

**Eric J. Mercadante**

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**Employment**

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

**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.,** Weidman, A. C., & Tracy, J. L. (in press). Let's get together:  
Toward an integration of personality psychology and distinct emotions research.  
*Perspectives on Psychological Science.*

- Schmalor A., **Mercadante E. J.**, Tracy J. L., Heine S. J. (2025) When all is unequal, the rich get dominant: Inequality leads to expectations of dominant leadership among those high in SES. *PLoS ONE*, 20(4): e0321138.
- 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 (2022). 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.** (2024). Pride. In *Emotion Theory: The Routledge Comprehensive Guide*. Routledge.

Tracy, J. L., **Mercadante, E. J.**, & Witkower, Z. (2024). The evolved nature of pride. In L. Al-Shawaf & T. Shackelford (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.**, Heine, S., Aquino, K., & Skarlicki, D. (invited revision). Why some leaders show a relative preference for employees with antisocial personality traits. *Journal of Managerial Psychology*.

**Mercadante, E. J.**, & Tracy, J. L. (invited revision). Needing others to know you're good: Narcissists' pride in success is contingent on peer reactions. *Journal of Experimental Psychology: General*.

**Mercadante, E. J.**, Tracy, J. L., Quirk, P., Götz, F. M. (invited revision). Greed communication predicts the approval and reach of politicians' tweets across six countries. *Communications Psychology*.

**Mercadante, E. J., & Phillips, L. T.** (under review). A functional pattern of pride experiences and expectations underlies greedy people's tendency to cheat for personal gain. *Journal of Personality and Social Psychology*.

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

**Mercadante, E. J., & Flynn, F. J.** (in preparation). A need for greed: Perceived need leads to support for greedy leaders. *NYU Stern School of Business*

**Mercadante, E. J., & Lawson, M.A., & Matz, S.C.** (in preparation). Greed-related language is interpreted as both competence and recklessness in corporate earnings calls. *NYU Stern School of Business*.

**Pillemer, J., Mercadante, E. J., Bailey, E. R.** (in preparation). Relational rot: AI-assisted communication harms collegial relationships via inauthentic and homogeneous interactions. *NYU Stern School of Business*

### **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](#), [El País](#)

**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>

### **Invited Department Colloquia**

**Mercadante, E. J.** (2024). *The Divergent Consequences of Greed for Employee Behavior and Outside Evaluations of Organizations*. Presented to the Organizational Behavior Group at Stanford Graduate School of Business.

**Mercadante, E. J.** (2024). *The Psychology and Social Impact of Greed*. Presented to the Department of Psychology at Yale University.

**Mercadante, E. J.** (2023). *Greed Communication Predicts the Approval and Reach of US Senators' Tweets*. Presented to the Psychology of Technology Institute.

**Mercadante, E. J.** (2023). *The Psychology and Social Impact of Greed*. Presented to the Management Division at Columbia Business School.

**Mercadante, E. J.** (2023). *The Psychology and Social Impact of Greed*. Presented to the Department of Management and Organizations at NYU Stern School of Business.

### **Conference Presentations**

**Mercadante, E. J.,** Tracy, J. L., Quirk, P., & Götz, F. M. (2025, July). *Greed communication predicts the approval and reach of politicians' tweets across six nations*. Paper presented at the 2<sup>nd</sup> Regional Cultural Differences Conference. Vancouver, British Columbia.

**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.,** Tracy, J. L., Quirk, P., & Götz, F. M. (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 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 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 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, British Columbia.
- 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.

### **Teaching Experience**

*Stern School of Business, New York University*

Management and Organizations (undergraduate core course, two sections), Spring 2025

Average Instructor Rating: 4.74/5.00

*Stern School of Business, New York University*

Management and Organizations (undergraduate core course, one section), 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
  - *Applied Psychology*
  - *Affective Science*
  - *Cognition and Emotion*
  - *Communications Psychology*
  - *Current Psychology*
  - *Emotion*
  - *Frontiers in Social Psychology*
  - *Journal of Cross-Cultural Psychology*
  - *Journal of Experimental Social Psychology*
  - *Journal of Individual Differences*
  - *Journal of Personality*
  - *Journal of Personality and Social Psychology*
  - *Organizational Behavior and Human Decision Processes*
  - *Personality and Individual Differences*
  - *Personality and Social Psychology Bulletin*
  - *Royal Society Open Science*
  - *Social Psychological and Personality Science*

**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)