta, Georgia.
- Mercadante, E. J., & Tracy, J. L.** (2022, July). *Self-esteem for sale: The dynamic emotional process that may explain greed*. Paper presented at the Conference of the International Society for Research on Emotion. Los Angeles, California.
- Mercadante, E. J., Heine, S., Aquino, K., & Skarlicki, D.** (2022, June). *Dominant and prestigious leaders’ attitudes toward dark personality followers*. Paper presented at the Montalbano Centre for Responsible Leadership Development Mini-Conference. Vancouver, British Columbia.
- Mercadante, E. J., & Tracy, J. L.** (2022, February). *Self-esteem for sale: The dynamic emotional process that may explain greed*. Poster presented at the Emotion Pre-Conference at the annual meeting of the Society for Personality and Social Psychology. San Francisco, California.
- Mercadante, E. J., & Tracy, J. L.** (2021, May). *It’s lonely at the top, if you’re narcissistic: The unexpected cost of narcissism in success*. Paper presented at the Association for Psychological Science Annual Meeting.
- Mercadante, E. J., & Tracy, J. L.** (2021, April). *Why (for some) more is never enough: Emotional underpinnings of dispositional greed*. Paper presented at the Society for Affective Sciences Annual Meeting.

Mercadante, E. J., & Heine, S. J., Aquino, K. (2020, August). *How do evaluations of the self predict evaluations of leaders?* Paper presented at the Academy of Management Annual Meeting.

Mercadante, E. J., & Tracy, J. L. (2020, February). *A paradox of pride: Hubristic pride predicts strategic dishonesty in response to status threats.* Paper presented in the symposium, “Whatever it takes: Anti-social strategies for advancing social rank,” (E. J. Mercadante, Chair), at the annual meeting of the Society for Personality and Social Psychology. New Orleans, Louisiana.

Mercadante, E. J. (2020, February). Symposium Chair, *Whatever it takes: Anti-social strategies for advancing social rank.* Annual meeting of the Society for Personality and Social Psychology. New Orleans, Louisiana.

Mercadante, E. J., & Tracy, J. L. (2019, April). *What does greed feel like? The emotional life of King Midas.* Talk presented at UBC EmotionFest 2019. Vancouver, B.C.

Mercadante, E. J., & Tracy, J. L. (2019, February). *What does it feel like to be greedy? Dispositional greed predicts dynamic feelings of authentic pride surrounding material acquisition.* Poster presented at the Personality Dynamics, Processes, and Functioning Pre-Conference at the annual meeting of the Society for Personality and Social Psychology. Portland, Oregon.

Mercadante, E. J., & Tracy, J. L. (2019, February). *Money can't buy you love, but it might buy you pride: Dispositional greed predicts dynamic feelings of authentic pride surrounding material acquisition.* Poster presented at the annual meeting of the Society for Personality and Social Psychology. Portland, Oregon.

Mercadante, E. J., & Tracy, J. L. (2018, May). *Following pride down the wrong path: Hubristic pride is associated with lying about performance on a cognitive task.* Poster presented at the annual meeting of the Association for Psychological Science. San Francisco, California.

Mercadante, E. J., & Tracy, J. L. (2018, April). *Following pride down the wrong path: Hubristic pride is associated with lying about performance on a cognitive task.* Poster presented at the Positive Emotions Pre-Conference at the annual meeting of the Society for Affective Science. Los Angeles, California.

Mercadante, E. J., & Tracy, J. L. (2018, March). *Following pride down the wrong path: Hubristic pride is associated with lying about performance on a cognitive task.* Poster presented at the Emotion Pre-Conference at the annual meeting of the Society for Personality and Social Psychology. Atlanta, Georgia.

Mercadante, E. J., Case, C. R., & Maner, J. K. (2017, January). *Popularity vs. performance: When “good” leaders make bad decisions.* Poster presented at the 2017 Society for Personality and Social Psychology Annual Convention, San Antonio, TX.

Undergraduate Research and Travel Funding

- Office of Undergraduate Research Conference Travel Grant, Northwestern University (\$500)
- Weinberg College of Arts and Sciences Undergraduate Conference Travel Grant, Northwestern University (\$500)
- Undergraduate Research Grant, Northwestern University (\$3,000)

Teaching Experience

Stern School of Business, New York University

Management and Organizations (undergraduate core course), Spring 2024

Average Instructor Rating: 4.54/5.00

Academic Work and Service Positions

- Peer Mentor in SPSP Peer Mentorship Program, 2022, 2023
- UBC Psychology Teaching Assistant Mentor, 2022-2023
- UBC Diversity Mentorship Program Mentor, 2022-2023
- Ad-Hoc Reviewer
 - *Affective Science*
 - *Cognition and Emotion*
 - *Emotion*
 - *Frontiers in Social Psychology*
 - *Journal of Cross-Cultural Psychology*
 - *Journal of Experimental Social Psychology*
 - *Journal of Individual Differences*
 - *Journal of Personality*
 - *Organizational Behavior and Human Decision Processes*
 - *Personality and Individual Differences*
 - *Royal Society Open Science*
 - *Social Psychological and Personality Science*