

## BENJAMIN MARTELL GALVIN

Marriott School of Business  
Management Department  
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### EDUCATION

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**Ph.D., Business Administration, 2010**

*Concentration: Management – Organizational Behavior (Leadership emphasis)*

W. P. Carey School of Business  
Arizona State University, Tempe, Arizona

Title of dissertation: *Antecedents and outcomes of leader role identification*

**Master of Business Administration, 2003**

Marriott School of Management  
Brigham Young University, Provo, Utah

**B.A., American Studies, Business Administration minor, 2000**

Brigham Young University, Provo, Utah  
Foreign Study, BYU Jerusalem Center for Near Eastern Studies, Summer 1999

### ACADEMIC POSITIONS AND PROFESSIONAL EXPERIENCE

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**Marriott School of Business, Brigham Young University, Full Professor,**  
Organizational Behavior, 2024-Present, Provo, Utah.  
Associate Department Chair/OBHR Group Leader 2020-Present

**Marriott School of Business, Brigham Young University, Associate Professor,**  
Organizational Behavior, 2018-2024, Provo, Utah.  
Associate Department Chair/OBHR Group Leader 2020-Present

**Marriott School of Business, Brigham Young University, Assistant Professor,**  
Organizational Behavior, 2015-2018, Provo, Utah.

**College of Business Administration, San Diego State University, Assistant**  
Professor, Organizational Behavior, 2013-2015, San Diego, California.

**School of Business, University of Washington Bothell, Assistant Professor,**  
Organizational Behavior, 2010-2013, Bothell, Washington.

**University Bookstore Inc., University of Washington, Trustee and Board**  
Member, 2012-2013, Seattle, Washington.

**W. P. Carey School of Business, Arizona State University.** Research Assistant, 2005-2010, Tempe, Arizona.

**Macy's West Department Stores.** Associate Buyer, 2003-2005, San Francisco, California.

**May Merchandising Corporation.** Associate Product Development Manager (MBA Intern), 2002, St. Louis, Missouri.

**Macy's West Department Stores.** Assistant Buyer, 2000-2001, San Francisco, California.

**Merrill Lynch.** Research Assistant (Undergraduate Intern), 1997, San Diego, California.

## **RESEARCH INTERESTS**

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Leadership, Leader Identity, and Leader Narcissism

## **RESEARCH**

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Galvin, B., Niblock, K., LePine, J. A., LePine, M. 2024. A Theoretical Integration of Leader Emergence and Leadership Effectiveness: Over, Under, and Congruent Emergence. *Journal of Organizational Behavior*, 45: 295-312.

Randel, A., Galvin, B. M., Alves, T. C. L. 2024. Job Crafting to Ensure a Balance Between Focus and Connection. *Applied Psychology*, 73: 296-322.

Badura, K. L., Galvin, B. M., & Lee, M. Y. 2022. Leadership emergence: An integrative review. *Journal of Applied Psychology*, 107(11), 2069–2100.

Randel, A., Galvin, B. M., Gibson, & C., Batts, S. 2021. Increasing career advancement opportunities through sponsorship: An identity-based model with illustrative application to cross-race mentorship of African-Americans. *Group and Organizational Management*, 28: 190-203.

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.

Bednar, J., Galvin, B. M., Ashforth, B. E., & Hafermalz, E. 2020. Putting identification in motion: A dynamic view of organizational identification. *Organizational Science*, 31: 200-222.

Collins, B., Galvin, B. M., & Meyer, R. 2019. An exploration of the moderating role of situational strength on the relationship between organizational

identification and job outcomes. *Journal of Leadership and Organizational Studies*, 26: 87-97.

Galvin, B. M., Randel, A. E., Collins, B. J., & Johnson, R. E. 2018. Changing the focus of locus (of control): A targeted review of the locus of control literature and agenda for future research. *Journal of Organizational Behavior*, 39: 820-833.

Avolio, B., Galvin, B. M., & Waldman, D. A. 2018. Keeping the baby while refreshing the bathwater: Revisiting the role of singular leadership. *Leadership Now: Reflections on the Legacy of Boas Shamir*, 9: 77-108.

Randel, A., Galvin, B. M., Shore, L., Chung, B., Dean, M. A., Kedharnath, U, & Ehrhart, K. 2018. Inclusive leadership: Realizing positive outcomes through belongingness and being valued for uniqueness. *Human Resource Management Review*, 28: 190-203.

Fuller, P., Galvin, B. M., & Ashforth, B. E. 2018. Larger than life: Narcissistic organizational identification in leadership. *Organizational Dynamics*, 47: 8-16.

Washburn, N. T. & Galvin, B. M. 2017. Followers don't see their leaders as real people. *Harvard Business Review*, <https://hbr.org/2017/01/followers-dont-see-their-leaders-as-real-people>, January 23.

Washburn, N. T. & Galvin, B. M. 2016. Make sure your employees have good things to say about you behind your back. *Harvard Business Review*, <https://hbr.org/2016/09/make-sure-your-employees-have-good-things-to-say-about-you-behind-your-back>, September 22.

Galvin, B. M., Lange, D. A., & Ashforth, B. E. 2015. Narcissistic organizational identification: Seeing oneself as central to the organization's identity. *Academy of Management Review*, 40: 163-181.

Waldman, D. A., Galvin, B. M., & Walumbwa, F. 2013. The development of motivation to lead and leader role identity. *Journal of Leadership & Organizational Studies*, 20: 156-168.

Peterson, S. J, Galvin, B. M., & Lange, D. 2012. CEO Servant leadership: Exploring executive characteristics and firm performance. *Personnel Psychology*, 65: 565-596.

Kinicki, A. J., Jacobson, K. J. L., Galvin, B. M., & Prussia, G. E. 2011. A multilevel systems model of leadership. *Journal of Leadership & Organizational Studies*, 18: 133-149.

Galvin, B. M., Balkundi, P., & Waldman, D. A. 2010. Spreading the word: The role of surrogates in charismatic leadership processes. *Academy of Management Review*, 35: 477-494.

Galvin, B. M., Waldman, D. A., & Balthazard, P. 2010. Visionary communication qualities as mediators of the relationship between narcissism and attributions of leader charisma. *Personnel Psychology*, 63: 509-537.

Waldman, D. A. & Galvin, B. M. 2008. Alternative perspectives of responsible leadership. *Organizational Dynamics*, 37: 327-341.

Roberson, L., Galvin, B. M., & Charles, A. C. 2007. When group identities matter: Bias in performance appraisal. *Academy of Management Annals*, 1: 617-650.

Quatro, S. A., Waldman, D. A. & Galvin, B. M. 2007. Developing holistic leaders: Four domains for leadership development and practice. *Human Resource Management Review*, 17: 427-441.

Quatro, S.A., Waldman, D.A., & Galvin, B. M. 2007. Leadership development and strategic HR at a crossroads. In R. Sims (Ed.) *Human Resource Management: Contemporary Issues, Challenges, and Opportunities*: 349-376. Information Age Publishing: Greenwich, CT.

Berson, Y., Nemanich, L. A., Waldman, D. A., Galvin, B. M., & Keller, R. T. 2006. Leadership and organizational learning: A multiple levels perspective. *Leadership Quarterly*, 17: 577-594.

## **BOOKS**

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Bristow, J. A., Bristow, M., & Galvin, B. M. 2023. **The Feedback Breakthrough: Harness the Gift of Feedback to Transform Your World.** LCI Press: Saratoga Springs, UT.

## **WORKING PAPERS**

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Galvin, B. M., Bednar, J. S., Bates, A. Balancing authenticity and conformity: How individuals situate preexisting leader identities within organizations. (Revise & Resubmit: Journal of Organizational Behavior)

Grijalva, E., Manes, T., Galvin, B., Niblock, K. That was humbling! How life experiences inspire growth in leader humility. (Revise & Resubmit: Journal of Management)

Galvin, B. M. Narcissistic supply and organizational leadership. (Target Journal: Academy of Management Review).

Galvin, B. M., Randel, A., Johnston, D. Leader creation of a sense of mattering and respect in the midst of organizational change. (Target Journal: Academy of Management Journal).

Randel, A. & Galvin, B. M., Mattering in the context of inclusive leadership. (Target Journal: Academy of Management Journal).

Abdelgawad, S., Ahsan, M., & Galvin, B. M. Underrepresented founders and identity threat: Responses, identity consequences, and ventures' market focus. (Target Journal: Journal of Management Studies).

## **RESEARCH PRESENTATIONS & SYMPOSIA**

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Galvin, B. M., Bednar, J. S., Bates, A. 2022. How will I lead in this organization? How individuals situate preexisting leader identity content. Academy of Management Annual Meeting, Seattle, WA. MOC Division Best Paper Award.

Bunderson, S., Leana, C., Rose, E., Galvin, B., Verbeke, A., Morgeson, F., Rosen, C., Breslin, D., Chen, V., Hitt, M. 2021. Curating collective wisdom: Exploring new infrastructures for knowledge synthesis. Academy of Management Annual Meeting, Virtual.

Galvin, B. 2020. Leader identity trajectories at West Point: Understanding how leader identities are developed and enacted in organizations. Education for Leadership. BYU

Christiansen, N. Galvin, B.M., Clark, G., Crosby, B., & Hanks, J. 2020. Roundtable on rhetoric and leadership studies: An interdisciplinary experiment. Rhetoric Society of America Annual Conference. Conference cancelled due to Covid-19 restrictions.

Randel, A., Alves, T., & Galvin, B.M. 2020. Ready to put on your steel-toed boots?: Women in the male-dominated profession of construction engineering. Academy of Management Annual Meeting, Vancouver, BC (Virtual).

Galvin, B. M. 2019. The future of inclusive leadership research. Academy of Management Annual Meeting, Boston, Massachusetts. Invited Symposia Discussant.

Galvin, B. M. 2019. OB research roundtables professional development workshop. Academy of Management Annual Meeting, Boston, Massachusetts. Subject matter expert (topic: Identity).

Collins, B. J., Galvin, B. M., & Meyers, R. D. 2018. Situational strength moderates the organizational identification–performance relation. SIOP Annual Meeting, Chicago, Illinois.

Bednar, J., Galvin, B. M., Ashforth, B., & Hafermalz, E. 2018. Putting identification in motion: A dynamic sensemaking view of organizational identification. W. P. Carey Micro Meets Macro Conference (Special Topic: Identity), Tempe, Arizona.

Bednar, J., Galvin, B. M., Ashforth, B., & Hafermalz, E. 2017. The impact of narrative alignment on identification trajectories in organizations. Academy of Management Annual Meeting, Atlanta, Georgia. Included in the MOC's showcase *Tuesday Coolness* session.

Randel, A., Galvin, B. M., & Gibson, C. 2017 Brokering access through the glass ceiling: Sponsorship of women and minorities. Academy of Management Annual Meeting, Atlanta, Georgia.

Godfrey, P. C., Galvin, B. M., & Dyer, W. G. 2016. What's your contribution? A workshop on developing a real theoretical contribution, Academy of Management Annual Meeting, Anaheim, California.

Randel, A. E., Galvin, B. M., Shore, L. M., Ehrhart, K. H., Chung, B. G., Dean, M. A., & Kedharnath, U. 2016. Realizing positive work relationships through inclusive leadership. Academy of Management Annual Meeting, Anaheim, California.

Galvin, B. M. 2016. Managing narcissistic employees in the workplace. Marriott School OBHR Conference, Provo, Utah.

Balkundi, P., Waldman, D. A., Xu, N. & Galvin, B. M. 2015. Trouble between Formal and Informal Leaders: The effects of Unrequited Friendship. Academy of Management Annual Meeting, Vancouver, British Columbia.

Christensen, A. L., Galvin, B. M., Kinicki, & A. J., Reina, C. 2015. CEO Performance Management Behaviors: The Pathway to Firm Performance. Academy of Management Annual Meeting, Vancouver, British Columbia.

Galvin, B. M. 2015. The role of dark side personality in work and career contexts: Exploring new avenues. Academy of Management Annual Meeting, Vancouver, British Columbia. Invited Symposia Discussant.

Galvin, B. M. 2014. Undergraduate and graduate curriculums. Entrepreneurship Educators Conference, San Diego, California. Session Chair.

Galvin, B. M. 2014. Strategy, CEO Characteristics and Managerial Decision-Making. Academy of Management Annual Meeting, Philadelphia, Pennsylvania. Session Chair.

Ahsan, M. & Galvin, B. M. 2014. CEO decision-making under perceptions of threat: The influence of CEO narcissism and humility. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Galvin, B. M., & Francis, J. 2014. Narcissism, perceptions and entrepreneurial intentions. United States Association for Small Business and Entrepreneurship Annual Meeting, Fort Worth Texas.

Galvin, B. M., Lange, D. A., & Ashforth, B. E. 2013. The mixed bag of narcissistic identification at the top of the organization. Academy of Management Annual Meeting, Orlando, Florida.

Galvin, B. M., Waldman, D. A., & Avolio, B. A. 2013. Keep the baby but refresh the bathwater: A new look at narcissistic origins of singular leadership. Academy of Management Annual Meeting, Orlando, Florida.

Collins, B. J., & Galvin, B. M. 2012. When I share, I tend to care: How interdependence and felt responsibility influence employee performance. Academy of Management Annual Meeting, Boston, Massachusetts.

Peterson, S., Galvin, B. M., & Lange. 2012. CEO Servant Leadership: Exploring Executive Characteristics and Firm Performance. Academy of Management Annual Meeting, Boston, Massachusetts.

Balkundi, P., Waldman, D. A., & Galvin, B. M. 2012. Surrogates & Pariahs: A network analysis of the role of influential others in the charismatic leadership process. SIOP Annual Meeting, San Diego, California.

Galvin, B. M. 2011. Multi-Level Perspectives on Transformational Leadership and Individual and Team Outcomes. Academy of Management Annual Meeting, San Antonio, Texas. Session Chair.

Waldman, D. A., Galvin, B. M., & Walumbwa. 2011. Leadership development in an undergraduate business program. SIOP Annual Meeting, Chicago, Illinois.

Galvin, B. M. 2010. Leadership, Leadership Perceptions, and the Effects of Leadership Ties. Academy of Management Annual Meeting, Montreal, Canada. Session Chair.

Waldman, D. A., Balthazard, P., Galvin, B. M., & Peterson, S. J. 2009. Linking neuroscience and charismatic leadership behavior. Academy of Management Annual Meeting, Chicago, Illinois.

Balthazard, P., Waldman, D. A., Peterson, S. J., & Galvin, B. M. 2008. New approach for leadership research & development: The incorporation of neuroscientific methodology. Academy of Management Annual Meeting, Anaheim, California.

Harrison, S. J., Jacobson, K. J. L., Kinicki, A. J., & Galvin, B. M. 2008. The politeness paradox: A qualitative analysis of multi-source feedback. Academy of Management Annual Meeting, Anaheim, California.

Galvin, B. M., Waldman, D. A., & Balthazard, P. 2007. Narcissism, genuine communication, and transformational leadership. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Galvin, B. M. 2007. One track minds: The impact of goal orientation on managerial development in technical organizations. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Galvin, B. M. 2007. Crossing the divide: The role of sponsorship in crossing network faultlines (mentoring diversity). Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Balthazard, P., Waldman, D. A., & Galvin, B. M. 2006. The etiology of leadership: A neuroscientific investigation and demonstration. Gallup Leadership Institute Summit, Washington, D.C.

Galvin, B. M. 2006. Ensuring follower perceptions of leader charisma: The role of lieutenant minstrelship. Academy of Management Annual Meeting, Atlanta, Georgia.

## **TEACHING EXPERIENCE**

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### **Current Courses (Scheduled SU2023-W2024)**

HRM 413. Managerial Leadership Development. (BYU, Undergraduate)

HRM 391. Organizational Effectiveness. (BYU, Undergraduate)

HRM 300. Organizational Behavior. (BYU, Undergraduate)

EMBA508. Leadership. (BYU, EMBA Core)

### **Previous Courses**

HRM 380 HRM Lecture Series (BYU, Undergraduate)

MBA 693R. Special Topics in HRM (BYU, MBA)

HRM 490R. Topics in Human Resource Management (BYU, Undergraduate)

OB 321. Organizational Effectiveness. (BYU, Undergraduate)

OB 320. Organizational Effectiveness. (BYU, Undergraduate, Business Minor)

BA 650. Organizational Behavior. (SDSU, MBA Core)

BA 624. Organizational Behavior. (SDSU, MBA Core)

MGT 350. Management & Organizational Behavior. (SDSU, Undergraduate)



BA 475. Leadership in Organizations. (SDSU, Undergraduate, Taiwan Group)  
BBUS 531. Leadership & Managerial Effectiveness. (UWB, MBA)  
BBUS 501. Leadership, Team Process & Decision Making. (UWB, MBA)  
BBUS 472. Managing Employees. (UWB, Undergraduate)  
BBU 448. Retail Technology and Leadership. (UWB, Undergraduate)  
BBUS 402. Managing Work Teams. (UWB, Undergraduate)  
MGT 310. Managing Teams. (ASU, Undergraduate)

## **EXECUTIVE EDUCATION, TRAINING & FACILITATION**

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BYU- MSB Departments (Sorenson Center Leadership Model Training, 2023)  
BYU- Financial Controllers (Sorenson Center Leadership Model Training, 2023)  
BYU- Department Chairs (360 Feedback Module, 2020)  
LDS MFD Group, (Change Module, 2018)  
A+ Benefits- Customer Base (Managing Millennials Module, 2017)  
LDS FM Group, (Innovation Module, 2017)  
Bamboo HR- Bamboo HR Summit, (Managing Millennials Module, 2017)  
USD- (Culture Module, 2014)  
UCSD- Brazilian Retail Executives (Leadership Module, 2014)  
SDSU- SDG&E Small Business Owner Program (Leadership Module, 2013)  
ASU- MBA Orientation Facilitator (Cross-Cultural Module, 2009)

## **GRANTS & AWARDS**

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2023 BYU Marriott School of Business Impact Award- Excellence in Leadership  
2022 MOC Division Best Paper Award, Academy of Management  
2022 Phi Kappa Phi Honor Society Induction  
2021 Department of Management Research Recognition Award  
2018-Present Robert A. and Wendy Whitman Fellowship  
2018 Marriott School Dean's Faculty Research Grant  
2017 Academy of Management Annual Meeting Outstanding Reviewer  
2017 Marriott School Faculty Research Grant  
2016 BYU Sorensen Legacy Grant  
2016 Academy of Management Annual Meeting Outstanding Reviewer  
2014 SDSU Faculty Summer Research Grant  
2012 UWB Faculty Summer Research Grant  
2011 UWB Faculty Summer Research Grant  
2009 ASU University Graduate Fellowship Summer Research Grant  
2008 ASU University Graduate Fellowship Summer Research Grant  
2007 ASU University Graduate Fellowship Summer Research Grant

## **SERVICE**

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BYU Associate Department Chair/Group Leader 2020-Present  
BYU Marriott Leadership Forum Executive Committee Member 2023-Present  
BYU Undergraduate Management Admissions Committee 2022-Present  
BYU Sorenson Center Leadership Model Development Group 2022-2023

BYU Settler' of Catan Student Club Faculty Advisor 2021-Present  
BYU Leadership Minor Committee Member 2021-Present  
BYU Beyond Borders Inclusion Case Competition Judge 2021  
BYU Marriott School Curriculum Committee Member 2018-2020  
BYU Marriott Undergraduate HRM Faculty Director 2018-2020  
BYU SHRM Student Club Faculty Advisor 2018-2020  
BYU Marriott Undergraduate HRM Admissions Chair 2018-2020  
BYU OBHR Faculty Expectations Document Committee Member 2016, 2020  
BYU Marriott Women's Initiative (On-campus internship consultant) 2017-2018  
BYU Honors Program Superhero 2017-2018  
LDS, Women in Leadership Initiative (Pro-bono consulting) 2017  
BYU Pre-Doctoral Student Mentor 2015-Present  
BYU OLS Department Library Representative 2016-2018  
SDSU College of Sciences Thesis Committee Member 2013-2015  
SDSU CBA External Programs and Partners Working Group Member 2014-2015  
SDSU College of Business Administration OB Committee Member 2013-2015  
SDSU Zahn Innovation Center Mentor 2013-2015  
SDSU College of Business Administration Graduate Committee 2013-2014  
UWB Retail Concentration/Minor Focal Faculty Member 2012-2013  
UWB School of Business Major Gift Officer Search Committee Member 2012  
UWB School of Business MBA Manager Search Committee Member 2012  
UWB Retail Concentration/Minor Development Committee Chair 2011-2012  
UWB School of Business Management Search Committee Member 2011  
UWB Business Minor Committee Member 2010-2011  
W. P. Carey Management Department Doctoral Student Liaison 2008-2009

Co-Editor in Chief, *Academy of Management Collections* 2020-Present  
Associate Editor, *Journal of Leadership & Organizational Studies* 2023-Present  
Committee Member, Min Young Lee Dissertation Committee 2021-2022  
Anonymous Reviewer, R1 Strategic Assessment 2021  
Editorial Review Board, *Academy of Management Review* 2020-Present  
Editorial Review Board, *Journal of Organizational Behavior* 2020-Present  
Editorial Review Board, *Academy of Management Review* 2015-2017  
Reviewer, *AMR* Special Issue (The Changing Nature of Work Relationships)  
Reviewer, *AMR* Special Issue (Diversity in the Workplace)  
Committee Member, Alvah H. Chapman Jr. Leadership Dissertation Award 2017  
Ad Hoc Reviewer, *Academy of Management Journal*  
Ad Hoc Reviewer, *Academy of Management Review*  
Ad Hoc Reviewer, *Journal of Applied Psychology*  
Ad Hoc Reviewer, *Personnel Psychology*  
Ad Hoc Reviewer, *Organizational Behavior and Human Decision Processes*  
Ad Hoc Reviewer, *Journal of Occupational and Organizational Psychology*  
Ad Hoc Reviewer, *American Psychologist*  
Ad Hoc Reviewer, *Journal of Organizational Behavior*  
Ad Hoc Reviewer, *Journal of Management Studies*

Ad Hoc Reviewer, *Journal of Business Ethics*  
Ad Hoc Reviewer, *Academy of Management Perspectives*  
Ad Hoc Reviewer, Academy of Management Annual Meeting  
Ad Hoc Reviewer, *Leadership Quarterly*  
Ad Hoc Reviewer, *Business & Society*  
Ad Hoc Reviewer, *Journal of High Technology Management Research*  
Ad Hoc Reviewer, *Journal of Business Research*  
Ad Hoc Reviewer, *Asia Pacific Management Review*

## **MEMBERSHIPS**

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Academy of Management (OB, MOC)  
Phi Kappa Phi Honor Society  
Institute for Inclusiveness & Diversity in Organizations