

# Andrew McBride

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## EDUCATION

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- Ph.D.** University of North Carolina at Charlotte - *Charlotte, NC*  
Organizational Science  
Advisor: Janaki Gooty  
Committee: George C. Banks, Heather C. Vough, Jill Yavorsky
- M.A.** University of North Carolina at Charlotte - *Charlotte, NC*  
Industrial-Organizational Psychology
- B.A.** University of North Carolina at Greensboro - *Greensboro, NC*  
Psychology

## RESEARCH AND TEACHING INTERESTS

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### *Research Interests:*

- Leadership
- Identity
- Organization theory
- Philosophy of science

### *Teaching Interests:*

- Leadership
- Organizational behavior
- Decision making and biases
- Research methods

## PEER-REVIEWED PUBLICATIONS

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12. Zhao, W., Bloom, Q., & **McBride, A.** (2025). A Sacred Symbol for Modern Warriors: Social Construction of the Fire Helmet. *Sociology Compass*.
11. Demeter, E., **McBride, A.**, Holladay-Sandidge, H., Rasmussen, L. M., Banks, G., & Hall-Hertel, K. (2025). Intervention to Promote Ethical Authorship Practices in Graduate Education. *Science and Engineering Ethics*.
10. Kreamer, L., **McBride, A.**, Gooty, J., Stock, G., Banks, G. C., & Tonidandel, S. Crisis leadership behaviors: A redirecting review. (2025). *Journal of Leadership and Organizational Studies*
9. Gooty, J.\*, **McBride, A.**,\* Kreamer, L.,\* Banks, G. C., & Tonidandel, S. When Super(wo)man Fails to Appear: Beyond Idealized Prototypes in Crisis Leadership. (2025). *Journal of Organizational Behavior*. \*signifies equal contribution
8. Holladay-Sandidge, H. D., Rasmussen, L., Demeter, E., **McBride, A.**, Banks, G.C. & Hall-Hertel, K. Designing engaging content on academic authorship for graduate students. (2025). *Accepted at Teaching Ethics*.
7. **McBride, A.**, Howe, L. C., Gooty, J., & Banks, G.C. (2024). Seeing with counterfactual lenses: Alternative assumptions at the intersection of leadership and identity. *The Leadership Quarterly*, 35(2).

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6. Williams, C. E., Thomas, J. S., Bennett, A. A., Banks, G. C., Toth, A., Dunn, A. M., **McBride, A.**, & Gooty, J. (2024) The role of discrete emotions in job satisfaction: A meta-analysis. *Journal of Organizational Behavior*, 45(1), 97-116
5. Rasmussen, L., Banks, G.C., Holladay, H., **McBride, A.**, Demeter, E., Hall-Hertel, K., & Tonidandel, S. (2023). Authorship agreements benefit researchers and research culture. *Nature Human Behavior*, 7(12), 2044-2045.
4. Gooty, J., Banks, G.C., **McBride, A.**, & van Knippenberg, D. (2023). Is authenticity a “true self,” multiple selves, behavior, evaluation, or a hot mess? *Journal of Organizational Behavior*, 45(1), 1-6.
3. Blanchard, A. L., **McBride, A. G.**, & Ernst, B. E. (2023) How are we similar? Group level entitativity in work and social groups. *Small Group Research* 54(3), 369–395.
2. Blanchard, A. L., **McBride, A. G.**, & Allen, J. A. (2022). Perceiving meetings as groups: How entitativity links meeting characteristics to meeting success. *Psychology of Leaders and Leadership*, 25(2), 90–113.
1. Erb, C. D., **McBride, A.**, & Marcovitch, S. (2019). Associative priming and conflict differentially affect two processes underlying cognitive control: Evidence from reaching behavior. *Psychonomic Bulletin & Review*, 26(4), 1400–1410.

### BOOK CHAPTERS

1. Blanchard, A. L. & **McBride, A. G.** (2020). Putting the “group” in group meetings: Entitativity in face-to-face and online meetings, In Meinecke, A. L., Allen, J. A., & Lehmann-Willenbrock, N. (2020) *Managing meetings in organizations*, Emerald Publishing.

### CONFERENCE PRESENTATIONS

13. Williams, C. E., Bennett, A. A., Thomas, J. E., Toth, A., Dunn, A. M., **McBride, A.**, & Gooty, J. (2025) *Discrete emotion trajectories and turnover intentions after negative work events*. Symposium paper presented at The Annual Meeting of the Academy of Management Conference, Copenhagen, Denmark.
12. Zhao, W., **McBride, A.**, & Bloom, Q. *Competing logics and technology framing: Empirical evidence from American firefighters*. Paper presented at the Pacific Sociological Association Annual Conference, San Diego, CA, United States.
11. Kreamer, L., **McBride, A.**, Stock, G., Gooty, J., Tonidandel, S. (2023). *Unpacking crisis leader behaviors: Exploring the boundaries of leader effectiveness during crises*. Paper presented at the Academy of Management Annual Conference, Boston, MA, United States.
10. **McBride, A.**, Kreamer, L., Gooty, J., Tonidandel, S. (2023). Leader behavior in crisis: Casting off the heroic (masculine) aura. In A. Y. Ou, X. Hu, & R. Li. (Organizers) *Understanding the grand*

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*challenge of gender inequality in pandemic and post-pandemic worlds* [Symposium] The Academy of Management Annual Conference, Boston, MA, United States.

9. **McBride, A.**, Zhao, W., & Bloom, Q. (2023, July). *Pride and prejudice. Professional work, occupational identity, and technology framing*. Paper presented at the ISA World Congress of Sociology, Melbourne, Australia.

8. Bloom, Q., Zhao, W., **McBride, A.**, & Van Dorn, W. (2023, April). *A sacred symbol for modern warriors: Social construction of the firefighter's helmet*. Paper presented at the Pacific Sociological Association Annual Conference, Seattle, Washington.

7. **McBride, A.** (2021, November). *Leadership as a discourse of control*. Paper presented at the National Communication Association Annual Conference, Seattle, WA.

6. **McBride, A.**, Gooty, J., & Howe, L. C. (2021, November). *Social identity theory and leadership in the neoliberal organization: Challenges and new directions*. Paper presented at the Southern Management Association Annual Conference, New Orleans, LA. **(Best Doctoral Paper in Track)**

5. Blanchard, A. L., Allen, J. A., **McBride, A. G.** (2020, July). *Perceiving meetings as groups: Entitativity as a theoretical explanation of meeting effectiveness*. Paper presented at INGroup Annual Conference, Seattle, WA.

4. Blanchard, A. L., Ernst, B. E., **McBride, A. G.** (2020, July). *We make the group and the group makes me: A cross-level examination of group-level entitativity's antecedents and its effects on individual members*. Paper presented at INGroup Annual Conference, Seattle, WA.

3. **McBride, A. G.**, Zhao, W., & Long, W. (2020, April). *Multidimensional identity and use of technology among firefighters* [Conference session]. Accepted at the Annual Meeting of the Southern Sociological Society, Jacksonville, FL. (Conference cancelled)

2. Erb, C. D., **McBride, A. G.**, & Marcovitch, S. (2017, October). *Targeting the dynamics of cognitive control across development: Evidence from reaching behavior in the Simon task*. Poster presented at the Ninth Biennial Meeting of the Cognitive Development Society, Portland, OR.

1. **McBride, A. G.**, Erb, C. D., Moher, J., & Marcovitch, S. (2017, March). *Tracking the development of cognitive control in the Simon task one reach at a time*. Poster presented at the 2017 Annual Meeting of the North Carolina Cognition Group, Greensboro, NC.