UNIVERSITÀ DEGLI STUDI DI MILANO

TO MAGNIFICO RETTORE OF UNIVERSITA' DEGLI STUDI DI MILANO

I the undersigned asks to participate in the public selection, for qualifications and examinations, for the awarding of a type A post-doc fellowship

[Tatiana Balushkina]

CURRICULUM VITAE

PERSONAL INFORMATION

Surname	Balushkina
Name	Tatiana
Date of birth	JANUARY 24, 1992

PRESENT OCCUPATION

01/2021-present: **Ph.D. Fellow & Course Instructor**
Bocconi University

EDUCATION AND TRAINING

09/2015-01/2021: **Ph.D. in Business Administration and Management**
Bocconi University
Dissertation: "Narcissism and Individual-level Workplace Outcomes"
Ph. D. Committee: Prof. Marco Tortoriello (chair), Prof. Thorsten Grohsjean (Ph. D. advisor), and Prof. Cassandra Chambers Advisor: Thorsten Grohsjean

09/2013-07/2015: **Master's degree in Management, cum laude**
P.G. Demidov Yaroslavl State University, Yaroslavl, Russia
Thesis title: "Strategic Marketing Management under Process Approach"
Advisor: Prof. Elena Patrusheva

09/2008-06/2013: **Undergraduate Degree in Management (5-year program), cum laude**
P.G. Demidov Yaroslavl State University, Yaroslavl, Russia
Major: Financial Management
Thesis title: "Financial Strategy Development for the process-oriented Company"
Advisor: Prof. Igor Dolmatovich

FOREIGN LANGUAGES

English: full working proficiency
Italian: full working proficiency
Russian: mother tongue

Tatiana Balushkina

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AWARDS

1. Date: 2014
Award: **Talented Young People Prize**
Issuing organization: Ministry of Education and Science of the Russian Federation, Moscow, Russia

2. Date: 2014
Award: **Best Student Research Award**
Issuing organization: Yaroslavl Region Government, Yaroslavl, Russia

3. Date: 2012
Award: **Best Student Research Award**
Issuing organization: Yaroslavl Region Government, Yaroslavl, Russia

4. Date: 2012
Award: **Best Student Paper Award**
Issuing organization: P.G. Demidov Yaroslavl State University, Yaroslavl, Russia

5. Date: 2011
Award: **Best Student Paper Award**
Issuing organization: P.G. Demidov Yaroslavl State University, Yaroslavl, Russia

SCHOLARSHIPS, RESEARCH CONTRACTS & GRANTS

1. September 2020 - October 2020: **Research Assistant for Prof. Arnaldo Camuffo**
Bocconi University, Milan, Italy

2. September 2019 - August 2020: **Invernizzi Foundation Research grant**
Bocconi Unviersity, Milan, Italy
Responsibilities: Collected, processed, and analyzed the data from EBSCO database

3. September 2017 - October 2018: **Research Assistant for Prof. Massimo Magni and Prof. Chiara Paolino**
Bocconi University, Milan, Italy
Responsibilities: Managed the experiment
September 2015 - August 2019: **Bocconi PhD Fellowship**
Bocconi University, Milan, Italy

4. September 2014 - July 2015: **Oxford Russia Fund Scholarship**
Oxford Russia Fund, Moscow, Russia

5. September 2013 - June 2014: **Eranet Mundus Grant for Studies Abroad**
Eranet Mundus Project, Siena, Italy

6. September 2010 - July 2013: **Oxford Russia Fund Scholarship**
Oxford Russia Fund, Moscow, Russia

ATTESTED TRAINING AT QUALIFIED ITALIAN OR FOREIGN INSTITUTIONS

STUDIES ABROAD:
09/2013 - 06/2014: **Master of Science in Finance (1-year Eranet Mundus grant for studies abroad, exchange program)**
Università degli Studi di Siena, Siena, Italy

48 ECTS

TRAINING:
10/2018 – 12/2018: **PhD Beat: Bocconi Excelllence in Advanced Teaching, 2018 Edition**
Bocconi University, Mila, Italy

RESEARCH ACTIVITY

Research in progress: Human Resource Management, Training, Organizational Behavior, Personality, Narcissism, Arrogance, Gender Differences, Gender Stereotypes, Gender Roles, Social Media Data.

Research interests: my research explores the effect of negative personality traits and stereotypes on employees' decision making, behavior, and performance. In particular, I examine the effect of narcissism on training outcomes (p. 1) and followers' performance (p. 5); I also examine the antecedents of perceived arrogance in the workplace (p. 6). I'm studying the role of gender differences in leadership aspirations (p. 2) and the effect of team diversity on the quality of decisions made in decision-making simulations (p. 3). I am particularly interested in using social media data and new measurement methods (p. 1, 4).

RESEARCH IN PROGRESS:
1. Dates: May 2017 - current
Name of the project: "Too good to train." Narcissism and Performance on the Training: Empirical Evidence from "The Biggest Loser" International," with Thorsten Grohsjean.
Stage: **full working paper**, preparing the manuscript for submission to JAP).
Role: lead author

2. Dates: December 2020 - current
Name of the project: Sheppard, L.D., Netchaeva, E., & Balushkina, T. 2021. "A Meta-Analytic Review of Gender Differences in Leadership Aspirations."
Stage: **R&R in "The Journal of Vocational Behavior"**
Role: research collaborator & data scientist

3. Dates: June 2021 - current
Name: "Decision-making simulations: team diversity and the quality of decisions," with Alberto Grando
Stage: **data analysis**
Role: research collaborator & data scientist

4. Dates: September 2018 - current
Name: "Photos tell your story: Constructing and validating Instagram-based unobtrusive indicators of narcissism," with Thorsten Grohsjean.
Stage: **full working paper**
Role: lead author

5. Dates: May 2017 - current
Name: "Narcissistic Leaders and Individual Performance of Their Followers: The Conceptual Model," with Thorsten Grohsjean
Stage: **full working paper**
Role: lead author

6. Dates: November 2020 - current
Name: "Why modesty is mistaken for workplace arrogance"
Stage: **designing an online experiment**
Role: lead author

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CONGRESSES AND SEMINARS

1. Date: June 17-18, 2019
Conference: **"Bocconi Study Days" conference**
Presentation: "Too good to train." Narcissism and Performance on the Training: Empirical Evidence from "The Biggest Loser" International" (20-minute paper presentation)

2. Date: February 28, 2019
Conference: **"Bocconi OB Lab" meeting**
Presentation: "Photos tell your story: Constructing and validating Instagram-based unobtrusive indicators of narcissism" (90-minute paper presentation)

3. Date: June 18-19, 2018
Conference: **"Bocconi Study Days" conference**
Presentation: "Too good to train." Narcissism and Performance on the Training: Empirical Evidence from "The Biggest Loser" International" (15-minute paper presentation)

4. April 17, 2018
Conference: **"Bocconi OB Lab" meeting**
Presentation: "Too good to train." Narcissism and Performance on the Training: Empirical Evidence from "The Biggest Loser" International" (90-minute paper presentation)

5. June 19-20, 2017
Conference: **"Bocconi Study Days" conference**
Presentation: "Too good to train." Narcissism and Performance on the Training: Empirical Evidence from "The Biggest Loser" International" (90-minute poster presentation)

PUBLICATIONS

PhD Thesis:

1. Balushkina, T. 2021. *Narcissism and Individual-level Workplace Outcomes* (Unpublished doctoral dissertation). Bocconi University, Milan, Italy. URL: https://iris.unibocconi.it/handle/11565/4035685.

R&R:

1. Sheppard, L.D., Netchaeva, E., & Balushkina, T. (2021). A Meta-Analytic Review of Gender Differences in Leadership Aspirations (R&R in *"The Journal of Vocational Behavior"*).

Congress proceedings (in Russian):

1. Balushkina, T. & Patrusheva, E. 2015. *Marketing in Process-oriented Organizations: the Theoretical Framework.* In "Proceedings of sixth the scientific conference "Young Science – 2015." International Academy of Business and New Technologies (MUBiNT), Yaroslavl, 28 April, pp. 148-153 [in Russian]. ISBN: 978-5-93002-312-1. URL: https://www.elibrary.ru/item.asp?id=25328506.
2. Balushkina, T. 2014. *Developing a Financial Strategy: Essential Characteristics, Structure, and Steps.* In "Proceedings of the international scientific conference "Contemporary Science, Technology, and Innovation." Research Center of Informational and Law Technology, Ufa, 30-31 July, pp. 59-68 [in Russian]. ISBN: 978-5-906735-18-8. URL: https://www.elibrary.ru/item.asp?id=22613219.
3. Balushkina, T. & Dolmatovich, I. 2014. *The Role of Financial Strategy in Management System.* In "Proceedings of the fifth scientific conference "Young Science – 2014." International Academy of Business and New Technologies (MUBiNT), Yaroslavl, 11 April, pp. 64-68 [in Russian]. ISBN: 978-5-93002-285-8. URL: https://www.elibrary.ru/item.asp?id=28634823.

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4. Balushkina, T. & Dolmatovich, I. 2013. *A Simulation Model for Financial Planning*. In "Proceedings of the fourteenth international scientific conference "Witte readings." Moscow Banking Institute, Moscow, Russia, 4-5 April, pp. 78-80 [in Russian]. ISBN: 978-5-93276-065-9. URL: https://www.elibrary.ru/item.asp?id=20842890.
5. Balushkina, T. & Dolmatovich, I. 2012. *Dynamics and Structure of Current Assets: the Case of Oil Processing Companies*. In "Proceedings of the thirteenth international scientific conference "Witte readings." Moscow Banking Institute, Moscow, Russia, 12-13 April, pp. 423-425 [in Russian]. ISBN 978-5-93276-064-2. URL: https://www.elibrary.ru/item.asp?id=20818486.
6. Balushkina, T. 2011. *How to apply time-management tools to set priorities*. In "Proceedings of the twelfth international scientific conference "Witte readings." Moscow Banking Institute, Moscow, Russia, 7-8 April, pp. 294-296 [in Russian]. ISBN 978-5-93276-063-5.
7. Balushkina, T. & Dolmatovich, I. 2010. *Managing Career: a Strategic Approach*. In "Proceedings of the 16th international conference of young economists "Entrepreneurship and Reforms in Russia." Saint-Petersburg State University, Saint-Petersburg, Russia, 25-26 November, pp. 161-163 [in Russian]. ISBN 978-5-4210-0028-0.
8. Balushkina T. & Drozdova, N. 2009. *Organizational Structure of Corporate Groups*. In "Proceedings of the 15th international conference of young economists "Entrepreneurship and Reforms in Russia."" Saint-Petersburg State University, Saint-Petersburg, Russia, 26-27 November, pp. 91-92 [in Russian]. ISBN 978-5-4210-0010-5.

OTHER INFORMATION
TEACHING ACTIVITIES AT ITALIAN OR FOREIGN UNIVERSITIES

COURSE INSTRUCTOR (DOCENTE A CONTRATTO) AT BOCCONI UNIVERSITY:
1. February 2021 – current: **course instructor (docente a contratto)**
Course: **Fundamentals of Organization** (48 hours, in English), compulsory course
Name and type of organization: BSc in Economics and Management for Arts, Culture, and Communication, Bocconi University, Milan, Italy

2. February 2021 – current: **course instructor (docente a contratto)**
Course: **Leadership and Managerial Skills Seminar** (18 hours, in English), compulsory course
Name and type of organization: BSc in Economics and Management for Arts, Culture, and Communication, Bocconi University, Milan, Italy

3. February 2021 – current: **course instructor (docente a contratto)**
Course: **Leadership and Managerial Skills Seminar** (18 hours, in English), compulsory course
Name and type of organization: BSc in International Economics and Management, Bocconi University, Milan, Italy

4. September 2020 – current: **course instructor (docente a contratto)**
Course: **Behavioral Skills Seminars** (18 hours, in English), compulsory course
MSc in Management, Bocconi University, Milan, Italy
Course instructor

5. September 2020 – current: **course instructor (docente a contratto)**
Course: **Behavioral Skills Seminars** (18 hours, in English), compulsory course
Name and type of organization: MSc in Economics and Social Sciences, Bocconi University, Milan, Italy
Course instructor

6. February 2019 – January 2020: **course instructor (docente a contratto)**
Course: **Diversity Management and Policy** (24 hours, in English), elective course
Name and type of organization: BSc All programs, Bocconi University, Milan, Italy

7. February 2019 – January 2020: **course instructor (docente a contratto)**
Course: **Fundamentals of Organization** (48 hours, in English), compulsory course

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Name and type of organization: BSc in Economics and Management for Arts, Culture, and Communication, Bocconi University, Milan, Italy

8. February 2019 – January 2020: **course instructor (docente a contratto)**
Course: **Leadership and Managerial Skills Seminar** (18 hours, in English), compulsory course
Name and type of organization: BSc in Economics and Management for Arts, Culture, and Communication, Bocconi University, Milan, Italy

9. February 2019 – January 2020: **course instructor (docente a contratto)**
Course: **Leadership and Managerial Skills Seminar** (18 hours, in English), compulsory course
Name and type of organization: BSc in International Economics and Management, Bocconi University, Milan, Italy

10. September 2019 – January 2020: **course instructor (docente a contratto)**
Course: **Behavioral Skills Seminars** (18 hours, in English), compulsory course
MSc in Management, Bocconi University, Milan, Italy
Course instructor

11. September 2018 – January 2019: **course instructor (docente a contratto)**
Course: **Behavioral Skills Seminars** (18 hours, in English), compulsory course
Name and type of organization: MSc in Economics and Social Sciences, Bocconi University, Milan, Italy
Course instructor

TEACHING ASSISTANT AND COURSE COORDINATOR AT BOCCONI UNIVERSITY:
1. February 2021 – current: **teaching assistant**
Course: **Business Game per Organizzazione e gestione delle risorse umane** (in Italian), compulsory course (with Prof. Silvia Bagdadli)
Name and type of the organization: MSc in Management, Bocconi University, Milan, Italy

2. February 2021 – current: **course coordinator & teaching assistant**
Course: **Business Game for Management** (in English), compulsory course (with Prof. Alberto Grando)
Name and type of the organization: MSc in Management, Bocconi University, Milan, Italy

3. September 2020 – current: teaching assistant
Course: **Management** (in English), compulsory course (with Cedric Gutierrez Moreno and Daphne Teh)
Name and type of the organization: BSc in International Economics and Management, Bocconi University, Milan, Italy

4. September 2020 – February 2021: **course coordinator & teaching assistant**
Course: **Human Resource Management/Gestione delle Risorse Umane** (in English and Italian), compulsory course (with Prof. Silvia Bagdadli, Prof. Arnaldo Camuffo, and Prof. Tracy Anderson)
Name and type of the organization: MSc in Management, Bocconi University, Milan, Italy

5. September 2020 – current: **teaching assistant**
Course: **Gestione della Tecnologia, dell'Innovazione e delle Operations** (in Italian), compulsory course (with Prof. Alberto Grando and Prof. Paola Cillo)
Name and type of the organization: BSc in Business Administration and Management, Bocconi University, Milan, Italy

6. February 2020 – July 2020: **teaching assistant**
Course: **Sustainable Operations management** (in English), elective course (with Prof. Alberto Grando)
Name and type of the organization: BSc All programs, Bocconi University, Milan, Italy

7. February 2020 – October 2020: **teaching assistant**
Course: **Organizzazione d'impresa** (in Italian), elective course (with Prof. Rossella Cappetta)
Name and type of the organization: MSc All programs, Bocconi University, Milan, Italy

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8. February 2020 – July 2020: **teaching assistant**
Course: **Business Game per Organizzazione e gestione delle risorse umane** (in Italian), compulsory course (with Prof. Silvia Bagdadli)
Name and type of the organization: MSc in Management, Bocconi University, Milan, Italy

9. February 2020 – October 2020: **course coordinator & teaching assistant**
Course: **Business Game for Management** (in English), compulsory course (with Prof. Alberto Grando)
Name and type of the organization: MSc in Management, Bocconi University, Milan, Italy

10. September 2019 – August 2020: **course coordinator & teaching assistant**
Course: **Human Resource Management/Gestione delle Risorse Umane** (in English and Italian), compulsory course (with Prof. Silvia Bagdadli, Prof. Arnaldo Camuffo, and Prof. Tracy Anderson)
Name and type of the organization: MSc in Management, Bocconi University, Milan, Italy

11. September 2019 – July 2020: **teaching assistant**
Course: **Gestione della Tecnologia, dell'Innovazione e delle Operations** (in Italian), compulsory course (with Prof. Alberto Grando and Prof. Paola Cillo)
Name and type of the organization: BSc in Business Administration and Management, Bocconi University, Milan, Italy

12. February 2019 – July 2019: **teaching assistant**
Course: **Business Game per Organizzazione e gestione delle risorse umane** (in Italian), compulsory course (with Prof. Silvia Bagdadli)
Name and type of the organization: MSc in Management, Bocconi University, Milan, Italy

13. February 2019 – October 2019: **course coordinator & teaching assistant**
Course: **Business Game for Management** (in English), compulsory course (with Prof. Alberto Grando)
Name and type of the organization: MSc in Management, Bocconi University, Milan, Italy

14. February 2019 – October 2019: **teaching assistant**
Course: **Organizzazione d'impresa** (in Italian), elective course (with Prof. Rossella Cappetta)
Name and type of the organization: MSc All programs, Bocconi University, Milan, Italy

15. February 2019 – July 2019: **teaching assistant**
Course: **Leadership and Managerial Skills Seminar** (in English), compulsory course (with Prof. Francesca Prandstraller)
Name and type of the organization: BSc in International Economics and Management, Bocconi University, Milan, Italy

16. February 2019 – July 2019: **teaching assistant**
Course: **Seminari per lo Sviluppo delle Competenze manageriale e di Leadership** (in Italian), compulsory course (with Prof. Luigi Proserpio)
Name and type of the organization: BSc in Economics and Management for Arts, Culture, and Communication, Bocconi University, Milan, Italy

17. February 2019 – July 2019: **teaching assistant**
Course: **Fondamenti di Organizzazione** (in Italian), compulsory course (with Prof. Luigi Proserpio)
Name and type of the organization: BSc in Economics and Management for Arts, Culture, and Communication, Bocconi University, Milan, Italy

18. February 2019 – July 2019: **teaching assistant**
Course: **Organization Theory** (in English), elective course (with Prof. Alberto Monti)
Name and type of the organization: BSc All programs, Bocconi University, Milan, Italy

19. September 2018 – August 2019: **course coordinator & teaching assistant**
Course: **Human Resource Management/Gestione delle Risorse Umane** (in English and Italian), compulsory course (with Prof. Silvia Bagdadli, Prof. Arnaldo Camuffo, and Prof. Tracy Anderson)

Name and type of the organization: MSc in Management, Bocconi University, Milan, Italy

20. September 2018 – July 2019: **teaching assistant**
Course: **Gestione della Tecnologia, dell'Innovazione e delle Operations** (in Italian), compulsory course (with Prof. Alberto Grando and Prof. Paola Cillo)
Name and type of the organization: BSc in Business Administration and Management, Bocconi University, Milan, Italy

21. September 2018 – February 2019: **teaching assistant**
Course: **Organization Theory** (in English), elective course (with Prof. Alberto Monti)
Name and type of the organization: BSc All programs, Bocconi University, Milan, Italy

22. February 2017 – July 2018: **teaching assistant**
Course: **Sustainable Operations management** (in English), elective course (with Prof. Alberto Grando)
Name and type of the organization: BSc All programs, Bocconi University, Milan, Italy

23. February 2017 – July 2018: **teaching assistant**
Course: **Organization Theory** (in English), elective course (with Prof. Alberto Monti)
Name and type of the organization: BSc All programs, Bocconi University, Milan, Italy

24. February 2017 – July 2018: **teaching assistant**
Course: **Leadership and Managerial Skills Seminar** (in English), compulsory course (with Prof. Francesca Prandstraller)
Name and type of the organization: BSc in International Economics and Management, Bocconi University, Milan, Italy

25. February 2017 – July 2018: **teaching assistant**
Course: **Seminari per lo Sviluppo delle Competenze manageriale e di Leadership** (in Italian), compulsory course (with Prof. Luigi Proserpio)
Name and type of the organization: BSc in Economics and Management for Arts, Culture, and Communication, Bocconi University, Milan, Italy

26. February 2017 – July 2018: **teaching assistant**
Course: **Fondamenti di Organizzazione** (in Italian), compulsory course (with Prof. Luigi Proserpio)
Name and type of the organization: BSc in Economics and Management for Arts, Culture, and Communication, Bocconi University, Milan, Italy

27. September 2017 – August 2018: **teaching assistant**
Course: **Human Resource Management/Gestione delle Risorse Umane** (in English and Italian), compulsory course (with Prof. Silvia Bagdadli, Prof. Arnaldo Camuffo, and Prof. Tracy Anderson)
Name and type of the organization: MSc in Management, Bocconi University, Milan, Italy

28. September 2017 – July 2018: **teaching assistant**
Course: **Gestione della Tecnologia, dell'Innovazione e delle Operations** (in Italian), compulsory course (with Prof. Alberto Grando and Prof. Paola Cillo)
Name and type of the organization: BSc in Business Administration and Management, Bocconi University, Milan, Italy

29. September 2017 – February 2018: **teaching assistant**
Course: **Organization Theory** (in English), elective course (with Prof. Alberto Monti)
Name and type of the organization: BSc All programs, Bocconi University, Milan, Italy

30. February 2017 – July 2018: **teaching assistant**
Course: **Sports Business and Management** (in English), elective course (with Prof. Dino Ruta and Prof. Marco Morelli)
Name and type of the organization: MSc All programs, Bocconi University, Milan, Italy

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INDUSTRY EXPERIENCE

1. November 2014 - August 2015: **IFRS accountant**
Company: Severstal, PAO, Yaroslavl, Russian Federation
Responsibilities: prepared Balance sheet and Income statement; wrote VBA applications for MS Office and SAP ERP for optimization purposes; interacted with financial executives and auditors; supervised employees

2. Start-ups, Yaroslavl, Russian Federation: **Business-planning Analyst (part-time)**
Company: Start-ups, Yaroslavl, Russian Federation
Responsibilities: prepared business plans (including financial, production, marketing, and personnel plans); calculated the retention rate; conducted market analysis; supervised employees

TEACHNICAL SKILLS AND COMPETENCIES

1. **Data coding** (numeric, textual, graphic, & video data): Excellent
2. **Text analysis**: Excellent
3. **Machine Learning & Natural Language Processing**: Good
4. **Data processing & analysis:**
   4.1. Programming in Python: Good
   4.2. Programming in Visual Basic: Excellent
   4.3. SQLite: Good
   4.4. Stata (OLS, Logit, Poisson, (G)SEM, (M)ANOVA, cluster analysis, etc.): Excellent
   4.5. Matlab, Eviews, & UCINET: Good
   4.6. MS Office & MS Project: Excellent
   4.7. SAP ERP: Excellent

Declarations given in the present curriculum must be considered released according to art. 46 and 47 of DPR n. 445/2000.

The present curriculum does not contain confidential and legal information according to art. 4, paragraph 1, points d) and e) of D.Lgs. 30.06.2003 n. 196.

Place and date: _Milano_ , 30/08/2021

SIGNATURE

Tatiana Balushkina