The Role of Narcissism and Gender in the Career Success of North American Accounting Faculty

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Abstract

The Role of Narcissism and Gender in the Career Success of North American Accounting Faculty

Zheng Wu

This thesis aims to investigate the impact of narcissism and gender on the career success of accounting faculty in North America. Most of the current studies are focused on investigating the impact of big-five personality traits and gender on the academic community in general and have produced mixed results. Little research attention has been paid to examining the impact of negatively perceived personality traits such as narcissism on faculty career success, and studies on the separate effects of grandiose and vulnerable narcissism and their interactions with gender are even rarer. To bridge this knowledge gap, a quantitative- and qualitative-based mixed method survey was designed to investigate the link between the two types of narcissism, gender, and academic career success. Through Welch's two sample t-tests and Stepwise multiple regressions, grandiose narcissism was found to be significantly and negatively related to the number of PhD students supervised. In contrast to the significantly negative impact of vulnerable narcissism suggested by existing studies, my results revealed that high vulnerable narcissism was significantly and positively related to the amount of research grants obtained, the number of publications, and the number of keynote speaker invitations. My research therefore provided evidence about the negative side of grandiose narcissism and about the positive side of vulnerable narcissism. Furthermore, in my sample, I observed that personality is more important than gender in terms of career success, because female faculty had significantly higher salary, greater number of publications and citations, and higher level of job satisfaction, even if they are burdened by significantly heavier faculty service loads, have more household obligations and caregiving duties; suffer more career interruptions; are more negatively affected by the COVID crisis; and are more often specialized in non-mainstream research. Overall, this research suggested complex relationships between personality traits, and gender, and challenged prior findings. Future research may further investigate the impact of gender and

narcissism in other contexts (i.e., other academic disciplines and countries, different faculty age and ethnicity groups) and disentangle the gender effect from personality traits such as narcissism through experimental research designs or more in-depth qualitative studies.

Keywords: grandiose narcissism, vulnerable narcissism, gender, career success, accounting faculty

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Chapter 1

Introduction

While most of current studies have investigated the impact of psychological factors such as big-five traits on career success, little research effort has been made to examine the effects of dark triad traits (ie., narcissism, psychopathy, and machiavellianism). In competitive and hierarchical environments, numerous studies have shown that narcissism is a driver of career success (Banimahd et al., 2013). Narcissistic individuals are more likely to receive higher income (Spurk et al., 2016) and take on leadership roles (Paleczek et al., 2018), because narcissism is positively related to general self-efficacy, locus of control and task persistence (Hirschi and Jaensch, 2015; Mathieu and St-Jean, 2013; Wallace et al., 2009). Furthermore, Nevicka and Sedikides (2021) discovered that narcissistic employees are more motivated to seek social alliances with people that they perceive as having high status and to solicit their approval, leading to increased promotability ratings. In business academia, however, different studies have yielded conflicting results, depending on the specific type of narcissism and work environments.

According to personality job fit theory, competitive work environments tend to attract and benefit narcissists who are high in the expressive work orientation (e.g., desiring achievement and self-actualization) but low in instrumental work orientation (e.g., desiring job security and high financial reward). As a result, narcissists have competitive advantages in the highly competitive academic environment in comparison to non-narcissists. In accounting academia, they may tend to obtain tenure faster, have higher publication quantity and quality, earn greater amount of research grants and teaching awards, receive more frequent invitations as keynote speaker at academic events, have better work-life balance, as well as

experience more satisfaction with employment income. Concerning the effect of narcissism on the accounting profession, Akers et al. (2014) found that accounting professionals at the audit partner level are significantly more narcissistic in comparison to any other ranks due to higher level of authority, self-sufficiency, and entitlement, while Wille et al. (2019) confirmed Akers finding after the investigation of the relationship between narcissism and long-term upward mobility.

Furthermore, according to social role theory, there are generally held expectations for males and females. Men are expected to be competitive and women to be caring. Such expectations, or social roles, are shaped by the values of a society, which in turn are shaped by various constraints. Dobele et al. (2014) explained the institutional structures of inequity by referring to the differing gender roles; female professors tend to prioritize family and teaching over research, leading to fewer commitments to research outputs, and in sharp contrast, male professors have significant advantages in terms of focusing on research activities. Essentially, the "good old boy" culture in academia promotes narcissism and masculinity and hence does not benefit female faculty.

Although previous studies have demonstrated positive impacts of general narcissism on both business academia and accounting faculty in particular, no research has been conducted to examine the role of the two specific types of narcissism (grandiose vs. vulnerable) in the career success of accounting faculty, the impact of gender and the interactions between gender and narcissism. This present study relied on personality-job fit theory and social role theory, given that both objective and subjective career success are affected by the interaction between individual personality traits and work environments (Holland, 1997). My central research question is: Do different types of narcissism, gender and their interactions have significant impact on the career success of accounting professors in a North American context?

To find answers for this research question, a survey was designed to investigate the link between narcissism, gender, and academic career success. The participant's pool consisted of tenured accounting and finance professors from 88 universities (44 Canadian vs. 44 U.S.). The survey was administrated by Qualtrics and included multiple choice and short answer questions to solicit responses from participants regarding their demographic information, career, and academic history, as well as narcissistic traits. Regression models were operated on several sub-datasets to investigate the impact of variations in narcissism on faculty's

objective and subjective career success. Furthermore, t-tests were also implemented to investigate variations in narcissism and career success among individual sub-datasets. My t-tests revealed that faculty with higher vulnerable narcissism spent fewer years to obtain tenure, and that male faculty have significant greater number of articles published in leading academic journals. No significant difference was found to grandiose narcissism. Furthermore, my multiple regressions indicated that faculty with high vulnerable narcissism scores tend to outperform their less narcissistic colleagues in research productivity but underperform in the number of teaching awards and income satisfaction. My regression results also showed that female faculty outperformed their male peers in the amount of annual salary and the number of publications. Additionally, the impact of the interactions between gender and narcissism was also found to be statistically significant.

This thesis makes three original contributions to knowledge, two methodological contributions, and two managerial contributions to practice. Firstly, this study investigated the separate effects of grandiose and vulnerable narcissism in North American universities and challenged the results of previous research regarding the effect of grandiose narcissism (only the dark side of grandiosity was detected) and the effect of vulnerable narcissism (which has some positive sides). Secondly, this study improved our current understanding of the role of gender in career and challenged the findings of prior studies (female faculty from our sample performed better despite disadvantages at both work and life domains). Thirdly, it investigated the joint impact of narcissism and gender on accounting faculty in order to account for the complex relationship between gender and personality and revealed that personality is more important than gender in terms of career success.

From a methodological perspective, none of the existing prior studies have computed the grandiose narcissism scores with the subset of the Big Five personality questionnaire and the scoring instrument developed by Du et al. (2022). Furthermore, this study included a mix of quantitative and qualitative research methods. The faculty open comments collected in my survey have indicated some signs of grandiose narcissism and highlighted the challenges faced by female faculty members. The results of quantitative and qualitative data analysis confirmed the joint impact of gender and narcissism on career success.

From a practical perspective, the findings of this study confirmed that significant progresses have been made in the North American academic community over the past decades to reduce the impact of gender inequality on faculty career development. Furthermore,

the results could also help universities improve their training programs for PhD students and mentoring programs for assistant professors as well as help future PhD applicants develop better understanding of the relationship between personality and career success and therefore enable them to determine if pursuing an academic career is a good 'fit' for them.

The rest of the thesis will proceed as follows. Chapter 2 reviews the current literature on the impact of psychological factors on career success in general and the role of narcissism and gender in the career success of accounting faculty, followed by sample selection and data collection in chapter 3. Then, chapter 4 presents the results of statistical analyses and their interpretations. Finally, the thesis concludes with discussions of theoretical, methodological, and managerial contributions as well as limitations and directions for future research.

Chapter 2

Literature Review and Hypothesis Development

2.1 Impact of Psychological Factors on Career Success in Academia

Most of the current literature only focuses on investigating the relationship between the big five personality traits and career success. According to Goldberg (1981), the extended big five personality model describes five traits: surgency (extraversion), agreeableness, conscientiousness, emotional stability (neuroticism), and culture (openness to experience). Existing studies have yielded considerable amount of mixed evidence suggesting that big five traits directly influence both objective (extrinsic) and subjective (intrinsic) career success. While there is a significant negative relationship between neuroticism, agreeableness, openness, and both types of career success (Judge et al., 1999; Seibert and Kraimer, 2001; Semeijn et al., 2020; Sutin et al., 2009; Wu et al., 2008), conscientiousness was found to be positively related to objective career success (eg., income levels) and subjective career success (eg., job satisfaction) in both Judge et al. (1999) and Sutin et al. (2009) but negatively related to objective success (e.g., promotions) in Wu et al. (2008). When it comes to extraversion, both Sutin et al. (2009) and Seibert and Kraimer (2001) discovered significant positive effects of extraversion on salary level, promotions, and career satisfaction, whereas Semeijn et al. (2020) found significant negative impact of extraversion on financial success. Therefore, these conflicting findings illustrated that the different effects of big five traits on

career success may be contingent on specific occupation and context.

In terms of the career success of academics, the effect of the big five on faculty's teaching performance and student's evaluation, and other dimensions of the academic career (research and service) are mixed. Komarraju et al. (2009) found significant impact of conscientiousness on both types of career success, significant impact of openness and agreeableness on subjective success, and significant impact of extraversion on objective success. While both conscientiousness and agreeableness are found to be significantly positive factors to objective career success (Babar and Tahir, 2020; Ghorpade et al., 2007), extraversion and neuroticism appeared as insignificant variables in Babar and Tahir (2020) but as significant variables in Ghorpade et al. (2007). Furthermore, Murray et al. (1990) showed different effects of extraversion on teaching performance depending on the types of university courses. Professors with high extraversion were rated more favorably by undergraduate students but less favorably by graduate students in comparison to their colleagues in the lower-end of the extraversion spectrum. Therefore, these mixed findings further demonstrated the moderating effect of specific contexts on the relationships between personality traits and career success.

Despite significant research efforts on the big five traits, studies on the impact of dark triad personality traits (eg., psychopathy, narcissism, and machiavellianism) are rare and produced inconsistent evidence. I decided to focus my study on narcissism, not psychopathy and machiavellianism, because narcissism has both positive and negative effects on career success, whereas the other two traits are mostly negative (Babiak, 2015; Eisenbarth et al., 2018; Karkoulian et al., 2010; Kückelhaus and Blickle, 2023). Paleczek et al. (2018) discovered that the overall dark triad traits provide incremental information when predicting objective career success (salary and leadership position) but are not able to predict subjective career success. Hirschi and Jaensch (2015) found that narcissism has no impact on both types of career success. Westerman et al. (2012) demonstrate that narcissism is positively related to optimistic career outlooks, but, similarly to Hirschi and Jaensch (2015) they find no significant association between narcissism and actual academic performance. Therefore, mixed research evidence may indicate that narcissism is a broad concept and therefore includes multiple constructs, and that different aspects of narcissism may have either positive or negative effects on career success.

Before diving deep into the substance of narcissism and discussing its impact on career success, it is crucial to make a distinction between narcissism and one of its closest relatives,

self-esteem. Hudson (2012) suggested that there are two types of value systems: a communal value system and an agentic value system. The communal value system is associated with pro-social traits such as social connections, kindness, and agreeableness, whereas the agentic value system is related to social dominance, extraversion, and intelligence. Individuals who are high in self-esteem relate to both value systems (communal and agentic), whereas people with narcissistic personalities only relate with the agentic system. As a result, high self-esteem individuals look for popularity, whereas narcissists desire admiration. Essentially, narcissists exhibit high but unstable self-esteem, and their vulnerability propels them to constantly seek out external validations to maintain their fragile ego. Consequently, under adversarial conditions and when facing failures or receiving negative feedback, narcissists may perceive setbacks as threats, whereas high self-esteem individuals regard failures as opportunities to improve and learn. Furthermore, Baumeister et al. (2003) argued that individuals with very high self-esteem are not necessarily narcissists, but narcissists tend to have very high self-esteem. The term "narcissism" is originated from the Greek mythology. The story is about Narcissus who was a handsome young man wandering the world in research of someone to love. After rejecting all romantic advances, he caught a glimpse of his own reflection in a pond and fell in love with it. He loved his own image so much that he stared at it for the remainder of his life. According to the story, narcissism originally refers to an excessive infatuation with oneself. Modern psychologists and researchers suggest that the nature of narcissism is a type of self-enhancement bias, resulting in severely inflated self-evaluations, and that excessive positive self-views are often at the expense of others. Robins and John (1997) and Rentzsch et al. (2021) investigated whether narcissists actively look for opportunities to boost their self-confidence and found that individuals with high narcissism constantly seek out situations in which they can see themselves in a very positive light.

After making clear distinctions between narcissism and high self-esteem, now it is time to explore the details regarding the construct of narcissism. Zajenkowski et al. (2018) suggest that narcissism includes two distinct constructs: Grandiose Narcissism and Vulnerable Narcissism:

Grandiose Narcissism	**Vulnerable Narcissism**
High self–esteem	Defensive
Interpersonal dominance	Avoidant
Tendency to overestimate one's capabilities	Hypersensitive attitude in interpersonal relations

The grandiose dimension supports the relatively positive side of narcissism through high self-esteem and interpersonal dominance, traits that encourage self-confidence and leadership emergence despite possible arrogance and ignorance caused by the tendency to overestimate one's capabilities. In contrast, the vulnerable dimension shows that narcissists may experience difficulties in properly regulating their self-esteem in group settings after receiving criticism, resulting in defensive and avoidant behaviors. Munro et al. (2005) suggested similar constructs of narcissism and referred to this concept as overt versus covert, grandiose/exhibitionism versus hypersensitivity/vulnerability. Essentially, both Zajenkowski et al. (2018) and Munro et al. (2005) classified narcissism as a double facet concept that includes grandiose and vulnerable dimensions. However, most of the existing studies only examined the impact of narcissism in general without dividing the general concept into two separate constructs.

On the bright side, prior studies have shown that narcissism is a driver of career success in competitive and hierarchical environments. Spurk et al. (2016) and Paleczek et al. (2018) examined the predictability power of dark triad traits on both subjective career success (e.g., satisfaction with job, and satisfaction with income) and objective career success (e.g., salary and leadership position) and found that individuals with a high level of narcissism receive higher income and take on leadership roles more often. This is because narcissists show more perseverance and higher motivation in completing non-solvable tasks, display higher self-efficacy, and report a higher internal locus of control and higher entrepreneurial tendencies.

As a matter of fact, prior narcissism literature also suggested positive connections between narcissism, overall self-efficacy, task persistence, and entrepreneurship, leading to improved employability and promotability prospects. Beside studies which confirm the direct positive association between narcissism and career success, especially salary and leadership, even for articles suggesting no direct connection between the two, there are empirical supports for positive relationship between narcissism, occupational self-efficacy and career engagement, a series of variables contributing to career success (Hirschi and

Jaensch, 2015). Furthermore, some studies have shown that narcissists have competitive advantages in solving difficult problems strategically. Wallace et al. (2009) investigated the connection between narcissism and task persistence, as well as emotions following failure. The results indicate that narcissists persisted longer than others when the only alternative was total failure but were more willing than others to cut their losses and seek routes to success when given alternative options. Essentially, narcissists' willingness to quit quickly proved to be an adaptive time-management strategy because it increased their chances of receiving and solving the only puzzle with a solution. In addition, narcissism is associated with more positive post-failure emotions. A possible explanation for narcissists' resilience is their self-serving reasoning that helps them escape ego-threatening implications of failures. In other words, when narcissists are motivated to achieve a goal, they may have the capacity to withstand failure experiences in their quest for success. Regarding career opportunities, current studies have found that narcissism is associated with career ambition and upward mobility. Nevicka and Sedikides (2021) discovered that the assertiveness and dominance exhibited by narcissistic employees did increase promotability ratings, given that they are more motivated to seek social alliances with people perceived by them as having high status. Similarly, Wille et al. (2019) found reciprocal relationships between narcissism and upward transitions on the corporate ladder.

On the dark side, narcissism was found to have negative effect on teamwork, because narcissists have difficulties in improving behavior and lack of self-assessment. John and Robins (1994) found that narcissists tend to have unrealistically positive self-evaluations due to their inflated ego, and that they are inter-personally exploitative and socially inconsiderate. As a result, their negative interpersonal style compromises their effectiveness in teamwork. Furthermore, de Lima et al. (2017) investigated the impact of non-pathological narcissistic traits in accounting students on their real and self-perceived academic performance and found that narcissistic personality traits tend to be associated with higher self-perceived performance, in which the narcissistic students classify their academic performance as superior. However, -narcissism did not exert a significant influence on real academic performance. Moreover, Jandaghi et al. (2014) investigated the impact of narcissism on professors' job performance measured by 5 items (e.g., the number of published books, scientific papers, other papers, research contracts in past five years with industry and organizations, as well as the number of guided thesis) and found that narcissism decreases performance, because

highly narcissistic professors are more likely to legitimize their unacceptable works and less likely to accept criticism and make improvements to their behaviors.

Therefore, narcissism has both positive and negative effects on different aspects of job performance, and the impact on overall career success also depends on specific work situations and contexts. Wallace et al. (2022) investigated the impact of narcissism of college professors on their publication productivity and teaching performance and found that professor's narcissism is positively related to publication productivity but negatively related to teaching excellence, because more narcissistic professors tend to prioritize research productivity over teaching excellence, given that narcissistic individuals tend to be less helpful than others when no self-benefits are anticipated. In other words, although narcissistic professors may be less helpful to students and colleagues, high narcissism could easily be seen as an advantage for scholarship production, at least for categories of professors not highly dependent on collaboration. Essentially, narcissistic professors tend to shirk their helping responsibilities in favor of more dedication to producing and promoting personal scholarship achievements, they could be well-positioned to exploit the reward structure of academia. This is particularly true in a North American context because most universities in North America give professors more rewards for publishing scholarship, securing external grant funding, and attracting attention through academic conference attendance, as well as other activities that enhance the legitimacy and prestige of their universities than for displaying high dedication and effectiveness in teaching, mentoring and service. The next section will discuss the impact of narcissism on career success in highly competitive environments such as accounting academia.

2.2 Personality Job Fit Theory: Impact of Narcissism on Accounting Academia

Personality job fit theory was introduced by Holland (1997) in his book "Making vocational choices: A theory of vocational personalities and work environments". The primary focus of this book is to discuss the strong relationships between career-oriented personality traits (ie., Realistic, Investigative, Artistic, Social, Enterprising, Conventional) and job performance and satisfaction. In other words, individuals with certain types of traits tend to develop competitive advantages in the jobs that demand those traits.

Current studies have revealed that narcissists tend to outperform their non-narcissistic peers in highly competitive and hierarchical environments. Akers et al. (2014) studied narcissism in public accounting firms and found out that accounting professionals at the audit partner level are significantly more narcissistic in comparison to any other ranks due to higher level of authority, self-sufficiency, and entitlement. This research finding suggests that narcissists have an advantage in highly competitive and hierarchical environments such as public accounting industry with higher chances of climbing to the top of hierarchy, earning larger salaries, and enjoying higher prestige. In other words, narcissism fosters individual career advancement over time, and having higher managerial positions provides narcissists a useful social platform for further obtaining the narcissistic goals of self-enhancement, therefore making these narcissists even more narcissistic.

The career trajectory of North American professors can be seen as similar to the career of public accountants because it is a high-prestige, competitive and somehow hierarchical occupation. In North American universities, having a PhD is the pre-requisite for tenure-track positions, and doctoral programs are designed for the cultivation of new generations of professors. Admission to PhD programs is highly selective. Every year, PhD admission committees receive numerous applications from all over the world, and only a handful of applicants are recruited. Even after being admitted to a PhD program, the historical data suggested that the attrition rate of most doctoral programs is around 50%. This indicates that succeeding in PhD programs is as difficult as getting admission. Over the past 30 years, Canada has increased investment in research programs at universities to expand the supply of qualified researchers. However, an industry report published by The Council of Canadian Academies has revealed that while the country witnessed an increasing number of PhD graduates, there has been a steady decline in the number of tenure-track academic positions for these new graduates due to the elimination of mandatory retirement of seasoned faculty. Although most North American universities have shortages of accounting faculty, newly minted accounting PhDs still face intensive competitions when fighting for tenure-track positions at prestigious universities. Furthermore, even after they secured their first tenure track positions, the tenure-clocks starts, and they are constantly under the pressure of "publish-or-perish" to obtain their tenure. The pressure to constantly publish articles in high impact journals such as FT50 journals is particularly high for those employed by research intensive business faculties, given that it is more difficult for accounting faculty to

publish articles in the top tier journals in comparison to their colleagues specialized in other fields such as finance, organizational behavior, and strategic management. Furthermore, despite the relatively large size of accounting departments in North-American business faculties, it is quite rare to see accounting faculty promoted to managerial or prestigious administrative positions (ie., Faculty Deans or University Presidents).

Since each facet of narcissism has different effects on individuals' intrapersonal and interpersonal relationships, and the quality and sustainability of these relationships affects the career success of business faculty working in such a competitive occupation, I believe that both dimensions of narcissism are suitable independent variables for investigating the specific impact of narcissism on the career success of accounting faculty, because different studies have yielded conflicting results, depending on the specific type of narcissism in the research context. Oflu et al. (2020) investigated the impact of grandiose narcissism on subjective career success (measured by a career satisfaction scale) and objective career success (measured by the number of publications in peer reviewed journals) and discovered that subjective career success is positively related to grandiose narcissism (entitlement & exploitativeness).

Based on these prior findings, I speculate that faculty members with high grandiose narcissism have competitive advantages in the highly competitive academic environment in comparison to non-narcissists, and they tend to obtain tenure faster, have higher publication quantity and quality, earn greater amount of research grants and teaching awards, receive more frequent invitations as keynote speaker at academic events, have higher job satisfaction, as well as experience more satisfaction with employment income.

HYPOTHESIS 1: Grandiose narcissism positively affects the career success of North American accounting faculty.

Oflu et al. (2020) also revealed that both subjective and objective career success are negatively related to vulnerable narcissism. Specifically, the empirical results suggest vulnerable narcissism is negatively related to publication productivity, because vulnerable narcissism discourages scientists from entering the rigorous peer review process for publishing in scientific journals. Therefore, I speculate that faculty members with high vulnerable narcissism are disadvantaged in the highly competitive academic environment in comparison to non-narcissists.

HYPOTHESIS 2: Vulnerable narcissism negatively affects the career success

of North American accounting faculty.

Jauk et al. (2017) investigated the connection between grandiose narcissism and vulnerable narcissism and found that the association between the two aspects of narcissism increases at high levels of grandiose narcissism. Given that the academic community can attract narcissists and can potentially further enhance their narcissism, I speculate that both types of narcissism are highly correlated in the faculty population and that the interaction between grandiose and vulnerable narcissism significantly affects the career success of accounting faculty.

HYPOTHESIS 3: Grandiose-Vulnerable narcissism interaction has a significant impact on the career success of North American accounting faculty.

2.3 Social Role Theory: Role of Gender in Academic Career Success

Social role theory was originally proposed by Alice H. Eagly in her book "Sex differences in social behavior: A social-role interpretation" (Eagly, 2013), and it argues that there are generally held expectations for ideal male and female. The society expects men to be competitive whereas women are expected to be caring. Such expectations, or social roles, are shaped by the values of a society, which in turn are shaped by various constraints.

Klemm Verbos and Vee E. Dykstra (2014) asserted that the "good old boy" culture in academia does not benefit female faculty, as they describe the culture to be "negative, political, closed, hostile, controlling, competitive, uncivil, and unethical". In other words, the emotionally abusive environment in the academic community is caused by the continuing increase of competition and masculinity. Apart from the "good old boy" culture in academia, Pyke (2018), "Institutional Betrayal: Inequity, Discrimination, Bullying, and Retaliation in Academia", emphasized that these oppressive practices are deeply rooted in the institutional structures of inequality. Similarly, Trevino et al. (2017) investigated the root causes of gender imbalances in academia and found that the masculinized organizational practices in research-oriented business schools are essential causes of gender inequalities. The researchers identified three major barriers faced by female faculty when it comes to tenure and promotion decisions: (1) female faculty's research competence is under stricter scrutiny; (2) female faculty members are more likely to be assigned burdensome teaching and

service tasks that hamper their efforts to conduct research; (3) the male-dominated tenure committees tend to place less value on certain research domains and scholarly journals that are attractive to female scholars.

Dobele et al. (2014) explained the institutional structures of inequity by referring to the differing gender roles. Female professors tend to prioritize family and teaching over research, leading to fewer commitments to research outputs, and in sharp contrast, male professors have significant advantages in terms of focusing on research activities. Similarly, Gaudet et al. (2022) found that the gender gap (e.g., level of difficulty to obtain tenure, work-life balance and conflicts, imbalances in faculty salary) in academia can be partially attributed to the conflicts between female faculty's care-giving role and the prestige economy of academia, and that is, teaching and service oriented tasks tend to "waste" female faculty's time and reduce their research productivity, resulting in delayed achievement of tenure and promotion. Furthermore, Guarino and Borden (2017) and Haynes and Fearful (2007) discovered that the ideology of the "mother" into academic activities detracts female academics' capability to spend time on scholarly dimensions of academia (e.g., publishing, networking, and researching). In other words, female faculty embracing "caring' roles may allocate vast portions of their work time to teaching and mentoring activities, negatively affecting their research productivity and therefore career progression (e.g., obtain tenure and promotion to full professor).

Although plenty of studies have revealed that there are significant increases in the number of assistant and associate female faculty members and noticeable reductions in gender-related salary differences, female accounting academics continue to be under-represented in senior academic ranks, and they have to wait much longer before tenure than male faculty. Lanier and Tanner (1999) noted that more than half of the respondents took no specific action against the discrimination, and even for those who took actions, no noticeable changes took place as result of actions taken by the respondents. In essence, changing the gender inequality regime of universities is hard, because gender-related oppression has been deeply institutionalized, continuously supported by the lack of visibility, the legitimacy of inequality, and mechanisms of control and compliance (Reilly et al., 2016). Overall, according to the above synthesis of research findings, I infer that male accounting professors are able to significantly outperform their female counterparts in terms of scholarly accomplishments.

HYPOTHESIS 4: Gender (being a male) has a significant and positive impact on the career success of North American accounting faculty.

Chan and Cheung (2022) explains the gender effect on narcissism through the social role theory, since the society expects men to be more competitive than women and has higher demands on men's personal growth and career advancement. The article found that grandiose and vulnerable narcissism have different effects on career outcomes depending on gender. The results revealed that both gender types are equally affected by covert (vulnerable) narcissism, whereas only females with high overt (grandiose) narcissism are negatively affected. Overall, the paper shows that vulnerable narcissism reduces faculty career success, regardless of gender, while grandiose narcissism supports male faculty but is detrimental to female faculty. Chan's finding is further made evident by Fanning et al. (2017) who revealed that narcissism is positively related to male applicant's performance during a group hiring event, but negatively related to female's performance. In other words, the society constantly rewards male narcissists, whereas women were penalized for being narcissistic. Similarly, Grijalva et al. (2015) found that compared with women, men are more likely to exploit others and to believe that they themselves are special and therefore entitled to privileges; men exhibit more assertiveness, motivation to lead, and much stronger desire for power and authority over others. Essentially, the research findings suggest that men are generally more narcissistic than women, and that men tend to outperform women in highly competitive work environment. Since prior findings revealed both types of narcissisms have different effects on career success depending on gender, I posit that grandiose-narcissism and vulnerable-narcissism interactions with gender have significant impact on faculty career success without predicting the sign of the associations.

HYPOTHESIS 5: Grandiose Narcissism-Gender interaction has a significant impact on the career success of North American accounting faculty.

HYPOTHESIS 6: Vulnerable Narcissism-Gender interaction has a significant impact on the career success of North American accounting faculty.

Chapter 3

Sample and Methodology

3.1 Sample Selection

The whole participants pool includes all tenured accounting and finance professors in Canada from 44 universities including 15 elite schools (the U15), 8 doctoral granting schools and 21 non-doctoral granting schools, as well as a similar number of accounting and finance professors from 44 U.S. universities with the same proportions of each school type. Finance professors are added to my sample for two reasons: (1) to increase the sample size; (2) due to some similarities between Finance and Accounting disciplines (both number oriented and perceived as highly technical and therefore susceptible to attract candidates with rather similar profiles. However, to take into account the possibility of systematic differences between accounting and finance faculty, a control variable (discipline) has been added to my statistical models.

Currently there are 13 university ranking schemes. Three ranking schemes (QS, Times Higher Education, and Academic Ranking of World Universities) are the most recognized major international schemes, while the rest 10 ranking schemes (Aggregate Ranking of Top Universities, Center for World University Rankings, Leiden Ranking, Performance Ranking of Scientific Papers for World Universities, Reuters World's Top 100 Innovative Universities, Round University Ranking, SCImago Institutions Rankings, U-Multirank, University Ranking by Academic Performance, and U.S. News & World Report Best Global Universities Rankings) are less globally recognized. The 44 U.S. universities are selected on the basis of the overall research competitiveness score under three university ranking schemes: the QS Ranking Scheme, the Times Higher Education Ranking Scheme, and the ScimagoIR

Ranking Scheme, because only these three ranking schemes include subject specific scores for research-competitiveness in the field of accounting, finance and management studies.

The QS Ranking Scheme for accounting and finance studies includes four competitive indicators with different weights: 50% academic reputation, 30% employer, 10% citations, and 10% H-index. Since academic reputation is given the most weight, its score is adopted to find 15 equivalent U.S. schools to the Canadian U15. The Times Higher Education Ranking Scheme for accounting and finance studies six competitive indicators: citations, industry income, international outlook, research, teaching, and the overall academic competitiveness score. The research competitiveness score is selected as the benchmark to generate a list of 8 U.S. equivalents. The ScimagoIR Ranking Scheme for business, management and accounting studies is also employed because the QS and Time Education schemes only cover elite and doctoral-granting schools, whereas ScimagoIR also includes non-doctoral schools and is selected to find U.S equivalents for the 21 non doctoral Canadian schools. As outlined in Table 1, a total number of 1,344 email invitations has been sent and yielded 83 valid responses. Among them, 57 responses are from Canadian faculty while the rest are from U.S.

Table 3.1: TABLE 1 Sample Selection

Panel A: Sample Statistics—Entire Sample

	Male	Female	Associate	Full	Total
The U15/U.S.Equivalents	498	150	283	365	648
Doctoral (accounting) granting	234	96	180	150	330
Non-Doctoral (accounting) granting	301	148	241	208	449
Total number of email invitations forwarded	1,033	394	704	723	1,427
Less: Total number of unresponded surveys	*947*	*348*	*635*	*660*	*1295*
Less: Total number of responded but incomplete surveys	*35*	*14*	*24*	*25*	*49*
Total number of valid responses	51	32	45	38	83
Response rate%	5%	8%	6%	5%	6%

Panel B: Sample Statistics—Canadian Sample

	Male	Female	Associate	Full	Total
The U15/U.S.Equivalents	235	74	159	150	309
Doctoral (accounting) granting	115	56	96	75	171
Non-Doctoral (accounting) granting	109	57	107	59	166
Total number of email invitations forwarded	459	187	362	284	646
Less: Total number of unresponded surveys	*409*	*156*	*279*	*286*	*565*
Less: Total number of responded but incomplete surveys	*17*	*7*	*12*	*12*	*24*
Total number of valid responses	37	20	33	24	57
Response rate%	8%	11%	9%	8%	9%

Panel C Sample Statistics—U.S. Sample

	Male	Female	Associate	Full	Total
The U15/U.S.Equivalents	263	76	124	215	339
Doctoral (accounting) granting	119	40	84	75	159
Non-Doctoral (accounting) granting	192	91	134	149	283
Total number of email invitations forwarded	574	207	342	439	781
Less: Total number of unresponded surveys	*548*	*183*	*329*	*402*	*730*
Less: Total number of responded but incomplete surveys	*13*	*12*	*2*	*23*	*25*
Total number of valid responses	14	12	12	14	26
Response rate%	2%	6%	4%	3%	3%

3.2 Data Collection

3.2.1 Ethical Considerations

Since this study involves human participants and the collection of their personal data, the data collection instrument has been sent to the Office of Research-Research Ethics Unit for a full review and obtained the ethical clearance from the office (See Appendix D). An information and consent form was attached to the survey, and written consent was obtained from all participating faculty on the first page of the survey before proceeding to the rest of questionnaire. The author declared no conflicts of interest. Survey participation was completely voluntary, and the participants have been informed that there are no negative consequences for not participating, stopping in the middle, or asking us not to use collected data. Furthermore, participants received no compensation nor non-monetary rewards for participating.

3.2.2 Survey Administration

After finalizing the list of 44 Canadian and 44 U.S. universities, the accounting and finance faculty profiles at each school were reviewed and their full names and email addresses were collected and recorded on a spreadsheet to be uploaded to Qualtrics. Each professor on the list was contacted by an invitation email originated by the software, and each email included an unique link to the survey for each participating professor. The survey was to be completed at any time up to 60 days from the time participants received the invitation email. Before the survey was sent to all professors in the participant's pool, a pilot test has been conducted with several Australian tenured accounting professors at the University of Sydney where the author obtained his accounting Master's degree. This test aimed at obtaining constructive feedback to improve both the design and content of the questionnaire. Finally, the revised survey was sent out to all professors in the participant's pool in the middle of November 2022, and a reminder was forwarded about one month after the initial invitation. Between the first invitation and the reminder, there was an email sent by my supervisor, Dr. Sophie Audousset-Coulier, to her academic network in support of my survey administration. Finally, the last reminder was administrated in late January 2023. After the survey was closed, the collected data was exported for statistical analyses in RStudio.

3.2.3 Removal of Outliers

After generating the plot of histogram for individual variables, two outliers were discovered in my sample, and I believe it is necessary to remove them from my dataset to avoid distorted statistical results. Here are the details on the two outliers:

(1) Prof. X has published 150 refereed articles and is an outlier for the variable "ObjSuc_Journals" (number of refereed publications).

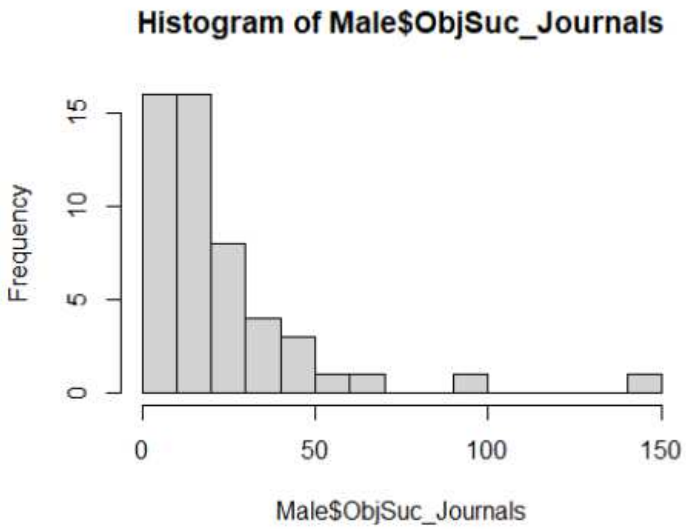

Figure 3.1: The distribution of number of publications

(2) Prof. Y has accumulated more than 20,000 citations and is an outlier for the variable "ObjSuc_Citations" (number of citations).

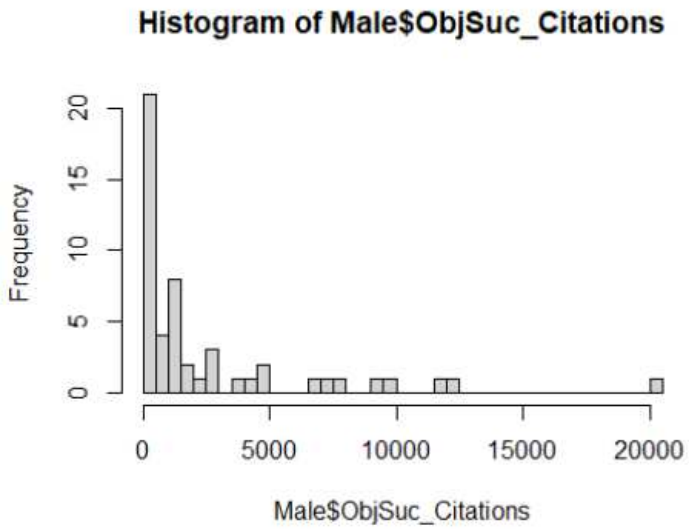

Figure 3.2: The distribution of number of citations

The removal of these two outliers further reduced my sample size to 81.

3.3 Measures

Dependent variables

My dependent variables include ten objective measures of career success and two subjective measures. Scholarly achievements are top ranked assessment criteria at all Canadian business schools, followed by teaching and service quality. I selected four factors (Publication productivity, Publication quality, Amount of research grants obtained, Research awards and distinctions) that collectively represent the overall research achievement of a typical accounting or finance faculty. I also added two factors that are not research related but relevant to scholarly achievement: Invited chapters in major texts, and Keynote speaker at conferences. When it comes to teaching assessment, I included Awards for teaching, Number of graduate students supervised, , but excluded Teaching Evaluation Scores. This is because Teaching Evaluation Scores are subject to human biases and therefore lack of validity in measuring teaching quality. Both Vaillancourt (2013) Vaillancourt (2013) and Hodges (2014) investigated the connection between student narcissism and teaching evaluations after receiving poor grades or negative feedback and found that the levels of student narcissism affect perceived injustice and the subsequent levels of aggression, resulting in significant variations in the outcomes of course evaluations. Essentially, the research findings of both studies revealed that student evaluations may not be the ideal indicator for how well a professor actually performs classroom duties, as students' opinions appear to be swayed by variables other than a professor's competent coverage of a topic or fair evaluation of course knowledge. Furthermore, I also included Duration to tenure and Salary as two additional factors to represent faculty's objective career success, because Duration to tenure measures faculty's speed of career progression, and Salary can be seen as an indicator of faculty's overall success. Moreover, I decided to exclude Physical Well-being and Psychological Well-being from my list, not because of their lack of importance, in fact, assessments of faculty physical and mental welling can reveal useful insights on their objective career success, but because the assessments of both types of well-being require professional support from experts such as physicians and psychologists, and given that my MSc thesis project is expected to be completed within 6 months and under the constraint of resources, adding well-being measurements would create unnecessary complexity to my study. Therefore, all the selected factors are quantifiable and can be measured reliably and budget-friendly through

dissemination of questionnaires. Additionally, I also included job satisfaction and income satisfaction to my statistical models as measures of faculty's subjective career success.

Salary is one of the measures of objective faculty career success. It is measured by the following question in the faculty questionnaire "What is the gross amount of your current annual salary before tax and deductions? (in your local currency)" Spurk et al. (2016) found that narcissism is positively related to salary after controlling for other relevant variables (i.e., gender, age, job tenure, organization size, education, and work hours). Furthermore, Sutanto et al. (2014) confirmed that female faculty earn less than their male counterparts in academics in general. The gross amount figure is used to maximize comparability, since taxation and deductions may vary significantly from individual situations and across different geographic regions. Amounts in USD were converted to CAD for comparability.

PhD to Tenure is one of the measures of objective faculty career success. It is measured using two questions: "Which year did you obtain your PhD?" and "Which year did you obtain your first tenure?" The number of years between PhD completion and first tenure determines the duration. The shorter duration to tenure means more successful career.

Number of Journals is one of the measures of objective faculty career success in research. It is measured by the question: "How many papers in peer-reviewed journals have you published since your PhD?" The higher quantity of publications represents higher publication productivity. Oflu et al. (2020) found that vulnerable narcissism is negatively related to publication productivity, because vulnerable narcissism discourages scientists from entering the rigorous peer review process for publishing in scientific journals.

Number of Citations is one of the measures of objective faculty career success in research. It is measured by the question: "What is the total number of citations of your publications?" The higher quantity of citations represents higher publication quality and impact.

Number of FT50 Journals is one of the measures of objective faculty career success in research. It is measured by the question: "How many papers have you published in FT50 journals?" The academic journals listed in the Financial Times list (FT 50) are considered as the most prestigious publication outlets.

Number of Research Awards is one of the measures of objective faculty career success in research. It is measured by the question: "How many research awards and

distinctions have you received since your PhD?" The higher quantity of research awards and distinctions earned means that the faculty member is more recognized and influential in academia. Meho (2021) investigated gender disparities in the world's 141 most prestigious international research awards and found that from 2001 to 2020 these awards were received 3,445 times by 2,011 men and only 262 women, although both gender have very similar outputs on journal articles per author, the average number of authors per article, the proportion of articles in top journals, citations per article, and participation in large research groups and international collaborations. No current study has examined the impact of narcissism on the achievement of research awards.

Number of Teaching Awards is one of the measures of objective faculty career success in university teaching. It is measured by the question: "How many teaching awards and distinctions have you received since your PhD?" The greater number of teaching awards and distinctions earned means that higher recognition of a faculty member's teaching competency. Garcia (1991) explored the relationship between narcissism and teaching effectiveness in college teachers and discovered significant connection between the two.

Number of Keynote Speaker Invitations is one of the measures of objective faculty career success in research. It is measured by the question: "How many times have you been invited as a keynote speaker at an academic event?" A high number of keynote speaker invitations implies that the faculty member is well-established in the academic community. Walters et al. (2022) investigated the impact of academic conferences as gendered substructures that reproduce gendered practices, and found that the strength of gendered substructures, organizational logic and the notion of the"ideal academic"as processes that perpetuate gender inequality at academic conferences. Since one of statements on the Narcissistic Personality Inventory (Raskin and Terry, 1988) is "I like to be the center of attention." Therefore, narcissistic faculty are more likely to accept keynote speaker invitations, but it is still unknown if they are also more likely to be invited in the first place.

Number of PhD Students Supervised is one of measures of objective faculty career success in academic mentoring ability and interpersonal skills. It is measured by the question: "How many PhD students have you supervised? (including the ones currently under supervision)."

Amount of Research Grants Obtained is one of the measures of objective faculty career success in research. It is measured by the question: "What is the total amount of

research grants you have obtained since your PhD?" The greater amount of research grants earned represents higher reputation and prestige of the faculty member's personal brand in academia. Current literature has mixed findings on the impact of gender on the research grant success. A Hong Kong study finds that female faculty at HK universities significantly outperformed their male counterparts in all aspects: higher research grant submission rates, higher successful rates, as well as higher amount per grant (Yip et al., 2020), whereas a Dutch study reveals that there is a funding gap caused by gender bias in Netherlands. When evaluating grant applications, "the quality of researcher" is prioritized, not "the quality of proposal" (Van der Lee and Ellemers, 2015). As a result, the Dutch system strongly favors male applicants. Moreover, there is no current research that studied the impact of faculty narcissism on grant success rates. The academic literature on organizational behavior usually employs self-reported work-life balance to represent subjective career success. Brough et al. (2020) suggested that work-life balance is "the extent to which an individual is engaged in and equally satisfied with his or her work role and family role." Casper et al. (2018) also interpreted work-life balance as overall job satisfaction. Therefore, based on the common practices of these studies, I decided to use work-life balance to represent subjective career success. Apart from the inclusion of non-monetary representation of subjective career success, I also included Satisfaction to income as the additional factor as the monetary presentation of career success, following the suggestion from Fahrenberg et al. (2000) Life Satisfaction Questionnaire.

Job Satisfaction The faculty's level of satisfaction to job and life (work-life balance) is one of measures of subjective career success. It is measured by the instrument reported in Hayman (2009). This instrument consists in 15 questions, which is a shortened version of the original scale developed by Fisher-McAuley et al. (2003). Faculty participants are asked to rate items on a 5-point Likert scale (1= "strongly disagree" to 5= "strong agree"). Items are, for example, "I put my personal life on hold for work", "I miss my personal activities because of work", "I struggle to juggle work and non-work", "my personal life drains me of energy for work", and "my work suffers because of my personal life". The overall work-life balance score for each faculty participant is calculated by taking the average score of all the 15 questions. The higher average score of question 1 to question 11 indicates lower work-life balance, whereas the higher average score of question 12 to question 15 reflects higher work-life balance. The average score ranges from 1 to 5.

Income Satisfaction The faculty's level of satisfaction to income is one measure of subjective career success. It is measured by the English version of the Income Satisfaction section of Jack (2007). This instrument consists in 7 questions. Faculty participants are asked to rate each item on a 5-point Likert scale (1= "Very dissatisfied" to 5= "Very satisfied"). Items are, for example, "With my income, I am...", "With what I own today, I am...", "With my standard of living, I am...", and "With my future earning potential, I am..." The overall income satisfaction score is calculated by taking the average score of all the 7 questions, and the higher the average score means higher level of income satisfaction. The average score ranges from 1 to 5.Keaveny and Inderrieden (2000) found significant gender differences in pay satisfaction. No existing studies have investigated the role of faculty narcissism in their satisfaction to income.

Independent variables

Grandiose Narcissism is calculated based on the scoring key from Maples et al. (2014). Their initial scoring instrument includes 120 questions for each Big Five subscale, and Du et al. (2022) invented an algorithm (See Appendix E) to convert the Big Five subscale scores to the measures of grandiosity. This algorithm included 44 questions from the entire scoring instrument. Some examples of these questions are "I take advantage of others."; " cheat to get ahead. ", and "I know how to get around the rules." After individual grandiosity scores were calculated, a sample median was also computed, and if the individual score is above the median, it signals high level of grandiose narcissism and therefore is coded as "1", otherwise coded as "0".

Vulnerable Narcissism is measured by the instrument developed by Hendin and Cheek (1997). This measure consists in 10 questions, and faculty participants are asked to rate items on a 5-point Likert scale (1= "strongly disagree" to 5= "strong agree"). Items are, for example, "I often interpret the remarks of others in a personal way", "I easily become wrapped up in my own interests and forget the existence of others", and "I can become entirely absorbed in thinking about my personal affairs, may health, my cares or my relations to others". The overall vulnerable narcissism score is calculated by adding up the individual faculty responses. The score ranges from 0 to 50. Similar to the coding method of grandiose narcissism, sample median was also computed for vulnerable narcissism, and if the individual score is above the median, it signals high level of vulnerable narcissism and therefore is coded as "1", otherwise coded as "0".

Gender Gender is chosen as one of independent variables. It is measured by a question in the faculty survey to ask faculty participants to self-report their gender. Although most faculty members display the image of their face on their faculty page, it is still necessary to confirm their gender through the questionnaire.

Control variables

There are three types of control variables in this study. The first type is demographic variables including Age, Ethnicity, Location (Country), previous industry experience, and educational history, etc. The second category is work-related variables including faculty service loads, the level of work support, and the type of research methods (mainstream vs. non-mainstream), etc. The third type is family-related variables including household obligations, care-giving responsibilities, career interruptions, impact of trauma, and the

number of children. Please refer to Appendix A for more details regarding the measurement and coding of these control variables.

Chapter 4

Results and Discussion

4.1 Descriptive Statistics

The final aggregate sample, described in table 2 panel A and B, included 83 faculty participants whose age ranging from 35 to 76 (M = 53.687, SD = 10.385), and male faculty occupied around 61% of the sample (M = 0.614, SD = 0.490). The sample had more Canadians (M = 0.687, SD = 0.467) than Americans but fewer full professors (M = 0.458, SD = 0.501) than associate professors. An overwhelming majority of the sample are accounting faculty (M = 0.711, SD = 0.456). Furthermore, grandiose narcissism score ranged from 2.173 to 4.163 (M = 3.066, SD = 0.372) while vulnerable narcissism score ranged between 10 and 41 (M = 24.12, SD = 5.815). Moreover, the annual faculty salary ranged between $96,000 and 420,000 (M = $216,280, SD =66,422). It would take 7.277 years on average for a faculty to obtain tenure (SD= 3.050), and the average number of publications is 21 (SD=21.404).

The male sub-sample (table 2, panel C and D) included 51 participants whose age ranging from 35 to 75 (M = 53.784, SD = 10.072). The sample had more Canadians (M = 0.725, SD = 0.451) than Americans but slightly fewer full professors (M = 0.490, SD = 0.501) than associate professors. An overwhelming majority of the sample are tenured accounting faculty (M = 0.711, SD = 0.505). Furthermore, grandiose narcissism score ranged from 2.173 to 3.837 (M = 3.073, SD = 0.354) while vulnerable narcissism score ranged between 13 and 41 (M = 25.294, SD = 5.700). Moreover, the annual faculty salary ranged between $96,000 and $420,000 (M = $223,418, SD = $74,889). It would take exactly 7 years on average for a male faculty to obtain his tenure (SD= 3.079), and the average number of publications is 24 (SD=26.031).

Table 4.1: TABLE 2 Variable Descriptive Statistics

Panel A: Dependent and Independent Variable Stats for Aggregate Sample (n =83)

	Min	Max	Mean	SD	Q1	Median	Q3
ObjSuc_Salary	96,000	420,000	216,280	66,422	170,000	200,000	250,000
log.ObjSuc_Salary	11.472	12.948	12.239	0.302	12.044	12.206	12.429
ObjSuc_PhDtoTenure	1.000	16.000	7.277	3.050	5.000	7.000	8.500
log.ObjSuc_PhDtoTenure	0.000	2.773	1.873	0.534	1.609	1.946	2.138
ObjSuc_Journals	3.000	150.000	21.566	21.404	10.000	15.000	24.500
log.ObjSuc_Journals	1.099	5.011	2.775	0.742	2.303	2.708	3.198
ObjSuc_Citations	13	20,489	2,520	3,503	334	1,234	2,819
log.ObjSuc_Citations	2.565	9.928	6.876	1.586	5.806	7.118	7.942
ObjSuc_FT50	1.000	34.000	5.979	6.661	2.000	4.000	7.000
log.ObjSuc_FT50	0.000	3.526	1.289	0.998	0.693	1.386	1.946
ObjSuc_ResearchAwards	1.000	16.000	3.990	2.849	2.000	3.000	6.000
log.ObjSuc_ResearchAwards	0.000	2.773	1.142	0.722	0.693	1.099	1.792
ObjSuc_Keynote	1.000	35.000	3.142	5.013	1.000	1.000	3.000
log.ObjSuc_Keynote	0.000	3.555	0.637	0.860	0.000	0.000	1.099
ObjSuc_TeachingAwards	1.000	22.000	4.000	4.030	1.000	2.000	5.000
log.ObjSuc_TeachingAwards	0.000	3.091	0.997	0.863	0.000	0.693	1.609
ObjSuc_PhDSupervision	1.000	26.000	4.843	5.467	1.000	3.000	6.000
log.ObjSuc_PhDSupervision	0.000	3.258	1.091	0.959	0.000	1.099	1.792
ObjSuc_GrantsCONV	1.000	5.000	2.795	1.412	1.000	3.000	4.000
log.ObjSuc_GrantsCONV	0.000	1.609	0.866	0.611	0.000	1.099	1.386
JS	1.400	5.000	3.312	0.703	2.733	3.267	3.867
c.JS	-1.912	1.688	0.000	0.703	-0.579	-0.046	0.554
IS	2.286	5.000	4.086	0.755	3.643	4.000	4.786
c.IS	-1.800	0.914	0.000	0.755	-0.443	-0.086	0.700
GNarciScore	2.173	4.163	3.066	0.372	2.808	3.027	3.328
HighGNarci	0.000	1.000	0.506	0.503	0.000	1.000	1.000
VNarciScore	10.000	41.000	24.120	5.815	20.000	25.000	28.000
HighVNarci	0.000	1.000	0.446	0.500	0.000	0.000	1.000
Male	0.000	1.000	0.614	0.490	0.000	1.000	1.000

Panel B: Control Variable Stats for Aggregate Sample (n =83)

	Min	Max	Mean	SD	Q1	Median	Q3
Ctrl_LightServiceLoads	0.000	1.000	0.422	0.497	0.000	0.000	1.000
c.Ctrl_LightServiceLoads	-0.422	0.578	0.000	0.497	-0.422	-0.422	0.578
Ctrl_SatisfyPhDMentorship	0.000	1.000	0.639	0.483	0.000	1.000	1.000
c.Ctrl_SatisfyPhDMentorship	-0.639	0.361	0.000	0.483	-0.639	0.361	0.361
Ctrl_SatisfyWorkSupport	0.000	1.000	0.482	0.503	0.000	0.000	1.000
c.Ctrl_SatisfyWorkSupport	-0.482	0.518	0.000	0.503	-0.482	-0.482	0.518
Ctrl_PosCovidResearch	0.000	1.000	0.422	0.497	0.000	0.000	1.000
c.Ctrl_PosCovidResearch	-0.422	0.578	0.000	0.497	-0.422	-0.422	0.578
Ctrl_PosCovidTeach	0.000	1.000	0.277	0.450	0.000	0.000	1.000
c.Ctrl_PosCovidTeach	-0.277	0.723	0.000	0.450	-0.277	-0.277	0.723
Ctrl_LightHouseholdObligations	0.000	1.000	0.651	0.480	0.000	1.000	1.000
c.Ctrl_LightHouseholdObligations	-0.651	0.349	0.000	0.480	-0.651	0.349	0.349
Ctrl_Age	35.000	76.000	53.687	10.385	45.000	53.000	61.000
Ctrl_EthnicityCaucasian	0.000	1.000	0.759	0.430	1.000	1.000	1.000
Ctrl_Canada	0.000	1.000	0.687	0.467	0.000	1.000	1.000
Ctrl_DisciplineACCO	0.000	1.000	0.711	0.456	0.000	1.000	1.000
Ctrl_PrestigeEmployer	0.000	2.000	1.084	0.886	0.000	1.000	2.000
Ctrl_Hindex	0.000	1.000	0.590	0.495	0.000	1.000	1.000
Ctrl_FullProf	0.000	1.000	0.458	0.501	0.000	0.000	1.000
Ctrl_HighPhDPrestige	0.000	1.000	0.482	0.503	0.000	0.000	1.000
Ctrl_UG-BUSMajor	0.000	1.000	0.759	0.430	1.000	1.000	1.000
Ctrl_UG-NorthAmerica	0.000	1.000	0.675	0.471	0.000	1.000	1.000
Ctrl_MBACONV	0.000	1.000	0.386	0.490	0.000	0.000	1.000
Ctrl_DesignationCONV	0.000	1.000	0.627	0.487	0.000	1.000	1.000
Ctrl_IndustryExperience	0.000	1.000	0.759	0.430	1.000	1.000	1.000
Ctrl_CareerInterruption	0.000	1.000	0.253	0.437	0.000	0.000	0.500
Ctrl_TraumaCONV	0.000	1.000	0.325	0.471	0.000	0.000	1.000
Ctrl_LightCaregiving	0.000	1.000	0.325	0.471	0.000	0.000	1.000
Ctrl_MainstreamMethod	0.000	1.000	0.880	0.328	1.000	1.000	1.000
Ctrl_MainstreamDomain	0.000	1.000	0.771	0.423	1.000	1.000	1.000
Ctrl_ChildrenCONV	0.000	1.000	0.831	0.377	1.000	1.000	1.000
Ctrl_ChildrenNumber	0.000	5.000	1.795	1.166	1.000	2.000	2.000

The female sub-sample (table 2, panel E and F) included 32 faculty participants whose age ranging from 36 to 76 (M = 53.531, SD = 11.028). The sample had more Canadians (M = 0.625, SD = 0.492) than Americans but fewer full professors (M = 0.406, SD = 0.499) than associate professors. An overwhelming majority of the sample are tenured accounting faculty (M = 0.812, SD = 0.397). Furthermore, grandiose narcissism score ranged from 2.377 to 4.163 (M = 3.053, SD = 0.405) while vulnerable narcissism score ranged between 10 and 32 (M = 22.250, SD = 5.582). Moreover, the annual faculty salary ranged between $126,000 and 315,000 (M = $204,905, SD = $49,060). It would take about 8 years on average for a female faculty to obtain tenure (SD= 2.997), and the average number of publications is 18 (SD=9.951).

Panel C: Dependent and Independent Variable Stats for Male Sample (n =51)

	Min	Max	Mean	SD	Q1	Median	Q3
ObjSuc_Salary	96,000	420,000	223,418	74,889	174,500	200,000	264,503
log.ObjSuc_Salary	11.472	12.948	12.262	0.336	12.069	12.206	12.485
ObjSuc_PhDtoTenure	1.000	13.000	7.000	3.079	5.000	7.000	8.000
log.ObjSuc_PhDtoTenure	0.000	2.565	1.824	0.554	1.609	1.946	2.079
ObjSuc_Journals	3.000	150.000	23.725	26.031	9.000	14.000	26.000
log.ObjSuc_Journals	1.099	5.011	2.783	0.850	2.191	2.639	3.258
ObjSuc_Citations	13	20,489	2,664	4,075	254	1,200	2,800
log.ObjSuc_Citations	2.565	9.928	6.758	1.714	5.536	7.090	7.935
ObjSuc_FT50	1.000	34.000	7.176	7.776	1.500	4.000	10.500
log.ObjSuc_FT50	0.000	3.526	1.415	1.096	0.347	1.386	2.350
ObjSuc_ResearchAwards	1.000	16.000	4.235	3.030	2.000	4.000	6.000
log.ObjSuc_ResearchAwards	0.000	2.773	1.180	0.768	0.693	1.386	1.792
ObjSuc_Keynote	1.000	35.000	3.804	6.207	1.000	1.000	4.000
log.ObjSuc_Keynote	0.000	3.555	0.715	0.969	0.000	0.000	1.386
ObjSuc_TeachingAwards	1.000	16.000	3.804	3.666	1.000	2.000	5.500
log.ObjSuc_TeachingAwards	0.000	2.773	0.938	0.883	0.000	0.693	1.701
ObjSuc_PhDSupervision	1.000	26.000	5.490	5.829	1.500	3.000	7.000
log.ObjSuc_PhDSupervision	0.000	3.258	1.223	0.985	0.347	1.099	1.946
ObjSuc_GrantsCONV	1.000	5.000	2.824	1.438	1.000	3.000	4.000
log.ObjSuc_GrantsCONV	0.000	1.609	0.877	0.610	0.000	1.099	1.386
JS	1.400	4.667	3.350	0.636	3.033	3.267	3.867
c.JS	-1.912	1.354	0.038	0.636	-0.279	-0.046	0.554
IS	2.286	5.000	4.078	0.768	3.500	4.143	4.714
c.IS	-1.800	0.914	-0.008	0.768	-0.586	0.057	0.628
GNarciScore	2.173	3.837	3.073	0.354	2.822	3.023	3.363
HighGNarci	0.000	1.000	0.490	0.505	0.000	0.000	1.000
VNarciScore	13.000	41.000	25.294	5.700	21.000	26.000	29.000
HighVNarci	0.000	1.000	0.529	0.504	0.000	1.000	1.000
Male	1.000	1.000	1.000	0.000	1.000	1.000	1.000

Panel D: Control Variable Stats for Male Sample (n =51)

	Min	Max	Mean	SD	Q1	Median	Q3
Ctrl_LightServiceLoads	0.000	1.000	0.471	0.504	0.000	0.000	1.000
c.Ctrl_LightServiceLoads	-0.422	0.578	0.049	0.504	-0.422	-0.422	0.578
Ctrl_SatisfyPhDMentorship	0.000	1.000	0.686	0.469	0.000	1.000	1.000
c.Ctrl_SatisfyPhDMentorship	-0.639	0.361	0.048	0.469	-0.639	0.361	0.361
Ctrl_SatisfyWorkSupport	0.000	1.000	0.471	0.504	0.000	0.000	1.000
c.Ctrl_SatisfyWorkSupport	-0.482	0.518	-0.011	0.504	-0.482	-0.482	0.518
Ctrl_PosCovidResearch	0.000	1.000	0.529	0.504	0.000	1.000	1.000
c.Ctrl_PosCovidResearch	-0.422	0.578	0.108	0.504	-0.422	0.578	0.578
Ctrl_PosCovidTeach	0.000	1.000	0.373	0.488	0.000	0.000	1.000
c.Ctrl_PosCovidTeach	-0.277	0.723	0.095	0.488	-0.277	-0.277	0.723
Ctrl_LightHouseholdObligations	0.000	1.000	0.804	0.401	1.000	1.000	1.000
c.Ctrl_LightHouseholdObligations	-0.651	0.349	0.153	0.401	0.349	0.349	0.349
Ctrl_Age	35.000	75.000	53.784	10.072	45.000	53.000	61.500
Ctrl_EthnicityCaucasian	0.000	1.000	0.686	0.469	0.000	1.000	1.000
Ctrl_Canada	0.000	1.000	0.725	0.451	0.000	1.000	1.000
Ctrl_DisciplineACCO	0.000	1.000	0.647	0.483	0.000	1.000	1.000
Ctrl_PrestigeEmployer	0.000	2.000	1.196	0.872	0.000	1.000	2.000
Ctrl_Hindex	0.000	1.000	0.686	0.469	0.000	1.000	1.000
Ctrl_FullProf	0.000	1.000	0.490	0.505	0.000	0.000	1.000
Ctrl_HighPhDPrestige	0.000	1.000	0.549	0.503	0.000	1.000	1.000
Ctrl_UG-BUSMajor	0.000	1.000	0.686	0.469	0.000	1.000	1.000
Ctrl_UG-NorthAmerica	0.000	1.000	0.647	0.483	0.000	1.000	1.000
Ctrl_MBACONV	0.000	1.000	0.412	0.497	0.000	0.000	1.000
Ctrl_DesignationCONV	0.000	1.000	0.588	0.497	0.000	1.000	1.000
Ctrl_IndustryExperience	0.000	1.000	0.725	0.451	0.000	1.000	1.000
Ctrl_CareerInterruption	0.000	1.000	0.098	0.300	0.000	0.000	0.000
Ctrl_TraumaCONV	0.000	1.000	0.294	0.460	0.000	0.000	1.000
Ctrl_LightCaregiving	0.000	1.000	0.235	0.428	0.000	0.000	0.000
Ctrl_MainstreamMethod	0.000	1.000	0.941	0.238	1.000	1.000	1.000
Ctrl_MainstreamDomain	0.000	1.000	0.824	0.385	1.000	1.000	1.000
Ctrl_ChildrenCONV	0.000	1.000	0.902	0.300	1.000	1.000	1.000
Ctrl_ChildrenNumber	0.000	5.000	2.059	1.121	2.000	2.000	2.000

The HighGNarci sub-sample (table 2, panel G and H) included 42 faculty participants whose age ranging from 35 to 74 (M = 52.190, SD = 10.784), and male faculty occupied around 59.5% of the sample (M = 0.595, SD = 0.497). The sample had more Canadians (M = 0.714, SD = 0.457) than Americans but fewer full professors (M = 0.476, SD = 0.505) than associate professors. An overwhelming majority of the sample are tenured accounting faculty (M = 0.690, SD = 0.468). Furthermore, grandiose narcissism score ranged from 3.027 to 4.163 (M = 3.360, SD = 0.243) while vulnerable narcissism score ranged between 14 and 41 (M = 26.50, SD = 5.246). Moreover, the annual faculty salary ranged between $100,000 and $408,000 (M = $215,102, SD = $67,810). It would take about 7 years on average for a high grandiose faculty to obtain tenure (SD= 3.505), and the average number of publications is 20 (SD=14.795).

Panel E: Dependent and Independent Variable Stats for Female Sample (n =32)

	Min	Max	Mean	SD	Q1	Median	Q3
ObjSuc_Salary	126,000	315,000	204,905	49,060	170,000	197,116	230,460
log.ObjSuc_Salary	11.744	12.660	12.203	0.238	12.044	12.191	12.347
ObjSuc_PhDtoTenure	1.000	16.000	7.719	2.997	6.000	7.500	9.250
log.ObjSuc_PhDtoTenure	0.000	2.773	1.950	0.497	1.792	2.013	2.224
ObjSuc_Journals	5.000	47.000	18.125	9.951	11.750	17.000	22.000
log.ObjSuc_Journals	1.609	3.850	2.761	0.540	2.463	2.831	3.091
ObjSuc_Citations	61	9,174	2,290	2,365	484	1,831	2,814
log.ObjSuc_Citations	4.111	9.124	7.063	1.363	6.173	7.501	7.937
ObjSuc_FT50	1.000	19.000	4.070	3.702	2.000	2.126	6.250
log.ObjSuc_FT50	0.000	2.944	1.089	0.792	0.693	0.752	1.830
ObjSuc_ResearchAwards	1.000	14.000	3.600	2.529	2.000	3.000	4.633
log.ObjSuc_ResearchAwards	0.000	2.639	1.081	0.648	0.693	1.099	1.532
ObjSuc_Keynote	1.000	7.000	2.088	1.572	1.000	1.000	3.000
log.ObjSuc_Keynote	0.000	1.946	0.513	0.645	0.000	0.000	1.099
ObjSuc_TeachingAwards	1.000	22.000	4.312	4.596	2.000	3.000	5.000
log.ObjSuc_TeachingAwards	0.000	3.091	1.091	0.835	0.693	1.099	1.609
ObjSuc_PhDSupervision	1.000	21.000	3.812	4.741	1.000	2.000	4.000
log.ObjSuc_PhDSupervision	0.000	3.045	0.880	0.891	0.000	0.693	1.386
ObjSuc_GrantsCONV	1.000	5.000	2.750	1.391	1.000	3.000	4.000
log.ObjSuc_GrantsCONV	0.000	1.609	0.848	0.622	0.000	1.099	1.386
JS	1.933	5.000	3.252	0.805	2.567	3.300	3.767
c.JS	-1.379	1.688	-0.060	0.805	-0.746	-0.012	0.454
IS	2.714	5.000	4.098	0.747	3.821	4.000	4.857
c.IS	-1.372	0.914	0.012	0.747	-0.265	-0.086	0.771
GNarciScore	2.377	4.163	3.053	0.405	2.779	3.038	3.267
HighGNarci	0.000	1.000	0.531	0.507	0.000	1.000	1.000
VNarciScore	10.000	32.000	22.250	5.582	18.000	23.000	26.000
HighVNarci	0.000	1.000	0.312	0.471	0.000	0.000	1.000
Male	0.000	0.000	0.000	0.000	0.000	0.000	0.000

Panel F: Control Variable Stats for Female Sample (n =32)

	Min	Max	Mean	SD	Q1	Median	Q3
Ctrl_LightServiceLoads	0.000	1.000	0.344	0.483	0.000	0.000	1.000
c.Ctrl_LightServiceLoads	-0.422	0.578	-0.078	0.483	-0.422	-0.422	0.578
Ctrl_SatisfyPhDMentorship	0.000	1.000	0.562	0.504	0.000	1.000	1.000
c.Ctrl_SatisfyPhDMentorship	-0.639	0.361	-0.076	0.504	-0.639	0.361	0.361
Ctrl_SatisfyWorkSupport	0.000	1.000	0.500	0.508	0.000	0.500	1.000
c.Ctrl_SatisfyWorkSupport	-0.482	0.518	0.018	0.508	-0.482	0.018	0.518
Ctrl_PosCovidResearch	0.000	1.000	0.250	0.440	0.000	0.000	0.250
c.Ctrl_PosCovidResearch	-0.422	0.578	-0.172	0.440	-0.422	-0.422	-0.172
Ctrl_PosCovidTeach	0.000	1.000	0.125	0.336	0.000	0.000	0.000
c.Ctrl_PosCovidTeach	-0.277	0.723	-0.152	0.336	-0.277	-0.277	-0.277
Ctrl_LightHouseholdObligations	0.000	1.000	0.406	0.499	0.000	0.000	1.000
c.Ctrl_LightHouseholdObligations	-0.651	0.349	-0.244	0.499	-0.651	-0.651	0.349
Ctrl_Age	36.000	76.000	53.531	11.028	46.500	52.500	60.250
Ctrl_EthnicityCaucasian	0.000	1.000	0.875	0.336	1.000	1.000	1.000
Ctrl_Canada	0.000	1.000	0.625	0.492	0.000	1.000	1.000
Ctrl_DisciplineACCO	0.000	1.000	0.812	0.397	1.000	1.000	1.000
Ctrl_PrestigeEmployer	0.000	2.000	0.906	0.893	0.000	1.000	2.000
Ctrl_Hindex	0.000	1.000	0.438	0.504	0.000	0.000	1.000
Ctrl_FullProf	0.000	1.000	0.406	0.499	0.000	0.000	1.000
Ctrl_HighPhDPrestige	0.000	1.000	0.375	0.492	0.000	0.000	1.000
Ctrl_UG-BUSMajor	0.000	1.000	0.875	0.336	1.000	1.000	1.000
Ctrl_UG-NorthAmerica	0.000	1.000	0.719	0.457	0.000	1.000	1.000
Ctrl_MBACONV	0.000	1.000	0.344	0.483	0.000	0.000	1.000
Ctrl_DesignationCONV	0.000	1.000	0.688	0.471	0.000	1.000	1.000
Ctrl_IndustryExperience	0.000	1.000	0.812	0.397	1.000	1.000	1.000
Ctrl_CareerInterruption	0.000	1.000	0.500	0.508	0.000	0.500	1.000
Ctrl_TraumaCONV	0.000	1.000	0.375	0.492	0.000	0.000	1.000
Ctrl_LightCaregiving	0.000	1.000	0.469	0.507	0.000	0.000	1.000
Ctrl_MainstreamMethod	0.000	1.000	0.781	0.420	1.000	1.000	1.000
Ctrl_MainstreamDomain	0.000	1.000	0.688	0.471	0.000	1.000	1.000
Ctrl_ChildrenCONV	0.000	1.000	0.719	0.457	0.000	1.000	1.000
Ctrl_ChildrenNumber	0.000	4.000	1.375	1.129	0.000	1.500	2.000

The LowGNarci sub-sample (table 2, panel I and J) included 41 faculty participants whose age ranging from 38 to 76 (M = 55.220, SD = 9.855), and male faculty occupied around 61% of the sample (M = 0.634, SD = 0.488). The sample had more Canadians (M = 0.659, SD = 0.480) than Americans but fewer full professors (M = 0.439, SD = 0.502) than associate professors. An overwhelming majority of the sample are tenured accounting faculty (M = 0.732, SD = 0.449). Furthermore, grandiose narcissism score ranged from 2.173 to 3.023 (M = 2.764, SD = 0.198) while vulnerable narcissism score ranged between 10 and 32 (M = 21.683, SD = 5.392). Moreover, the annual faculty salary ranged between $96,000 and $420,000 (M = $217,488, SD = $65,789). It would take about 7 years on average for a faculty to obtain tenure (SD= 2.544), and the average number of publications is 23 (SD=26.613).

Panel G: Dependent and Independent Variable Stats for HighGNarci Sample (n =42)

	Min	Max	Mean	SD	Q1	Median	Q3
ObjSuc_Salary	100,000	408,000	215,102	67,810	180,750	200,000	250,000
log.ObjSuc_Salary	11.513	12.919	12.232	0.311	12.105	12.206	12.429
ObjSuc_PhDtoTenure	1.000	16.000	7.238	3.505	5.000	7.000	8.750
log.ObjSuc_PhDtoTenure	0.000	2.773	1.824	0.644	1.609	1.946	2.168
ObjSuc_Journals	3.000	69.000	19.810	14.795	10.000	15.000	25.000
log.ObjSuc_Journals	1.099	4.234	2.729	0.742	2.303	2.706	3.216
ObjSuc_Citations	13	10,000	2,077	2,542	269	1,251	2,438
log.ObjSuc_Citations	2.565	9.210	6.714	1.647	5.591	7.131	7.798
ObjSuc_FT50	1.000	26.000	5.530	5.853	2.000	3.500	7.000
log.ObjSuc_FT50	0.000	3.258	1.266	0.946	0.693	1.242	1.946
ObjSuc_ResearchAwards	1.000	14.000	3.762	2.703	2.000	3.000	5.750
log.ObjSuc_ResearchAwards	0.000	2.639	1.083	0.720	0.693	1.099	1.746
ObjSuc_Keynote	1.000	35.000	3.271	5.570	1.000	1.000	3.286
log.ObjSuc_Keynote	0.000	3.555	0.650	0.888	0.000	0.000	1.188
ObjSuc_TeachingAwards	1.000	17.000	4.310	4.319	1.000	2.000	6.000
log.ObjSuc_TeachingAwards	0.000	2.833	1.012	0.951	0.000	0.693	1.792
ObjSuc_PhDSupervision	1.000	15.000	3.690	3.280	1.000	3.000	5.000
log.ObjSuc_PhDSupervision	0.000	2.708	0.973	0.820	0.000	1.099	1.609
ObjSuc_GrantsCONV	1.000	5.000	2.690	1.490	1.000	3.000	4.000
log.ObjSuc_GrantsCONV	0.000	1.609	0.803	0.652	0.000	1.099	1.386
JS	1.400	5.000	3.244	0.709	2.767	3.233	3.717
c.JS	-1.912	1.688	-0.068	0.709	-0.546	-0.079	0.404
IS	2.286	5.000	4.044	0.797	3.464	4.071	4.714
c.IS	-1.800	0.914	-0.042	0.797	-0.622	-0.015	0.628
GNarciScore	3.027	4.163	3.360	0.243	3.187	3.328	3.464
HighGNarci	1.000	1.000	1.000	0.000	1.000	1.000	1.000
VNarciScore	14.000	41.000	26.500	5.246	23.250	26.500	30.000
HighVNarci	0.000	1.000	0.571	0.501	0.000	1.000	1.000
Male	0.000	1.000	0.595	0.497	0.000	1.000	1.000

Panel H: Control Variable Stats for HighGNarci Sample (n =42)

	Min	Max	Mean	SD	Q1	Median	Q3
Ctrl_LightServiceLoads	0.000	1.000	0.405	0.497	0.000	0.000	1.000
c.Ctrl_LightServiceLoads	-0.422	0.578	-0.017	0.497	-0.422	-0.422	0.578
Ctrl_SatisfyPhDMentorship	0.000	1.000	0.595	0.497	0.000	1.000	1.000
c.Ctrl_SatisfyPhDMentorship	-0.639	0.361	-0.043	0.497	-0.639	0.361	0.361
Ctrl_SatisfyWorkSupport	0.000	1.000	0.500	0.506	0.000	0.500	1.000
c.Ctrl_SatisfyWorkSupport	-0.482	0.518	0.018	0.506	-0.482	0.018	0.518
Ctrl_PosCovidResearch	0.000	1.000	0.429	0.501	0.000	0.000	1.000
c.Ctrl_PosCovidResearch	-0.422	0.578	0.007	0.501	-0.422	-0.422	0.578
Ctrl_PosCovidTeach	0.000	1.000	0.238	0.431	0.000	0.000	0.000
c.Ctrl_PosCovidTeach	-0.277	0.723	-0.039	0.431	-0.277	-0.277	-0.277
Ctrl_LightHouseholdObligations	0.000	1.000	0.643	0.485	0.000	1.000	1.000
c.Ctrl_LightHouseholdObligations	0.651	0.349	-0.008	0.485	-0.651	0.349	0.349
Ctrl_Age	35.000	74.000	52.190	10.784	45.000	50.500	59.750
Ctrl_EthnicityCaucasian	0.000	1.000	0.714	0.457	0.000	1.000	1.000
Ctrl_Canada	0.000	1.000	0.714	0.457	0.000	1.000	1.000
Ctrl_DisciplineACCO	0.000	1.000	0.690	0.468	0.000	1.000	1.000
Ctrl_PrestigeEmployer	0.000	2.000	1.143	0.899	0.000	1.000	2.000
Ctrl_Hindex	0.000	1.000	0.667	0.477	0.000	1.000	1.000
Ctrl_FullProf	0.000	1.000	0.476	0.505	0.000	0.000	1.000
Ctrl_HighPhDPrestige	0.000	1.000	0.476	0.505	0.000	0.000	1.000
Ctrl_UG-BUSMajor	0.000	1.000	0.762	0.431	1.000	1.000	1.000
Ctrl_UG-NorthAmerica	0.000	1.000	0.571	0.501	0.000	1.000	1.000
Ctrl_MBACONV	0.000	1.000	0.333	0.477	0.000	0.000	1.000
Ctrl_DesignationCONV	0.000	1.000	0.571	0.501	0.000	1.000	1.000
Ctrl_IndustryExperience	0.000	1.000	0.738	0.445	0.250	1.000	1.000
Ctrl_CareerInterruption	0.000	1.000	0.333	0.477	0.000	0.000	1.000
Ctrl_TraumaCONV	0.000	1.000	0.310	0.468	0.000	0.000	1.000
Ctrl_LightCaregiving	0.000	1.000	0.286	0.457	0.000	0.000	1.000
Ctrl_MainstreamMethod	0.000	1.000	0.833	0.377	1.000	1.000	1.000
Ctrl_MainstreamDomain	0.000	1.000	0.810	0.397	1.000	1.000	1.000
Ctrl_ChildrenCONV	0.000	1.000	0.833	0.377	1.000	1.000	1.000
Ctrl_ChildrenNumber	0.000	4.000	1.619	1.035	1.000	2.000	2.000

The HighVNarci sub-sample (table 2, panel K and L) included 37 faculty participants whose age ranging from 35 to 75 (M = 52.784, SD = 10.722), and male faculty occupied around 73% of the sample (M = 0.730, SD = 0.450). The sample had more Canadians (M = 0.838, SD = 0.374) than Americans but fewer full professors (M = 0.432, SD = 0.502) than associate professors. An overwhelming majority of the sample are tenured accounting faculty (M = 0.649, SD = 0.484). Furthermore, grandiose narcissism score ranged from 2.453 to 4.163 (M = 3.173, SD = 0.335) while vulnerable narcissism score ranged between 26 and 41 (M = 29.108, SD = 3.213).

Moreover, the annual faculty salary ranged between $96,000 and $420,000 (M = $215,321, SD = $71,181). It would take about 6 years on average for a faculty to obtain tenure (SD= 2.671), and the average number of publications is 21 (SD=27.397).

Panel I: Dependent and Independent Variable Stats for LowGNarci Sample (n =41)

	Min	Max	Mean	SD	Q1	Median	Q3
ObjSuc_Salary	96,000	420,000	217,488	65,789	170,000	217,000	250,000
log.ObjSuc_Salary	11.472	12.948	12.247	0.295	12.044	12.288	12.429
ObjSuc_PhDtoTenure	2.000	13.000	7.317	2.544	6.000	7.000	8.000
log.ObjSuc_PhDtoTenure	0.693	2.565	1.923	0.392	1.792	1.946	2.079
ObjSuc_Journals	4.000	150.000	23.366	26.613	10.000	15.000	24.000
log.ObjSuc_Journals	1.386	5.011	2.821	0.748	2.303	2.708	3.178
ObjSuc_Citations	28	20,489	2,974	4,257	457	1,200	3,000
log.ObjSuc_Citations	3.332	9.928	7.041	1.524	6.125	7.090	8.006
ObjSuc_FT50	1.000	34.000	6.439	7.443	2.000	4.000	7.000
log.ObjSuc_FT50	0.000	3.526	1.313	1.059	0.693	1.386	1.946
ObjSuc_ResearchAwards	1.000	16.000	4.224	3.005	2.000	4.000	6.000
log.ObjSuc_ResearchAwards	0.000	2.773	1.202	0.728	0.693	1.386	1.792
ObjSuc_Keynote	1.000	21.000	3.011	4.436	1.000	1.000	3.000
log.ObjSuc_Keynote	0.000	3.045	0.625	0.842	0.000	0.000	1.099
ObjSuc_TeachingAwards	1.000	22.000	3.683	3.738	2.000	3.000	4.000
log.ObjSuc_TeachingAwards	0.000	3.091	0.982	0.773	0.693	1.099	1.386
ObjSuc_PhDSupervision	1.000	26.000	6.024	6.887	1.000	3.000	8.000
log.ObjSuc_PhDSupervision	0.000	3.258	1.212	1.081	0.000	1.099	2.079
ObjSuc_GrantsCONV	1.000	5.000	2.902	1.338	2.000	3.000	4.000
log.ObjSuc_GrantsCONV	0.000	1.609	0.931	0.566	0.693	1.099	1.386
JS	2.200	4.667	3.382	0.699	2.733	3.400	3.867
c.JS	-1.112	1.354	0.070	0.699	-0.579	0.088	0.554
IS	2.429	5.000	4.129	0.718	3.714	4.000	4.857
c.IS	-1.657	0.914	0.043	0.718	-0.372	-0.086	0.771
GNarciScore	2.173	3.023	2.764	0.198	2.667	2.800	2.907
HighGNarci	0.000	0.000	0.000	0.000	0.000	0.000	0.000
VNarciScore	10.000	32.000	21.683	5.392	18.000	22.000	26.000
HighVNarci	0.000	1.000	0.317	0.471	0.000	0.000	1.000
Male	0.000	1.000	0.634	0.488	0.000	1.000	1.000

Panel J: Control Variable Stats for LowGNarci Sample (n =41)

	Min	Max	Mean	SD	Q1	Median	Q3
Ctrl_LightServiceLoads	0.000	1.000	0.439	0.502	0.000	0.000	1.000
c.Ctrl_LightServiceLoads	-0.422	0.578	0.017	0.502	-0.422	-0.422	0.578
Ctrl_SatisfyPhDMentorship	0.000	1.000	0.683	0.471	0.000	1.000	1.000
c.Ctrl_SatisfyPhDMentorship	-0.639	0.361	0.044	0.471	-0.639	0.361	0.361
Ctrl_SatisfyWorkSupport	0.000	1.000	0.463	0.505	0.000	0.000	1.000
c.Ctrl_SatisfyWorkSupport	-0.482	0.518	-0.019	0.505	-0.482	-0.482	0.518
Ctrl_PosCovidResearch	0.000	1.000	0.415	0.499	0.000	0.000	1.000
c.Ctrl_PosCovidResearch	-0.422	0.578	-0.007	0.499	-0.422	-0.422	0.578
Ctrl_PosCovidTeach	0.000	1.000	0.317	0.471	0.000	0.000	1.000
c.Ctrl_PosCovidTeach	-0.277	0.723	0.040	0.471	-0.277	-0.277	0.723
Ctrl_LightHouseholdObligations	0.000	1.000	0.659	0.480	0.000	1.000	1.000
c.Ctrl_LightHouseholdObligations	-0.651	0.349	0.008	0.480	-0.651	0.349	0.349
Ctrl_Age	38.000	76.000	55.220	9.855	48.000	55.000	63.000
Ctrl_EthnicityCaucasian	0.000	1.000	0.805	0.401	1.000	1.000	1.000
Ctrl_Canada	0.000	1.000	0.659	0.480	0.000	1.000	1.000
Ctrl_DisciplineACCO	0.000	1.000	0.732	0.449	0.000	1.000	1.000
Ctrl_PrestigeEmployer	0.000	2.000	1.024	0.880	0.000	1.000	2.000
Ctrl_Hindex	0.000	1.000	0.512	0.506	0.000	1.000	1.000
Ctrl_FullProf	0.000	1.000	0.439	0.502	0.000	0.000	1.000
Ctrl_HighPhDPrestige	0.000	1.000	0.488	0.506	0.000	0.000	1.000
Ctrl_UG-BUSMajor	0.000	1.000	0.756	0.435	1.000	1.000	1.000
Ctrl_UG-NorthAmerica	0.000	1.000	0.780	0.419	1.000	1.000	1.000
Ctrl_MBACONV	0.000	1.000	0.439	0.502	0.000	0.000	1.000
Ctrl_DesignationCONV	0.000	1.000	0.683	0.471	0.000	1.000	1.000
Ctrl_IndustryExperience	0.000	1.000	0.780	0.419	1.000	1.000	1.000
Ctrl_CareerInterruption	0.000	1.000	0.171	0.381	0.000	0.000	0.000
Ctrl_TraumaCONV	0.000	1.000	0.341	0.480	0.000	0.000	1.000
Ctrl_LightCaregiving	0.000	1.000	0.366	0.488	0.000	0.000	1.000
Ctrl_MainstreamMethod	0.000	1.000	0.927	0.264	1.000	1.000	1.000
Ctrl_MainstreamDomain	0.000	1.000	0.732	0.449	0.000	1.000	1.000
Ctrl_ChildrenCONV	0.000	1.000	0.829	0.381	1.000	1.000	1.000
Ctrl_ChildrenNumber	0.000	5.000	1.976	1.275	2.000	2.000	2.000

The LowVNarci sub-sample (table 2, panel M and N) included 46 faculty participants whose age ranging from 37 to 76 (M = 54.413, SD = 10.167), and male faculty occupied around 52% of the sample (M = 0.522, SD = 0.505). The sample had more Canadians (M = 0.565, SD = 0.501) than Americans but fewer full professors (M = 0.478, SD = 0.505) than associate professors. An overwhelming majority of the sample are tenured accounting faculty (M = 0.761, SD = 0.431). Furthermore, grandiose narcissism score ranged from 2.173 to 3.850 (M = 2.979, SD = 0.382) while vulnerable narcissism score ranged between 10 and 25 (M = 20.109, SD = 4.056). Moreover, the annual faculty salary ranged between $100,000 and $350.000 (M = $217,052, SD = $63,124). It would take about 8 years on average for a faculty to obtain tenure (SD= 3.180), and the average number of publications is 22 (SD=15.307).

Panel K: Dependent and Independent Variable Stats for HighVNarci Sample (n =37)

	Min	Max	Mean	SD	Q1	Median	Q3
ObjSuc_Salary	96,000	420,000	215,321	71,181	180,000	200,000	247,059
log.ObjSuc_Salary	11.472	12.948	12.231	0.315	12.101	12.206	12.417
ObjSuc_PhDtoTenure	1.000	13.000	6.405	2.671	5.000	7.000	8.000
log.ObjSuc_PhDtoTenure	0.000	2.565	1.726	0.607	1.609	1.946	2.079
ObjSuc_Journals	3.000	150.000	21.412	27.397	10.000	15.000	20.000
log.ObjSuc_Journals	1.099	5.011	2.672	0.823	2.303	2.708	2.996
ObjSuc_Citations	13	12,300	2,085	3,048	258	1,060	2,500
log.ObjSuc_Citations	2.565	9.417	6.601	1.689	5.553	6.966	7.824
ObjSuc_FT50	1.000	34.000	5.459	6.517	2.000	3.000	6.000
log.ObjSuc_FT50	0.000	3.526	1.215	0.960	0.693	1.099	1.792
ObjSuc_ResearchAwards	1.000	16.000	3.730	2.874	2.000	3.000	5.000
log.ObjSuc_ResearchAwards	0.000	2.773	1.078	0.699	0.693	1.099	1.609
ObjSuc_Keynote	1.000	21.000	2.595	3.670	1.000	1.000	3.000
log.ObjSuc_Keynote	0.000	3.045	0.546	0.771	0.000	0.000	1.099
ObjSuc_TeachingAwards	1.000	16.000	3.216	3.457	1.000	2.000	3.000
log.ObjSuc_TeachingAwards	0.000	2.773	0.799	0.808	0.000	0.693	1.099
ObjSuc_PhDSupervision	1.000	26.000	4.838	6.149	1.000	2.000	5.000
log.ObjSuc_PhDSupervision	0.000	3.258	1.039	0.985	0.000	0.693	1.609
ObjSuc_GrantsCONV	1.000	5.000	2.838	1.405	1.000	3.000	4.000
log.ObjSuc_GrantsCONV	0.000	1.609	0.888	0.606	0.000	1.099	1.386
JS	1.400	4.667	3.160	0.680	2.667	3.200	3.667
c.JS	-1.912	1.354	-0.152	0.680	-0.646	-0.112	0.354
IS	2.429	5.000	4.073	0.764	3.571	4.000	4.857
c.IS	-1.657	0.914	-0.013	0.764	-0.515	-0.086	0.771
GNarciScore	2.453	4.163	3.173	0.335	2.897	3.187	3.360
HighGNarci	0.000	1.000	0.649	0.484	0.000	1.000	1.000
VNarciScore	26.000	41.000	29.108	3.213	27.000	29.000	30.000
HighVNarci	1.000	1.000	1.000	0.000	1.000	1.000	1.000
Male	0.000	1.000	0.730	0.450	0.000	1.000	1.000

Panel L: Control Variable Stats for HighVNarci Sample (n =37)

	Min	Max	Mean	SD	Q1	Median	Q3
Ctrl_LightServiceLoads	0.000	1.000	0.459	0.505	0.000	0.000	1.000
c.Ctrl_LightServiceLoads	-0.422	0.578	0.038	0.505	-0.422	-0.422	0.578
Ctrl_SatisfyPhDMentorship	0.000	1.000	0.676	0.475	0.000	1.000	1.000
c.Ctrl_SatisfyPhDMentorship	-0.639	0.361	0.037	0.475	-0.639	0.361	0.361
Ctrl_SatisfyWorkSupport	0.000	1.000	0.378	0.492	0.000	0.000	1.000
c.Ctrl_SatisfyWorkSupport	-0.482	0.518	-0.104	0.492	-0.482	-0.482	0.518
Ctrl_PosCovidResearch	0.000	1.000	0.405	0.498	0.000	0.000	1.000
c.Ctrl_PosCovidResearch	-0.422	0.578	-0.016	0.498	-0.422	-0.422	0.578
Ctrl_PosCovidTeach	0.000	1.000	0.297	0.463	0.000	0.000	1.000
c.Ctrl_PosCovidTeach	-0.277	0.723	0.020	0.463	-0.277	-0.277	0.723
Ctrl_LightHouseholdObligations	0.000	1.000	0.649	0.484	0.000	1.000	1.000
c.Ctrl_LightHouseholdObligations	-0.651	0.349	-0.002	0.484	-0.651	0.349	0.349
Ctrl_Age	35.000	75.000	52.784	10.722	45.000	52.000	61.000
Ctrl_EthnicityCaucasian	0.000	1.000	0.784	0.417	1.000	1.000	1.000
Ctrl_Canada	0.000	1.000	0.838	0.374	1.000	1.000	1.000
Ctrl_DisciplineACCO	0.000	1.000	0.649	0.484	0.000	1.000	1.000
Ctrl_PrestigeEmployer	0.000	2.000	0.919	0.894	0.000	1.000	2.000
Ctrl_Hindex	0.000	1.000	0.676	0.475	0.000	1.000	1.000
Ctrl_FullProf	0.000	1.000	0.432	0.502	0.000	0.000	1.000
Ctrl_HighPhDPrestige	0.000	1.000	0.514	0.507	0.000	1.000	1.000
Ctrl_UG-BUSMajor	0.000	1.000	0.703	0.463	0.000	1.000	1.000
Ctrl_UG-NorthAmerica	0.000	1.000	0.649	0.484	0.000	1.000	1.000
Ctrl_MBACONV	0.000	1.000	0.405	0.498	0.000	0.000	1.000
Ctrl_DesignationCONV	0.000	1.000	0.622	0.492	0.000	1.000	1.000
Ctrl_IndustryExperience	0.000	1.000	0.703	0.463	0.000	1.000	1.000
Ctrl_CareerInterruption	0.000	1.000	0.243	0.435	0.000	0.000	0.000
Ctrl_TraumaCONV	0.000	1.000	0.405	0.498	0.000	0.000	1.000
Ctrl_LightCaregiving	0.000	1.000	0.324	0.475	0.000	0.000	1.000
Ctrl_MainstreamMethod	0.000	1.000	0.892	0.315	1.000	1.000	1.000
Ctrl_MainstreamDomain	0.000	1.000	0.838	0.374	1.000	1.000	1.000
Ctrl_ChildrenCONV	0.000	1.000	0.865	0.347	1.000	1.000	1.000
Ctrl_ChildrenNumber	0.000	5.000	2.027	1.236	2.000	2.000	2.000

The results of the Pearson correlation analysis (table 3) revealed that there were weak and insignificant correlations between independent and dependent variables. With only one exception, high vulnerable narcissism was found to be significantly and negatively correlated with the number of years from PhD to tenure (r=-0.25, p<0.05). In addition, significant and positive relationship (r=0.26, p<0.05) was found between HighGNarci and HighVNarci.

Despite weak and insignificant correlations between independent and dependent variables, strong and significant correlations were found between Male and a few control variables regarding the impact of caregiving responsibilities (ie.,c.Ctrl_LightHouseholdObligations, Ctrl_ChildrenNumber), the impact of career disruptions (ie., c.Ctrl_PosCovidResearch, c.Ctrl_PosCovidTeach, Ctrl_CareerInterruption) and research-related control variables (ie., Ctrl_Hindex, Ctrl_MainstreamMethod).

Significant positive correlations were found between c.Ctrl_PosCovidResearch and all career success variables except log.ObjSuc_PhDtoTenure. c.Ctrl_PosCovidTeach was found to be negatively and significantly correlated with log.ObjSuc_PhDtoTenure (r=-0.25, p<0.05) but positively and significantly correlated with log.ObjSuc_Journals (r=0.29, p<0.001).

Similarly, c.Ctrl_LightHouseholdObligations was found to be positively and significantly correlated with log.ObjSuc_Journals (r=0.29, p<0.001) as well as log.ObjSuc_PhDSupervision (r=0.28, p<0.001) and ¸JS (r=0.49, p<0.001). Finally, significant negative correlations were found between Ctrl_CareerInterruption (r=-0.29, p<0.001), Ctrl_ChildrenNumber (r=-0.35, p<0.001) and c.JS.

Therefore, the results of the Pearson correlation analysis revealed significant but indirect correlations between gender (Male) and faculty career success through control variables.

Panel M: Dependent and Independent Variable Stats for LowVNarci Sample (n =46)

	Min	Max	Mean	SD	Q1	Median	Q3
ObjSuc_Salary	100,000	350,000	217,052	63,124	170,000	200,000	250,000
log.ObjSuc_Salary	11.513	12.766	12.246	0.294	12.044	12.206	12.429
ObjSuc_PhDtoTenure	2.000	16.000	7.978	3.180	6.000	7.000	10.000
log.ObjSuc_PhDtoTenure	0.693	2.773	1.991	0.439	1.792	1.946	2.303
ObjSuc_Journals	5.000	69.000	21.691	15.307	11.000	17.000	25.750
log.ObjSuc_Journals	1.609	4.234	2.857	0.668	2.398	2.831	3.248
ObjSuc_Citations	28	20,489	2,870	3,827	396	1,515	4,051
log.ObjSuc_Citations	3.332	9.928	7.096	1.481	5.978	7.323	8.306
ObjSuc_FT50	1.000	27.000	6.397	6.816	2.000	4.000	7.000
log.ObjSuc_FT50	0.000	3.296	1.349	1.034	0.693	1.386	1.946
ObjSuc_ResearchAwards	1.000	14.000	4.200	2.842	2.000	3.842	6.000
log.ObjSuc_ResearchAwards	0.000	2.639	1.193	0.744	0.693	1.345	1.792
ObjSuc_Keynote	1.000	35.000	3.583	5.880	1.000	1.000	4.000
log.ObjSuc_Keynote	0.000	3.555	0.711	0.928	0.000	0.000	1.386
ObjSuc_TeachingAwards	1.000	22.000	4.630	4.373	2.000	3.000	6.000
log.ObjSuc_TeachingAwards	0.000	3.091	1.157	0.881	0.693	1.099	1.792
ObjSuc_PhDSupervision	1.000	21.000	4.848	4.921	1.000	3.000	6.000
log.ObjSuc_PhDSupervision	0.000	3.045	1.133	0.947	0.000	1.099	1.792
ObjSuc_GrantsCONV	1.000	5.000	2.761	1.433	1.000	3.000	4.000
log.ObjSuc_GrantsCONV	0.000	1.609	0.848	0.621	0.000	1.099	1.386
JS	2.200	5.000	3.435	0.704	2.817	3.500	3.867
c.JS	-1.112	1.688	0.122	0.704	-0.496	0.188	0.554
IS	2.286	5.000	4.096	0.757	3.750	4.071	4.714
c.IS	-1.800	0.914	0.010	0.757	-0.336	-0.015	0.628
GNarciScore	2.173	3.850	2.979	0.382	2.714	2.958	3.287
HighGNarci	0.000	1.000	0.391	0.493	0.000	0.000	1.000
VNarciScore	10.000	25.000	20.109	4.056	17.250	21.000	23.750
HighVNarci	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Male	0.000	1.000	0.522	0.505	0.000	1.000	1.000

Panel N: Dependent and Independent Variable Stats for LowVNarci Sample (n =46)

	Min	Max	Mean	SD	Q1	Median	Q3
Ctrl_LightServiceLoads	0.000	1.000	0.391	0.493	0.000	0.000	1.000
c.Ctrl_LightServiceLoads	-0.422	0.578	-0.030	0.493	-0.422	-0.422	0.578
Ctrl_SatisfyPhDMentorship	0.000	1.000	0.609	0.493	0.000	1.000	1.000
c.Ctrl_SatisfyPhDMentorship	-0.639	0.361	-0.030	0.493	-0.639	0.361	0.361
Ctrl_SatisfyWorkSupport	0.000	1.000	0.565	0.501	0.000	1.000	1.000
c.Ctrl_SatisfyWorkSupport	-0.482	0.518	0.083	0.501	-0.482	0.518	0.518
Ctrl_PosCovidResearch	0.000	1.000	0.435	0.501	0.000	0.000	1.000
c.Ctrl_PosCovidResearch	-0.422	0.578	0.013	0.501	-0.422	-0.422	0.578
Ctrl_PosCovidTeach	0.000	1.000	0.261	0.444	0.000	0.000	0.750
c.Ctrl_PosCovidTeach	-0.277	0.723	-0.016	0.444	-0.277	-0.277	0.473
Ctrl_LightHouseholdObligations	0.000	1.000	0.652	0.482	0.000	1.000	1.000
c.Ctrl_LightHouseholdObligations	-0.651	0.349	0.002	0.482	-0.651	0.349	0.349
Ctrl_Age	37.000	76.000	54.413	10.167	46.250	54.000	61.500
Ctrl_EthnicityCaucasian	0.000	1.000	0.739	0.444	0.250	1.000	1.000
Ctrl_Canada	0.000	1.000	0.565	0.501	0.000	1.000	1.000
Ctrl_DisciplineACCO	0.000	1.000	0.761	0.431	1.000	1.000	1.000
Ctrl_PrestigeEmployer	0.000	2.000	1.217	0.867	0.000	1.500	2.000
Ctrl_Hindex	0.000	1.000	0.522	0.505	0.000	1.000	1.000
Ctrl_FullProf	0.000	1.000	0.478	0.505	0.000	0.000	1.000
Ctrl_HighPhDPrestige	0.000	1.000	0.457	0.504	0.000	0.000	1.000
Ctrl_UG-BUSMajor	0.000	1.000	0.804	0.401	1.000	1.000	1.000
Ctrl_UG-NorthAmerica	0.000	1.000	0.696	0.465	0.000	1.000	1.000
Ctrl_MBACONV	0.000	1.000	0.370	0.488	0.000	0.000	1.000
Ctrl_DesignationCONV	0.000	1.000	0.630	0.488	0.000	1.000	1.000
Ctrl_IndustryExperience	0.000	1.000	0.804	0.401	1.000	1.000	1.000
Ctrl_CareerInterruption	0.000	1.000	0.261	0.444	0.000	0.000	0.750
Ctrl_TraumaCONV	0.000	1.000	0.261	0.444	0.000	0.000	0.750
Ctrl_LightCaregiving	0.000	1.000	0.326	0.474	0.000	0.000	1.000
Ctrl_MainstreamMethod	0.000	1.000	0.870	0.341	1.000	1.000	1.000
Ctrl_MainstreamDomain	0.000	1.000	0.717	0.455	0.000	1.000	1.000
Ctrl_ChildrenCONV	0.000	1.000	0.804	0.401	1.000	1.000	1.000
Ctrl_ChildrenNumber	0.000	4.000	1.609	1.085	1.000	2.000	2.000

4.2 Hypothesis Testing

To test the five hypotheses, t-tests were conducted on the twelve success variables between gender groups and between grandiose and vulnerable narcissism groups (table 4, panel A, B, C, and D). Furthermore, stepwise regression analyses were implemented on the twelve models that include all independent and control variables to select the best multiple regression models (table 5, panel A, B, and C). I used stepwise regressions, a method that iteratively examines the statistical significance of each independent and control variable in a linear regression model to find the model with the best statistical significance. The choice of this approach is motivated by the fact that I have many independent and control variables and a relatively small number of observations in my sample and therefore I needed to select a method that enable me to keep enough explanatory and control variables while maintaining an acceptable level of statistical power.

Hypothesis 1. Hypothesis 1 predicted a significant positive impact of grandiose narcissism on faculty career success. While the prior literature found both positive and negative effects of grandiose narcissism on faculty career success, my results only captured the negative effects. The results from t-tests on career success variables between grandiose narcissism groups revealed that faculty members with lower grandiose narcissism outperformed their more narcissistic colleagues in most of career success variables with only two exceptions (ie; ObSuc_TeachingAwards and ObSuc_Keynote). However, these differences were not significant.

In my main multiple regressions (all variables included – table 5) there is no significant associations between career success and grandiose narcissism. In alternative models conducted without the interaction terms (table 6), results indicated a negative effects of high grandiose narcissism (HighGNarci) on two faculty career success measures: the number of PhD students supervised (ObSuc_PhDSupervision; $\beta = -0.405$, t=-2.520, $p<0.05$). A possible explanation suggested by Wallace et al. (2022) is that more narcissistic professors tend to prioritize research productivity over teaching excellence and mentoring junior colleagues, given that narcissistic individuals tend to be less helpful than others when no self-benefits are anticipated.

Overall, hypothesis 1 was not supported.

Additionally, the faculty comments from my collected survey also revealed signs of high

Table 4.2: TABLE 3 Correlation Table

Panel A: Faculty Sample Correlation Variables HighGNarci to log.ObjSuc_FT50 (n= 83)

	1	2	3	4	5	6	7	8	9	10
1. HighGNarci	1.00									
2. HighVNarci	.26*	1.00								
3. Male	-0.04	0.21	1.00							
4. log.ObjSuc_Salary	-0.03	-0.03	0.10	1.00						
5. log.ObjSuc_PhDtoTenure	-0.09	-.25*	-0.12	0.20	1.00					
6. log.ObjSuc_Journals	-0.06	-0.12	0.01	0.22	-.27*	1.00				
7. log.ObjSuc_Citations	-0.10	-0.16	-0.09	.39**	0.08	.60**	1.00			
8. log.ObjSuc_ResearchAwards	-0.08	-0.08	0.07	.36**	0.11	.29**	.45**	1.00		
9. log.ObjSuc_TeachingAwards	0.02	-0.21	-0.09	0.11	-0.03	.22*	.26*	0.12	1.00	
10. log.ObjSuc_FT50	-0.02	-0.07	0.16	.60**	0.05	.51**	.57**	.53**	0.20	1.00
11. log.ObjSuc_Keynote	0.01	-0.10	0.11	.36**	0.11	.32**	.29**	.42**	-0.02	.35**
12. log.ObjSuc_PhDSupervision	-0.13	-0.05	0.18	.30**	-0.12	.52**	.43**	.33**	0.21	.65**
13. log.ObjSuc_GrantsCONV	-0.11	0.03	0.02	0.07	-0.12	0.17	0.06	.28**	0.03	0.15
14. c.JS	-0.10	-0.20	0.07	0.15	0.06	.30**	.23*	0.16	0.12	0.21
15. c.IS	-0.06	-0.02	-0.01	.54**	0.08	0.08	0.16	0.08	0.18	.31**
16. c.Ctrl_LightServiceLoads	-0.03	0.07	0.13	-0.03	-0.08	-0.03	-0.13	-0.17	-0.15	-0.09
17. c.Ctrl_SatisfyPhDMentorship	-0.09	0.07	0.13	-0.05	0.05	-0.09	0.08	0.15	0.06	0.06
18. c.Ctrl_SatisfyWorkSupport	0.04	-0.19	-0.03	.24*	0.19	-0.13	0.15	0.06	-0.05	0.15
19. c.Ctrl_PosCovidResearch	0.01	-0.03	.28*	.24*	-0.09	.39**	.36**	.27*	0.21	.41**
20. c.Ctrl_PosCovidTeach	-0.09	0.04	.27*	0.12	-.25*	.29**	0.06	0.11	-0.07	0.18
21. c.Ctrl_LightHouseholdObligations	-0.02	0.00	.41**	0.08	-0.08	.29**	0.13	0.06	0.06	0.16
22. Ctrl_Age	-0.15	-0.08	0.01	0.15	0.01	.35**	.29**	0.04	0.17	0.11
23. Ctrl_EthnicityCaucasian	-0.11	0.05	-0.21	0.01	-0.02	-0.02	0.02	0.00	0.10	-0.05
24. Ctrl_Canada	0.06	.29**	0.11	-0.19	-0.20	-0.11	-.26*	-0.06	-0.17	-0.15
25. Ctrl_DisciplineACCO	-0.05	-0.12	-0.18	0.12	0.06	0.13	0.12	0.18	-0.05	0.18
26. Ctrl_PrestigeEmployer	0.07	-0.17	0.16	0.03	0.03	-0.02	0.06	.24*	0.09	.29**
27. Ctrl_Hindex	0.16	0.16	.25*	-0.02	-0.05	0.09	0.13	.23*	-0.10	.25*
28. Ctrl_FullProf	0.04	-0.05	0.08	.34**	-0.21	.56**	.49**	.25*	0.21	.40**
29. Ctrl_HighPhDPrestige	-0.01	0.06	0.17	.31**	.28**	-0.19	0.06	.22*	0.00	.23*
30. Ctrl_UG-BUSMajor	0.01	-0.12	-0.21	-0.01	-0.01	0.07	0.15	0.03	0.10	0.10
31. Ctrl_UG-NorthAmerica	-.22*	-0.05	-0.07	.28*	0.16	0.06	0.21	0.06	0.21	0.16
32. Ctrl_MBACONV	-0.11	0.04	0.07	0.02	-0.07	0.20	0.09	0.05	-0.06	0.04
33. Ctrl_DesignationCONV	-0.12	-0.01	-0.10	0.14	-0.10	0.14	0.10	0.18	0.13	0.07
34. Ctrl_IndustryExperience	-0.05	-0.12	-0.10	.28*	0.03	0.11	0.17	0.10	0.16	.27*
35. Ctrl_CareerInterruption	0.19	-0.02	-.45**	0.04	0.04	-0.10	-0.01	0.09	0.07	-0.09
36. Ctrl_TraumaCONV	-0.03	0.15	-0.08	0.01	0.06	-0.14	-0.18	-0.04	-0.10	-.22*
37. Ctrl_LightCaregiving	-0.09	0.00	-.24*	-0.06	0.06	-.22*	-0.12	-0.04	0.03	-0.16
38. Ctrl_MainstreamMethod	-0.14	0.03	.24*	0.14	0.02	-0.06	0.04	-0.01	-0.08	0.09
39. Ctrl_MainstreamDomain	0.09	0.14	0.16	0.06	-0.01	-0.11	-0.01	-.29**	-0.06	-0.07
40. Ctrl_ChildrenCONV	0.01	0.08	.24*	0.00	-0.12	0.01	-0.03	0.01	0.15	0.03
41. Ctrl_ChildrenNumber	-0.15	0.18	.29**	-0.04	-0.18	0.07	-0.07	0.07	0.18	0.02

*p 0.05; **p 0.01

Panel B: Faculty Sample Correlation Variables log.ObjSuc_Keynote to c.Ctrl_PosCovidTeach (n= 83)

	11	12	13	14	15	16	17	18	19	20
11. log.ObjSuc_Keynote	1.00									
12. log.ObjSuc_PhDSupervision	.25*	1.00								
13. log.ObjSuc_GrantsCONV	.33**	.23*	1.00							
14. c.JS	0.11	.24*	-0.07	1.00						
15. c.IS	0.08	0.11	-0.04	0.16	1.00					
16. c.Ctrl_LightServiceLoads	0.00	-0.08	0.09	0.08	-0.06	1.00				
17. c.Ctrl_SatisfyPhDMentorship	-0.04	0.08	-0.03	0.10	-0.02	-0.07	1.00			
18. c.Ctrl_SatisfyWorkSupport	0.05	0.09	-0.17	0.05	.22*	0.01	0.12	1.00		
19. c.Ctrl_PosCovidResearch	0.12	.32**	-0.02	.40**	0.06	-0.04	0.08	0.06	1.00	
20. c.Ctrl_PosCovidTeach	0.08	0.19	-0.02	0.18	0.08	-0.04	0.02	0.05	.29**	1.00
21. c.Ctrl_LightHouseholdObligations	-0.01	.28**	-0.02	.49**	-0.02	0.01	0.19	0.05	.37**	0.17
22. Ctrl_Age	-0.02	0.10	0.00	0.08	0.13	-0.18	-0.21	-0.14	0.06	0.15
23. Ctrl_EthnicityCaucasian	-0.15	-0.08	0.17	-0.02	.26*	-0.03	-0.19	-0.13	-0.15	-0.03
24. Ctrl_Canada	0.11	-0.03	.56**	-0.19	-0.16	.31**	-0.02	-0.18	-0.11	0.07
25. Ctrl_DisciplineACCO	.24*	0.05	0.10	0.16	.26*	.22*	-0.09	0.14	0.01	-0.08
26. Ctrl_PrestigeEmployer	0.07	.38**	0.04	0.19	0.04	0.06	0.07	0.21	0.06	0.03
27. Ctrl_Hindex	0.11	.33**	0.00	-0.07	-0.03	-0.08	0.09	-0.03	0.07	0.08
28. Ctrl_FullProf	.22*	.44**	0.07	0.09	0.21	-.29**	-0.16	0.03	0.19	.24*
29. Ctrl_HighPhDPrestige	0.11	0.20	0.08	-0.10	0.05	-0.04	-0.03	0.18	0.06	-.22*
30. Ctrl_UG-BUSMajor	0.04	0.15	0.06	0.14	0.01	-0.09	0.05	0.15	0.08	-0.03
31. Ctrl_UG-NorthAmerica	-0.01	-0.01	0.02	0.06	.45**	-0.03	-0.04	0.00	0.02	-0.03
32. Ctrl_MBACONV	0.13	-0.05	-0.03	0.06	-0.08	0.13	-.28*	-.27*	0.03	0.12
33. Ctrl_DesignationCONV	0.13	0.01	0.16	0.04	0.16	0.05	-0.06	-0.15	0.00	-0.02
34. Ctrl_IndustryExperience	0.20	0.16	0.19	0.05	0.17	-0.09	-0.07	0.04	0.14	-0.15
35. Ctrl_CareerInterruption	0.08	-0.07	0.10	-.29**	-0.06	0.01	-0.08	0.05	-.22*	-0.05
36. Ctrl_TraumaCONV	0.04	-.24*	-0.01	-.37**	-0.07	-0.12	-0.01	-0.05	-.23*	-0.14
37. Ctrl_LightCaregiving	-0.02	-.30**	-0.01	-.35**	0.01	0.03	-0.07	-0.05	-.33**	-0.03
38. Ctrl_MainstreamMethod	-0.05	0.13	-0.14	0.08	0.01	0.02	0.18	0.21	.24*	.23*
39. Ctrl_MainstreamDomain	-0.02	-0.05	-.32**	0.07	-0.07	0.00	0.07	0.12	0.06	0.08
40. Ctrl_ChildrenCONV	0.11	-0.01	0.05	-.32**	0.01	-0.01	0.00	-0.08	-0.07	-0.08
41. Ctrl_ChildrenNumber	0.11	-0.01	0.10	-.35**	0.03	0.13	0.02	-0.10	-0.04	0.04

*p 0.05; **p 0.01

Panel C: Faculty Sample Correlation Variables c.Ctrl_LightHouseholdObligations to Ctrl_UG-BUSMajor (n= 83)

	21	22	23	24	25	26	27	28	29	30
21. c.Ctrl_LightHouseholdObligations	1.00									
22. Ctrl_Age	.24*	1.00								
23. Ctrl_EthnicityCaucasian	-0.18	0.15	1.00							
24. Ctrl_Canada	0.00	-0.04	0.04	1.00						
25. Ctrl_DisciplineACCO	-0.02	0.10	0.14	0.08	1.00					
26. Ctrl_PrestigeEmployer	0.16	-0.10	-.23*	0.04	0.12	1.00				
27. Ctrl_Hindex	0.21	-0.15	-0.01	0.12	-0.10	.22*	1.00			
28. Ctrl_FullProf	0.01	.35**	-0.10	-0.11	0.05	0.13	0.13	1.00		
29. Ctrl_HighPhDPrestige	0.15	-0.01	0.15	-0.02	-0.02	0.10	0.12	-0.06	1.00	
30. Ctrl_UG-BUSMajor	-0.06	-0.20	0.08	-0.20	0.14	0.02	0.05	0.07	0.04	1.00
31. Ctrl_UG-NorthAmerica	-0.08	.32**	.51**	-0.08	0.18	-0.08	-0.11	0.07	0.05	0.09
32. Ctrl_MBACONV	0.06	.27*	-0.02	0.05	0.12	0.01	-0.20	0.02	-0.12	-.31**
33. Ctrl_DesignationCONV	0.01	0.13	.26*	0.07	.33**	-0.21	-.24*	0.06	0.00	-0.03
34. Ctrl_IndustryExperience	-0.06	-0.04	0.21	-0.02	.32**	0.12	-0.07	0.12	0.09	0.21
35. Ctrl_CareerInterruption	-.45**	-0.18	0.00	0.09	-0.06	-0.06	-0.08	0.08	-0.06	0.07
36. Ctrl_TraumaCONV	-.25*	.22*	-0.09	0.08	0.10	-0.18	-0.21	-0.02	0.00	-0.09
37. Ctrl_LightCaregiving	-.68**	-0.20	0.03	-0.03	-0.01	-0.10	-0.15	0.03	-0.05	0.09
38. Ctrl_MainstreamMethod	.27*	0.02	-0.12	-0.17	-.24*	-0.05	-0.08	-0.03	0.21	0.05
39. Ctrl_MainstreamDomain	0.20	0.07	-0.17	-0.18	-.35**	-0.18	-0.05	-0.07	.30**	-0.04
40. Ctrl_ChildrenCONV	-0.13	-0.04	-0.10	-0.03	-0.07	-0.03	-0.05	0.16	0.18	-0.03
41. Ctrl_ChildrenNumber	-0.09	0.07	0.07	0.04	-0.02	-0.09	-0.02	0.04	0.09	-0.05

*p 0.05; **p 0.01

Panel D: Faculty Sample Correlation Variables Ctrl_UG-NorthAmerica to Ctrl_ChildrenNumber (n= 83)

	31	32	33	34	35	36	37	38	39	40	41
31. Ctrl_UG-NorthAmerica	1.00										
32. Ctrl_MBACONV	0.02	1.00									
33. Ctrl_DesignationCONV	.31**	0.05	1.00								
34. Ctrl_IndustryExperience	.33**	0.10	.26*	1.00							
35. Ctrl_CareerInterruption	-0.07	-0.18	-0.12	0.00	1.00						
36. Ctrl_TraumaCONV	-0.01	0.08	0.00	-0.03	0.13	1.00					
37. Ctrl_LightCaregiving	0.04	0.03	-0.05	0.15	.31**	0.18	1.00				
38. Ctrl_MainstreamMethod	-0.02	-0.09	0.02	-0.04	-0.21	-.22*	-0.06	1.00			
39. Ctrl_MainstreamDomain	-0.07	-0.10	-0.18	-0.11	-0.08	-0.05	-0.05	.50**	1.00		
40. Ctrl_ChildrenCONV	-0.18	0.09	-0.08	-0.10	0.19	0.11	.24*	0.03	0.06	1.00	
41. Ctrl_ChildrenNumber	-0.01	0.14	-0.01	0.00	0.10	0.08	.26*	0.09	-0.02	.70**	1.00

*p 0.05; **p 0.01

Table 4.3: TABLE 4 Summary of Welch Two Sample t-tests (Outliers Excluded)

Panel A: t-tests on Career Success Variables between Gender Groups (N=81)

	Males		Females		
	N	Mean	N	Mean	p-value
ObjSuc_Salary	49	223,264.700	32	204,904.600	0.192
ObjSuc_PhDtoTenure	49	7.020	32	7.719	0.318
ObjSuc_Journals	49	20.816	32	18.125	0.407
ObjSuc_Citations	49	2,104.047	32	2,289.784	0.753
ObjSuc_ResearchAwards	49	3.959	32	3.600	0.536
ObjSuc_TeachingAwards	49	3.857	32	4.313	0.641
ObjSuc_FT50	49	6.857	32	4.070	0.034**
ObjSuc_Keynote	49	3.469	32	2.088	0.120
ObjSuc_PhDSupervision	49	4.939	32	3.813	0.312
ObjSuc_GrantsCONV	49	2.816	32	2.750	0.835
JS	49	3.329	32	3.252	0.650
IS	49	4.102	32	4.098	0.982

*p0.1; **p0.05; ***p0.01

Panel B: t-tests on Narcissism and Control Variables between Gender Groups (N=81)

	Males		Females		
	N	Mean	N	Mean	p-value
GNarciScore	49	3.083	32	3.053	0.739
VNarciScore	49	25.429	32	22.250	0.016**
Ctrl_LightServiceLoads	49	0.490	32	0.344	0.196
Ctrl_SatisfyPhDMentorship	49	0.055	32	-0.076	0.242
Ctrl_SatisfyWorkSupport	49	0.490	32	0.018	0.500
Ctrl_PosCovidResearch	49	0.089	32	-0.172	0.017**
Ctrl_PosCovidTeach	49	0.070	32	-0.152	0.017**
Ctrl_LightHouseholdObligations	49	0.796	32	0.406	0.001***
Ctrl_Age	49	53.367	32	53.531	0.946
Ctrl_EthnicityCaucasian	49	0.694	32	0.875	0.046**
Ctrl_Canada	49	0.735	32	0.625	0.313
Ctrl_DisciplineACCO	49	0.653	32	0.813	0.109
Ctrl_PrestigeEmployer	49	1.184	32	0.906	0.174
Ctrl_Hindex	49	0.673	32	0.438	0.039**
Ctrl_FullProf	49	0.469	32	0.406	0.581
Ctrl_HighPhDPrestige	49	0.551	32	0.375	0.123
Ctrl_UG-BUSMajor	49	0.673	32	0.875	0.028**
Ctrl_UG-NorthAmerica	49	0.653	32	0.719	0.538
Ctrl_MBACONV	49	0.388	32	0.344	0.692
Ctrl_DesignationCONV	49	0.592	32	0.688	0.385
Ctrl_IndustryExperience	49	0.714	32	0.813	0.308
Ctrl_CareerInterruption	49	0.102	32	0.500	0.0002***
Ctrl_TraumaCONV	49	0.306	32	0.375	0.532
Ctrl_LightCaregiving	49	0.245	32	0.469	0.044**
Ctrl_MainstreamMethod	49	0.939	32	0.781	0.061*
Ctrl_MainstreamDomain	49	0.816	32	0.688	0.204
Ctrl_ChildrenCONV	49	0.898	32	0.719	0.057*
Ctrl_ChildrenNumber	49	2.061	32	1.375	0.010**

*p0.1; **p0.05; ***p0.01

grandiosity. Some of them worshiped "thick skin" and "extreme selfishness" and despised university managers for being "incompetent and menial."

"Don't be concerned about discrimination - no one can keep you back. Develop a very, very thick skin and NO regrets. Make choices and live with them."

"To get ahead in academia there is a need to be extremely selfish with both other academics and family. Price not all wish to pay."

"Unfortunately, having experienced many work environments, notably corporate life with large employers, academic work is quite toxic. Furthermore, university managers are usually incompetent and menial."

Hypothesis 2. Hypothesis 2 predicted a significant negative impact of vulnerable narcissism on faculty career success. Most of the current literature found negative connections between vulnerable narcissism and faculty career success variables such as publication productivity and job satisfaction (Oflu et al., 2020), and one of the main reasons is that vulnerable narcissism discourages faculty from entering the competitive peer review process for publishing in scientific journals. However, my t-tests showed mixed results: faculty members with higher level of vulnerable narcissism spent 6.417 years on average to obtain tenure compared to 8 years by less narcissistic colleagues but received significantly fewer teaching awards (M=3.222) and experienced low job satisfaction (M=3.139) than their less narcissistic peers.

Similarly, my multiple regressions results were mixed and revealed that high vulnerable narcissism (HighVNarci) was found to be negatively and significantly related to the number of teaching awards (ObSuc_TeachingAwards; $\beta = -0.859$, t=-1.973, p<0.1) and income satisfaction (c.IS; $\beta = -0.736$, t=-2.108, p<0.05) but positively and significantly related to grants obtained (ObSuc_GrantsCONV; $\beta = 0.527$, t=1.919, p<0.1), the number of publications (ObSuc_Journals; $\beta = 0.678$, t=2.325, p<0.05), and the number of keynote invitations (ObSuc_Keynote; $\beta = 0.776$, t=-1.737, p<0.1). Similarly to our main model (with interaction terms), the alternative regression models (with no interaction terms) results indicated a significant negative effect of vulnerable narcissism on the number of teaching awards obtained (ObSuc_TeachingAwards; $\beta = -0.333$, t=-1.848, p<0.1).

Overall, I obtain mixed results for Hypothesis 2.

Hypothesis 3. Hypothesis 3 predicted significant impact of grandiose-vulnerable interaction on faculty career success. Consistent with the findings from Jauk et al. (2017) that

the association between the two aspects of narcissism increases at high levels of grandiose narcissism, my regression models found grandiose-vulnerable interaction was significantly and positively related to income satisfaction (c.IS; $\beta = 0.632$, t=-1.959, p<0.1) while significantly and negatively related to grants obtained (ObSuc_GrantsCONV; $\beta = -0.620$, t=-2.545, p<0.05), the number of publications (ObSuc_Journals; $\beta = -0.784$, t=-2.973, p<0.01), publications in highly reputable journals (ObSuc_FT50; $\beta = -0.747$, t=-1.729, p<0.1), and the number of citations (ObSuc_Citations; $\beta = -2.007$, t=-3.508, p<0.01).

Therefore hypothesis 3 was supported.

Hypothesis 4. Hypothesis 4 predicted a positive relationship between Male (gender) and faculty career success. Prior literature found positive connections between Male and these faculty career success variables (Dobele et al., 2014; Gaudet et al., 2022; Guarino and Borden, 2017; Haynes and Fearful, 2007; Sutanto et al., 2014), and these articles attributed female faculty's less successful career to their disadvantaged positions both at work and at home. Furthermore, the faculty comments collected from my survey also confirmed these challenges faced by female faculty.

"Early in my career, being the only woman in a department was very difficult. My publications co-authored with men were thought to be the men's work. It was difficult. I left my old university without ever getting the rank of Full professor even though I was given a higher teaching load and had met standards. I am now much happier!"

"Dual career without sharing of household planning and action (kids, financial, home, meals, creation of family atmosphere) has been the biggest drain. My husband is a [...] that comes home exhausted from work and does not have financial skills. He owns his own practice, but I have had to deal with many of the financial issues in his practice that are not related to [...]. I have spent 20 years trying to have a full academic tenure-track career, raise kids, plan daily household, pick up from school, do all financial planning (daily, retirement, college taxes) and be the safety net for everything. I did have a nanny for nine years (until children were in middle school because I had tenure at that point) but she did not cook, clean, etc. She eventually worked for my husband so he had help at work but I lost my help."

"I think it is very difficult to remain "balanced" (i.e., putting equal emphasis on research and teaching as well as service) and be academically successful. I have always tried to more than meet expectations in all three areas. Sadly, there never seems to be enough hours in the

day. Due to circumstances, my research suffered from being a caregiver to a family member, dealing with the pandemic we have all faced and taking on more service activities early in my career than I should have."

To test this hypothesis, Welch Two Sample t-tests were conducted to assess if there are significant differences in faculty career success variables between gender groups. Male faculty reported a higher number of publications in highly reputable journals (FT50) (M = 6.857) when compared to female faculty (M = 4.070). The results of this t-test analysis revealed that this difference is significant (p=0.034).

Therefore, hypothesis 4 is supported by t-test results. However, there were no significant differences found for the other faculty success variables between the two gender groups.

Furthermore, the tests on control variables revealed some significant gender differences including the effects of Covid on research (c.Ctrl_PosCovidResearch; p=0.017), the effects of Covid on teaching (c.Ctrl_PosCovidTeach; p=0.017), the amount of household obligations (c.Ctrl_LightHouseholdObligations; p=0.001), the fact that faculty members are aware of their own citation impact index (Ctrl_Hindex; p=0.039), career interruptions (Ctrl_CareerInterruption; p=0.0002), caregiving obligations (Ctrl_LightCaregiving; p=0.044), the use of mainstream research methods (Ctrl_MainstreamMethod; p=0.061), and the number of children (Ctrl_ChildrenNumber; p=0.010). Overall, the t-test results indicated more positive effects of control variables on males than females, which may indirectly impact their chances of achieving career success. Essentially, my t-tests indicated that not only had females significantly heavier faculty service loads, more household obligations and care-giving duties, more career interruptions, and more negative effects by COVID, but also, they were more engaged in non-mainstream research which is usually considered as a disadvantage in terms of publication productivity.

However, despite all these disadvantages for female faculty members in both work and family domains, my multiple regressions revealed that female faculty members in my sample outperform their male counterparts on several success dimensions. In the main regression models, the Gender variable (Male) is found to be significantly and negatively related to salary (ObSuc_Salary; $\beta = -0.181$, t=-1.823, p<0.1), the number of citations (ObSuc_Citations; $\beta = -0.766$, t=-1.775, p<0.1), and teaching awards (ObSuc_TeachingAwards; $\beta = -0.647$, t=-2.131, p<0.05). Conversely, Male was found to

be significantly and positively related to the number of keynote speaker invitations (ObSuc_Keynote; $\beta = 0.712$, t=-2.346, p<0.05)

Therefore hypothesis 4 was not supported.

Hypothesis 5 and 6. Hypothesis 5 and 6 predicted a significant relationship between Grandiose-Gender interaction, Vulnerable-Gender interaction and faculty career success. Prior studies found that grandiose and vulnerable narcissism have different effects on career outcomes depending on gender. The t-tests indicated that, in my sample, males were found to have significantly higher level of vulnerable narcissism score (M = 25.429) than females (M = 22.250), however, no significant difference in grandiose narcissism score was found between the two gender groups.

As predicted, Grandiose-Gender interaction was shown to be significantly and positively related to salary (ObSuc_Salary; $\beta = 0.258$, t=1.974, p<0.1). Vulnerable-Gender interaction was shown to be significantly and positively related to research awards (ObSuc_ResearchAwards; $\beta = 0.535$, t =1.720, p<0.1) and teaching awards (ObSuc_TeachAwards; $\beta = 0.703$, t =-1.667, p<0.1) while significantly and negatively related to the number of publications (ObSuc_Journals; $\beta = -0.461$, t = -1.756, p<0.1) and the number of keynote speaker invitations (ObSuc_Keynote; $\beta = -0.986$, t = -2.243, p<0.05).

Therefore hypothesis 5 and 6 were partially supported.

4.3 Multicollinearity Tests

Concerning the potential impact of multicollinearity that could be caused by the inclusion of interaction terms in the models, a separate subgroup of regression analyses omitting the interaction terms were performed (see table 6 for alternative models testing grandiose narcissism and gender without interaction terms, and table 7 for models testing vulnerable narcissism and gender without interaction terms). When applicable, results of these alternative models are briefly discussed in our hypotheses testing result presentation. In addition, multicollinearity analyses using Variance Inflator Factors (VIF) were conducted (see table 8).

The multicollinearity detected by VIF analyses for the whole model is not severe (table 8, panel A, the highest VIF is 8.66 which is below 10, a threshold usually considered as acceptable). The Pearson correlation analysis captured a significant correlation between

grandiose narcissism (HighGNarci) and vulnerable narcissism (HighVNarci) but its magnitude is modest ($r = 0.26$, $p < 0.05$).The VIF analysis results revealed collinearity for both HighGNarci (VIF>3) and HighVNarci (VIF>7). Therefore, additional analyses were implemented by separating the two types of narcissism and putting them in different regression models and removing all interaction terms. For the models (without interaction terms) presented in table 6 and 7, further VIF analyses indicated that the problem of multicollinearity was fully resolved after isolating HighGNarci from HighVNarci and removing all interaction terms (the VIF values were all below 2).

Panel C: t-tests on Career Success Variables between GNarci Groups (N=81)

	HighGNarci		LowGNarci		
	N	Mean	N	Mean	p-value
ObjSuc_Salary	42	215,101.900	39	216,990.700	0.900
ObjSuc_PhDtoTenure	42	7.238	39	7.359	0.860
ObjSuc_Journals	42	19.810	39	19.692	0.974
ObjSuc_Citations	42	2,076.958	39	2,285.620	0.731
ObjSuc_ResearchAwards	42	3.762	39	3.877	0.839
ObjSuc_TeachingAwards	42	4.310	39	3.744	0.534
ObjSuc_FT50	42	5.530	39	6.000	0.753
ObjSuc_Keynote	42	3.271	39	2.550	0.483
ObjSuc_PhDSupervision	42	3.690	39	5.359	0.138
ObjSuc_GrantsCONV	42	2.690	39	2.897	0.506
JS	42	3.244	39	3.357	0.476
IS	42	4.044	39	4.161	0.490

*p0.1; **p0.05; ***p0.01

Panel D: t-tests on Career Success Variables between VNarci Groups (N=81)

	HighVNarci		LowVNarci		
	N	Mean	N	Mean	p-value
ObjSuc_Salary	36	215,135.700	45	216,711.800	0.918
ObjSuc_PhDtoTenure	36	6.417	45	8.000	0.018**
ObjSuc_Journals	36	17.840	45	21.284	0.345
ObjSuc_Citations	36	1,801.560	45	2,478.117	0.258
ObjSuc_ResearchAwards	36	3.389	45	4.160	0.160
ObjSuc_TeachingAwards	36	3.222	45	4.689	0.099*
ObjSuc_FT50	36	5.167	45	6.228	0.471
ObjSuc_Keynote	36	2.083	45	3.596	0.115
ObjSuc_PhDSupervision	36	4.250	45	4.689	0.695
ObjSuc_GrantsCONV	36	0.868	45	0.867	0.997
JS	36	3.139	45	3.427	0.067*
IS	36	4.083	45	4.114	0.857

*p0.1; **p0.05; ***p0.01

Table 4.4: TABLE 5 Multiple Regressions (All Independent Variables)

Panel A: Multiple Regression on Salary, Grants, PhDtoTenure, and Journals

		Dependent Variable:			
	Sign	(1)	(2)	(3)	(4)
HighGNarci	+	-0.127	0.204	0.072	0.258
		(-1.237)	(1.078)	(0.366)	(1.299)
HighVNarci	-	0.035	0.527*	-0.367	0.678**
		(0.243)	(1.919)	(-1.307)	(2.325)
Male	+	-0.181*	0.127	-0.141	-0.225
		(-1.823)	(0.740)	(-0.762)	(-1.107)
HighGNarci:Male	+	0.258*	-0.168	-0.158	-0.047
		(1.974)	(-0.714)	(-0.601)	(-0.177)
HighVNarci:Male	-	0.029	-0.323	0.312	-0.461*
		(0.215)	(-1.314)	(1.238)	(-1.756)
HighGNarci:HighVNarci	?	-0.028	-0.620**	0.018	-0.784***
		(-0.219)	(-2.545)	(0.068)	(-2.973)
Ctrl_EthnicityCaucasian	+			-0.311*	
				(-1.907)	
Ctrl_Canada	+	-0.131*	0.625***	-0.150	-0.307**
		(-1.885)	(5.027)	(-1.146)	(-2.229)
Ctrl_FullProf	+	0.174***		-0.255**	0.737***
		(2.816)		(-2.254)	(6.058)
Ctrl_HighPhDPrestige	+	0.225***		0.389***	-0.184
		(3.629)		(3.371)	(-1.502)
Ctrl_UG-BUSMajor	+	-0.099			
		(-1.433)			
Ctrl_UG-NorthAmerica	+	0.106		0.319**	
		(1.656)		(2.231)	
Ctrl_DesignationCONV	+			-0.178	
				(-1.512)	
Ctrl_MainstreamMethod	+				-0.449**
					(-2.260)
Ctrl_ChildrenNumber	-			-0.067	0.139**
				(-1.319)	(2.551)
Ctrl_MainstreamDomain	+		-0.353***	-0.217	
			(-2.699)	(-1.514)	
Ctrl_MBACONV	+		-0.166		
			(-1.543)		
Ctrl_IndustryExperience	+	0.147**	0.322**		
		(2.037)	(2.559)		
c.Ctrl_PosCovidResearch	+				0.355***
					(2.795)
c.Ctrl_SatisfyWorkSupport	+	0.087			-0.214*
		(1.482)			(-1.871)
c.Ctrl_LightServiceLoads	+	0.115*			0.263**
		(1.839)			(2.173)
c.Ctrl_LightHouseholdObligations	+				0.393**
					(2.315)
c.Ctrl_PosCovidTeach	+	0.152**			0.173
		(2.099)			(1.176)
Ctrl_LightCaregiving	+		-0.206		-0.289*
			(-1.628)		(-1.692)
Ctrl_ChildrenCONV	-		0.356**		
			(2.268)		
Constant		12.114***	0.218	2.481***	3.072***
		(104.064)	(0.938)	(10.297)	(12.620)
Observations		83	83	83	83
R2		0.447	0.508	0.337	0.671
Adjusted R2		0.323	0.423	0.201	0.584
Residual Std. Error		0.248 (df = 67)	0.464 (df = 70)	0.477 (df = 68)	0.478 (df = 65)
F Statistic		3.612*** (df = 15; 67)	6.012*** (df = 12; 70)	2.473*** (df = 14; 68)	7.781*** (df = 17; 65)
Note:					*p0.1; **p0.05; ***p0.01

Panel B: Multiple Regression on FT50, Citations, PhDSupervision and ResearchAwards

		Dependent Variable:			
	Sign	(1)	(2)	(3)	(4)
HighGNarci	+	0.226	0.687	-0.147	0.069
		(0.686)	(1.500)	(-0.511)	(0.282)
HighVNarci	-	0.309	0.556	0.653	-0.441
		(0.641)	(0.879)	(1.649)	(-1.308)
Male	+	-0.061	-0.766*	0.046	-0.069
		(-0.196)	(-1.775)	(0.175)	(-0.275)
HighGNarci:Male	+	-0.127	-0.381	-0.196	-0.167
		(-0.297)	(-0.632)	(-0.523)	(-0.506)
Male:HighVNarci	-	0.257	0.880	-0.439	0.535*
		(0.590)	(1.513)	(-1.169)	(1.720)
HighGNarci:HighVNarci	?	-0.747*	-2.007***	-0.450	-0.072
		(-1.729)	(-3.508)	(-1.253)	(-0.232)
Ctrl_Age	+		0.028*		
			(1.778)		
Ctrl_Canada	+	-0.370*	-0.816***		
		(-1.707)	(-2.760)		
Ctrl_PrestigeEmployer	+	0.228**		0.309***	0.127
		(2.052)		(3.213)	(1.444)
Ctrl_FullProf	+	0.480**	1.041***	0.712***	0.189
		(2.468)	(3.466)	(4.223)	(1.185)
Ctrl_HighPhDPrestige	+	0.303		0.259	0.460***
		(1.610)		(1.583)	(3.069)
c.Ctrl_SatisfyPhDMentorship	+		0.814***		0.346**
			(2.866)		(2.264)
Ctrl_Hindex	+	0.436**	0.998***	0.390**	0.359**
		(2.135)	(3.458)	(2.190)	(2.325)
Ctrl_MainstreamDomain	+				-0.446**
					(-2.544)
Ctrl_IndustryExperience	+	0.395*			-0.273
		(1.761)			(-1.616)
c.Ctrl_LightServiceLoads	+				-0.236
					(-1.618)
Ctrl_ChildrenNumber	-				0.086
					(0.953)
Ctrl_ChildrenCONV	-				-0.360
					(-1.285)
Ctrl_MBACONV	+		0.817***		0.331**
			(2.887)		(2.203)
Ctrl_DesignationCONV	+		0.460*		0.406**
			(1.722)		(2.618)
c.Ctrl_SatisfyWorkSupport	+		0.558**		
			(2.144)		
c.Ctrl_LightHouseholdObligations	+	-0.364	-0.515		
		(-1.297)	(-1.289)		
Ctrl_LightCaregiving	+	-0.434	-0.570	-0.538***	
		(-1.572)	(-1.517)	(-2.890)	
Ctrl_TraumaCONV	-		-0.550*		
			(-1.858)		
Ctrl_CareerInterruption	-		0.515		0.506***
			(1.454)		(2.673)
c.Ctrl_PosCovidResearch	+	0.538**	0.868***	0.321*	0.360**
		(2.581)	(3.049)	(1.807)	(2.522)
c.Ctrl_PosCovidTeach	+		-0.594*		
			(-1.939)		
Constant		0.469	4.798***	0.337	0.771**
		(1.443)	(4.953)	(1.438)	(2.269)
Observations		83	83	83	83
R2		0.467	0.658	0.531	0.519
Adjusted R2		0.347	0.547	0.451	0.363
Residual Std. Error		0.806 (df = 67)	1.067 (df = 62)	0.711 (df = 70)	0.576 (df = 62)
F Statistic		3.909*** (df = 15; 67)	5.956*** (df = 20; 62)	6.608*** (df = 12; 70)	3.340*** (df = 20; 62)
Note:					*p0.1; **p0.05; ***p0.01

Panel C: Multiple Regression on TeachingAwards, Keynote, c.JS and c.IS

		Dependent Variable:			
	Sign	(1)	(2)	(3)	(4)
HighGNarci	+	0.395	0.039	-0.24	-0.008
		-1.263	-0.121	(-1.116)	(-0.029)
HighVNarci	-	-0.859*	0.776*	-0.097	-0.736**
		(-1.973)	-1.737	(-0.293)	(-2.108)
Male	+	-0.647**	0.712**	0.01	-0.067
		(-2.131)	-2.346	-0.047	(-0.289)
HighGNarci:Male	+	-0.114	0.247	-0.0003	-0.346
		(-0.278)	-0.583	(-0.001)	(-1.056)
HighVNarci:Male	-	0.703*	-0.986**	0.119	0.701**
		-1.667	(-2.243)	-0.386	-2.108
HighGNarci:HighVNarci	?	-0.048	-0.482	0.107	0.632*
		(-0.123)	(-1.224)	-0.397	-1.959
Ctrl_EthnicityCaucasian	+		-0.298	0.206	
			(-1.306)	-1.313	
Ctrl_Canada	+			-0.192	
				(-1.373)	
Ctrl_DisciplineACCO	-	-0.538**	0.624***	0.238	
		(-2.445)	-2.812	-1.63	
Ctrl_PrestigeEmployer	+	0.182*		0.116	
		-1.705		-1.541	
Ctrl_FullProf	+				0.315**
					-2.126
Ctrl_UG-NorthAmerica	+	0.387*			0.718***
		-1.962			-4.548
Ctrl_DesignationCONV	+	0.304			
		-1.516			
Ctrl_HighPhDPrestige	+			-0.250*	
				(-1.955)	
Ctrl_Hindex	+			-0.275**	
				(-2.045)	
Ctrl_MainstreamMethod	+			-0.295	
				(-1.264)	
Ctrl_MainstreamDomain	+			0.261	
				-1.424	
c.Ctrl_LightHouseholdObligations	+			0.548***	
				-3.787	
Ctrl_ChildrenNumber	-	0.257***		-0.177***	
		-3.108		(-3.174)	
Ctrl_TraumaCONV	-			-0.357**	
				(-2.554)	
c.Ctrl_PosCovidResearch	+	0.445**		0.328**	
		-2.423		-2.512	
Ctrl_IndustryExperience	+		0.34		
			-1.509		
Ctrl_CareerInterruption	-		0.419*		
			-1.779		
c.Ctrl_SatisfyWorkSupport	+				0.330**
					-2.272
Constant		0.669*	-0.362	0.545	-0.562**
		-1.947	(-0.969)	-1.558	(-2.477)
Observations		83	83	83	83
R2		0.316	0.236	0.593	0.347
Adjusted R2		0.199	0.129	0.478	0.266
Residual Std. Error		0.772 (df = 70)	0.803 (df = 72)	0.508 (df = 64)	0.647 (df = 73)
F Statistic		2.698*** (df = 12; 70)	2.218** (df = 10; 72)	5.170*** (df = 18; 64)	4.305*** (df = 9; 73)
Note:					*p0.1; **p0.05; ***p0.01

Table 4.5: TABLE 6 Multiple Regressions (Only G-Narcissism and Gender)

Panel A: Multiple Regression on Salary, Grants, PhDtoTenure, and Journals

		Dependent Variable:			
	Sign	(1)	(2)	(3)	(4)
HighGNarci	+	0.032	-0.121	-0.057	-0.061
		(0.561)	(-1.135)	(-0.522)	(-0.517)
Male	+	-0.029	0.015	-0.114	-0.563***
		(-0.440)	(0.130)	(-0.946)	(-3.672)
Ctrl_EthnicityCaucasian	+	-0.126		-0.328**	
		(-1.537)		(-2.111)	
Ctrl_Canada	+	-0.113*	0.776***	-0.223*	
		(-1.741)	(6.511)	(-1.886)	
Ctrl_PrestigeEmployer	+	-0.044			
		(-1.312)			
Ctrl_DisciplineACCO	-		-0.172		
			(-1.319)		
Ctrl_FullProf	+	0.186***	0.150	-0.263**	0.827***
		(3.047)	(1.387)	(-2.412)	(6.647)
Ctrl_HighPhDPrestige	+	0.223***	0.211*	0.399***	
		(3.627)	(1.883)	(3.483)	
Ctrl_Hindex	+		-0.142		
			(-1.242)		
Ctrl_MainstreamDomain	+		-0.396***	-0.228	
			(-2.770)	(-1.645)	
Ctrl_UG-BUSMajor	+	-0.102	0.213		
		(-1.492)	(1.639)		
Ctrl_UG-NorthAmerica	+	0.164**		0.271*	
		(2.255)		(1.989)	
Ctrl_IndustryExperience	+	0.166**	0.203		
		(2.326)	(1.537)		
Ctrl_MainstreamMethod	+				-0.369*
					(-1.918)
c.Ctrl_SatisfyWorkSupport	+	0.081			-0.198*
		(1.371)			(-1.708)
c.Ctrl_LightServiceLoads	+	0.101			0.259**
		(1.632)			(2.141)
c.Ctrl_LightHouseholdObligations	+				0.469***
					(3.269)
c.Ctrl_PosCovidTeach	+	0.130*			0.267*
		(1.841)			(1.920)
Ctrl_ChildrenNumber	-			-0.073	0.108*
				(-1.504)	(1.963)
Ctrl_CareerInterruption	-				-0.250
					(-1.523)
c.Ctrl_PosCovidResearch	+				0.383***
					(2.966)
Constant		12.110***	0.410*	2.426***	2.967***
		(103.109)	(1.684)	(10.683)	(13.226)
Observations		83	83	83	83
R2		0.433	0.478	0.287	0.594
Adjusted R2		0.326	0.405	0.199	0.531
Residual Std. Error		0.248 (df = 69)	0.471 (df = 72)	0.478 (df = 73)	0.508 (df = 71)
F Statistic		4.058*** (df = 13; 69)	6.592*** (df = 10; 72)	3.259*** (df = 9; 73)	9.445*** (df = 11; 71)
Note:					*p0.1; **p0.05; ***p0.01

Panel B: Multiple Regression on FT50, Citations, PhDSupervision and ResearchAwards

		Dependent Variable:			
	Sign	(1)	(2)	(3)	(4)
HighGNarci	+	-0.037	-0.351	-0.405**	-0.095
		(-0.200)	(-1.308)	(-2.520)	(-0.711)
Male	+	-0.065	-0.829***	-0.048	0.051
		(-0.299)	(-2.827)	(-0.264)	(0.315)
Ctrl_EthnicityCaucasian	+	-0.577**			
		(-2.123)			
Ctrl_Age	+		0.032**		
			(2.157)		
Ctrl_Canada	+	-0.292	-0.402		-0.220
		(-1.446)	(-1.372)		(-1.491)
Ctrl_PrestigeEmployer	+			0.277***	
				(2.968)	
Ctrl_FullProf	+	0.452**	1.288***	0.765***	0.230
		(2.346)	(4.353)	(4.716)	(1.666)
Ctrl_HighPhDPrestige	+	0.665***		0.295*	0.472***
		(3.210)		(1.824)	(3.441)
c.Ctrl_SatisfyPhDMentorship	+		0.662**		0.357**
			(2.260)		(2.481)
Ctrl_Hindex	+	0.365*	0.615**	0.380**	0.356**
		(1.855)	(2.111)	(2.195)	(2.426)
Ctrl_MainstreamDomain	+	-0.434*			-0.590***
		(-1.804)			(-3.502)
Ctrl_UG-NorthAmerica	+	0.365			
		(1.555)			
Ctrl_IndustryExperience	+	0.503**			
		(2.137)			
c.Ctrl_LightHouseholdObligations	+	-0.352			
		(-1.224)			
Ctrl_UG-BUSMajor	+			0.280	
				(1.465)	
Ctrl_LightCaregiving	+	-0.437		-0.587***	
		(-1.581)		(-3.342)	
Ctrl_MBACONV	+		0.641**		0.288*
			(2.134)		(1.992)
c.Ctrl_SatisfyWorkSupport	+		0.502*		
			(1.826)		
Ctrl_TraumaCONV	-	-0.268	-0.528*		
		(-1.325)	(-1.768)		
Ctrl_DesignationCONV	+				0.311**
					(2.174)
Ctrl_CareerInterruption	-				0.429**
					(2.406)
c.Ctrl_PosCovidResearch	+	0.347	0.953***		0.342**
		(1.594)	(3.282)		(2.472)
c.Ctrl_PosCovidTeach	+	0.458*	-0.563*		
		(1.892)	(-1.750)		
Constant		1.178***	5.107***	0.287	0.806***
		(2.829)	(6.082)	(1.111)	(2.999)
Observations		83	83	83	83
R2		0.482	0.536	0.495	0.456
Adjusted R2		0.366	0.456	0.44	0.363
Residual Std. Error		0.795 (df = 67)	1.170 (df = 70)	0.718 (df = 74)	0.576 (df = 70)
F Statistic		4.156*** (df = 15; 67)	6.737*** (df = 12; 70)	9.054*** (df = 8; 74)	4.893*** (df = 12; 70)
Note:					*p0.1; **p0.05; ***p0.01

Panel C: Multiple Regression on TeachingAwards, Keynote, c.JS and c.IS

		Dependent Variable:			
	Sign	(1)	(2)	(3)	(4)
HighGNarci	+	0.119	0.040	-0.188	0.050
		(0.655)	(0.215)	(-1.627)	(0.337)
Male	+	-0.508**	0.081	0.064	0.060
		(-2.321)	(0.346)	(0.447)	(0.399)
Ctrl_EthnicityCaucasian	+		-0.588**	0.215	
			(-2.510)	(1.455)	
Ctrl_Canada	+			-0.203	
				(-1.648)	
Ctrl_DisciplineACCO	-	-0.395*	0.441**	0.248*	0.252
		(-1.930)	(2.067)	(1.849)	(1.525)
Ctrl_PrestigeEmployer	+	0.171		0.115	
		(1.654)		(1.617)	
Ctrl_FullProf	+	0.272			0.247*
		(1.523)			1.693
Ctrl_Hindex	+	-0.332*		-0.276**	
		-1.697		-2.231	
Ctrl_MainstreamMethod	+	-0.549*		-0.323	
		-1.842		-1.505	
Ctrl_UG-NorthAmerica	+	0.436**			0.677***
		2.269			4.220
Ctrl_MBACONV	+	-0.246			
		-1.326			
Ctrl_MainstreamDomain	+			0.273	
				1.571	
Ctrl_HighPhDPrestige	+		0.333*	-0.258**	
			1.686	-2.090	
Ctrl_IndustryExperience	+		0.435*		
			1.865		
c.Ctrl_LightHouseholdObligations	+	0.359	-0.487*	0.555***	
		1.645	-1.699	3.958	
Ctrl_LightCaregiving	+		-0.419		
			-1.458		
Ctrl_ChildrenNumber	-	0.256***	0.103	-0.172***	
		3.133	1.171	-3.307	
Ctrl_TraumaCONV	-			-0.348**	
				-2.638	
c.Ctrl_PosCovidResearch	+	0.439**		0.330**	
		2.245		2.635	
c.Ctrl_PosCovidTeach	+		0.361		
			1.605		
c.Ctrl_SatisfyWorkSupport	+				0.290**
					1.998
Constant		1.240***	0.160	0.513	-0.811***
		2.734	0.462	1.525	-3.577
Observations		83	83	83	83
R2		0.308	0.210	0.590	0.305
Adjusted R2		0.190	0.101	0.505	0.250
Residual Std. Error		0.777 (df = 70)	0.816 (df = 72)	0.494 (df = 68)	0.654 (df = 76)
F Statistic		2.598*** (df = 12; 70)	1.918* (df = 10; 72)	6.980*** (df = 14; 68)	5.546*** (df = 6; 76)
Note:					*p0.1; **p0.05; ***p0.01

Table 4.6: TABLE 7 Multiple Regressions (Only V-Narcissism and Gender)

Panel A: Multiple Regression on Salary, Grants, PhDtoTenure, and Journals

		Dependent Variable:			
	Sign	(1)	(2)	(3)	(4)
HighVNarci	-	0.034	-0.098	-0.155	-0.166
		(0.560)	(-0.859)	(-1.354)	(-1.400)
Male	+	-0.037	0.041	-0.098	-0.499***
		(-0.553)	(0.352)	(-0.816)	(-3.216)
Ctrl_EthnicityCaucasian	+	-0.127		-0.287*	
		(-1.548)		(-1.861)	
Ctrl_Canada	+	-0.120*	0.796***	-0.166	
		(-1.788)	(6.391)	(-1.361)	
Ctrl_PrestigeEmployer	+	-0.04			-0.096
		(-1.168)			(-1.417)
Ctrl_DisciplineACCO	-		-0.176		
			(-1.350)		
Ctrl_FullProf	+	0.188***	0.143	-0.258**	0.842***
		(3.087)	(1.322)	(-2.416)	(6.799)
Ctrl_HighPhDPrestige	+	0.220***	0.216*	0.395***	
		(3.574)	(1.921)	(3.505)	
Ctrl_Hindex	+		-0.155		
			(-1.365)		
Ctrl_MainstreamDomain	+		-0.399***	-0.221	
			(-2.769)	(-1.582)	
Ctrl_UG-BUSMajor	+	-0.101	0.212		
		(-1.486)	(1.621)		
Ctrl_UG-NorthAmerica	+	0.157**		0.316**	
		(2.203)		(2.357)	
Ctrl_IndustryExperience	+	0.169**	0.201		
		(2.353)	(1.514)		
Ctrl_MainstreamMethod	+				-0.383**
					(-2.016)
c.Ctrl_SatisfyWorkSupport	+	0.086			-0.192
		(1.449)			(-1.620)
c.Ctrl_LightServiceLoads	+	0.1			0.278**
		(1.624)			(2.321)
c.Ctrl_LightHouseholdObligations	+				0.480***
					(3.375)
c.Ctrl_PosCovidTeach	+	0.126*			0.271*
		(1.803)			(1.984)
Ctrl_DesignationCONV	+			-0.163	
				(-1.416)	
Ctrl_ChildrenNumber	-			-0.061	0.110**
				(-1.290)	(2.049)
Ctrl_CareerInterruption	-				-0.249
					(-1.583)
c.Ctrl_PosCovidResearch	+				0.365***
					(2.866)
Constant		12.119***	0.379	2.430***	3.077***
		(106.186)	(1.563)	(11.008)	(13.547)
Observations		83	83	83	83
R2		0.433	0.474	0.321	0.612
Adjusted R2		0.326	0.401	0.226	0.545
Residual Std. Error		0.248 (df = 69)	0.473 (df = 72)	0.469 (df = 72)	0.501 (df = 70)
F Statistic		4.058*** (df = 13; 69)	6.489*** (df = 10; 72)	3.397*** (df = 10; 72)	9.182*** (df = 12; 70)
Note:					*p0.1; **p0.05; ***p0.01

Panel B: Multiple Regression on FT50, Citations, PhDSupervision and ResearchAwards

		Dependent Variable:			
	Sign	(1)	(2)	(3)	(4)
HighVNarci	-	0.083	-0.052	-0.018	-0.091
		(0.417)	(-0.182)	(-0.101)	(-0.650)
Male	+	-0.079	-0.779**	-0.122	0.068
		(-0.362)	(-2.600)	(-0.636)	(0.413)
Ctrl_EthnicityCaucasian	+	-0.596**			
		(-2.166)			
Ctrl_Age	+		0.033**		
			(2.210)		
Ctrl_Canada	+	-0.32	-0.457		-0.199
		(-1.526)	(-1.509)		(-1.303)
Ctrl_PrestigeEmployer	+			0.251**	
				(2.523)	
Ctrl_FullProf	+	0.448**	1.231***	0.679***	0.230
		(2.336)	(4.123)	(3.925)	(1.661)
Ctrl_HighPhDPrestige	+	0.675***		0.362**	0.477***
		(3.255)		(2.085)	(3.485)
c.Ctrl_SatisfyPhDMentorship	+		0.716**		0.376**
			(2.445)		(2.626)
Ctrl_Hindex	+	0.348*	0.669**	0.357**	0.352**
		(1.770)	(2.215)	(2.000)	(2.407)
Ctrl_MainstreamDomain	+	-0.465*			-0.584***
		(-1.909)			(-3.426)
Ctrl_UG-NorthAmerica	+	0.379			
		(1.640)			
Ctrl_IndustryExperience	+	0.512**		0.324	
		(2.165)		(1.612)	
c.Ctrl_LightHouseholdObligations	+	-0.339			
		(-1.188)			
Ctrl_LightCaregiving	+	-0.434		-0.583***	
		(-1.582)		(-3.193)	
Ctrl_MBACONV	+		0.688**		0.303**
			(2.275)		(2.095)
Ctrl_DesignationCONV	+		0.369		0.321**
			(1.301)		(2.238)
c.Ctrl_SatisfyWorkSupport	+		0.540*		
			(1.906)		
Ctrl_TraumaCONV	-	-0.284	-0.496		
		(-1.377)	(-1.617)		
Ctrl_CareerInterruption	-				0.416**
					(2.360)
c.Ctrl_PosCovidResearch	+	0.339	0.919***		0.331**
		(1.558)	(3.146)		(2.392)
c.Ctrl_PosCovidTeach	+	0.471*	-0.513	0.324	
		(1.954)	(-1.591)	(1.590)	
Constant		1.186***	4.641***	0.15	0.761***
		(2.876)	(5.527)	(0.596)	(2.843)
Observations		83	83	83	83
R2		0.483	0.536	0.469	0.456
Adjusted R2		0.367	0.449	0.403	0.362
Residual Std. Error		0.794 (df = 67)	1.178 (df = 69)	0.741 (df = 73)	0.576 (df = 70)
F Statistic		4.173*** (df = 15; 67)	6.135*** (df = 13; 69)	7.153*** (df = 9; 73)	4.881*** (df = 12; 70)
Note:					*p0.1; **p0.05; ***p0.01

Panel C: Multiple Regression on TeachingAwards, Keynote, c.JS and c.IS

		Dependent Variable:			
	Sign	(1)	(2)	(3)	(4)
HighVNarci	-	-0.333*	-0.13	0.004	0.099
		(-1.848)	(-0.697)	-0.033	-0.657
Male	+	-0.399*	0.18	0.068	0.037
		(-1.954)	-0.899	-0.466	-0.24
Ctrl_EthnicityCaucasian	+		-0.334	0.211	
			(-1.505)	-1.437	
Ctrl_Canada	+			-0.225*	
				(-1.750)	
Ctrl_DisciplineACCO	-	-0.498**	0.501**	0.230*	0.257
		(-2.334)	-2.465	-1.745	-1.556
Ctrl_PrestigeEmployer	+	0.178*		0.095	
		(1.694)		(1.330)	
Ctrl_MainstreamMethod	+	-0.471*			
		(-1.671)			
Ctrl_UG-NorthAmerica	+	0.338*			0.667***
		(1.767)			(4.275)
Ctrl_DesignationCONV	+	0.315			
		(1.573)			
Ctrl_ChildrenNumber	-	0.241***		-0.174***	
		(3.076)		(-3.320)	
Ctrl_TraumaCONV	-			-0.317**	
				(-2.384)	
c.Ctrl_PosCovidResearch	+	0.542***		0.288**	
		(2.937)		(2.284)	
c.Ctrl_SatisfyWorkSupport	+				0.309**
					(2.100)
Ctrl_FullProf	+		0.321*		0.255*
			(1.759)		(1.753)
Ctrl_HighPhDPrestige	+		0.248	-0.227*	
			(1.333)	(-1.939)	
Ctrl_Hindex	+			-0.290**	
				(-2.342)	
c.Ctrl_LightHouseholdObligations	+			0.571***	
				(4.064)	
Constant		1.109***	0.216	0.382*	-0.816***
		(2.895)	(0.727)	(1.769)	(-3.884)
Observations		83.000	83.000	83.000	83.000
R2		0.291	0.166	0.560	0.307
Adjusted R2		0.203	0.101	0.484	0.253
Residual Std. Error		0.770 (df = 73)	0.816 (df = 76)	0.505 (df = 70)	0.653 (df = 76)
F Statistic		3.327*** (df = 9; 73)	2.530** (df = 6; 76)	7.419*** (df = 12; 70)	5.622*** (df = 6; 76)
Note:					*p0.1; **p0.05; ***p0.01

Table 4.7: TABLE 8 Table of Variance Inflation Factors

Panel A: VIFs for M1aStepWise (M1aSW) ~ M12aStepWise (M12aSW)

	M1aSW	M2aSW	M3aSW	M4aSW	M5aSW	M6aSW	M7aSW	M8aSW	M9aSW	M10aSW	M11aSW	M12aSW
HighGNarci	3.534904	3.453232	3.556898	3.576549	3.465632	3.823634	3.408703	3.765708	3.405212	3.38891	3.731239	3.331112
HighVNarci	7.0533	7.179508	7.091985	7.616023	7.316973	7.209514	6.359639	7.020932	6.515649	6.351237	8.667185	5.97161
Male	3.160818	2.682992	2.944329	3.544486	2.921472	3.212294	2.726371	3.782004	3.040631	2.808596	3.441863	2.528089
HighGNarci:Male	4.831318	4.481459	5.339217	5.341608	4.871206	5.571126	4.857691	5.731386	4.903165	4.865241	5.73133	4.483944
HighVNarci:Male	5.195608	5.10944	5.08859	5.488188	5.300561	5.414904	5.091687	5.307864	5.429743	5.464181	6.677672	4.806269
HighG-Narci:HighVNarci	4.656952	4.701911	5.008163	5.182766	4.904612	4.90169	4.366596	5.011699	4.355204	4.097751	4.803539	4.236664
c.Ctrl_LightServiceLoads	1.28187			1.300266				1.302254				
c.Ctrl_SatisfyPhDMentorship						1.358496		1.348306				
c.Ctrl_SatisfyWorkSupport	1.148492			1.185223		1.233646						1.047735
c.Ctrl_PosCovidResearch				1.428315	1.354318	1.438419	1.264227	1.240806	1.14434		1.342235	
c.Ctrl_PosCovidTeach	1.412757			1.569185		1.370521						
c.Ctrl_LightHouseholdObligations				2.38053	2.286853	2.639265					1.534364	
Ctrl_Age						1.880306						
Ctrl_EthnicityCaucasian			1.777541							1.228452	1.446302	
Ctrl_Canada	1.40753	1.282458	1.349205	1.476903	1.288784	1.368581					1.34969	
Ctrl_DisciplineACCO									1.384028	1.304101	1.412117	
Ctrl_HighPhDPrestige	1.295138		1.211423	1.360855	1.130731		1.094585	1.400953			1.31949	
Ctrl_PrestigeEmployer					1.223925		1.182204	1.490819	1.236832		1.414595	
Ctrl_Hindex					1.28905	1.468275	1.26053	1.444807			1.408285	
Ctrl_FullProf	1.284572		1.159588	1.332518	1.201404	1.633038	1.160248	1.581496				1.084138
'Ctrl_UG-BUSMajor'	1.179059											
'Ctrl_UG-NorthAmerica'	1.214128		1.63622						1.18899			1.085869
Ctrl_MBACONV		1.058662				1.381814		1.339254				
Ctrl_DesignationCONV			1.189501			1.216365		1.410063	1.310161			
Ctrl_IndustryExperience	1.290876	1.118709			1.176765			1.300822		1.198639		
Ctrl_CareerInterruption						1.728637		1.697082		1.353407		
Ctrl_TraumaCONV						1.400812					1.382964	
Ctrl_LightCaregiving		1.35522		2.325212	2.133133	2.259546	1.250011					
Ctrl_MainstreamMethod				1.519557							1.852814	
Ctrl_MainstreamDomain		1.16164	1.324333					1.358425			1.899935	
Ctrl_ChildrenCONV		1.329112						2.758229				
Ctrl_ChildrenNumber			1.269952	1.44677				2.756474	1.274623		1.349796	

Panel B: VIFs for M1bStepWise (M1bSW) ~ M12bStepWise (M12bSW)

	M1bSW	M2bSW	M3bSW	M4bSW	M5bSW	M6bSW	M7bSW	M8bSW	M9bSW	M10bSW	M11bSW	M12bSW
HighGNarci	1.084591	1.058449	1.101268	1.121077	1.150642	1.089474	1.042392	1.11469	1.133042	1.056195	1.131658	1.061581
Male	1.362631	1.217512	1.253619	1.791748	1.448229	1.237225	1.232273	1.55039	1.559918	1.62127	1.639579	1.048713
c.Ctrl_LightServiceLoad	1.260756			1.149362								
c.Ctrl_SatisfyPhDMentorship						1.202767		1.197475				
c.Ctrl_SatisfyWorkSupport	1.194566			1.080268		1.146935						1.021861
c.Ctrl_PosCovidResearch				1.306084	1.514778	1.248272		1.164402	1.28247		1.300834	
c.Ctrl_PosCovidTeach	1.343049			1.248024	1.542079	1.25608				1.267304		
c.Ctrl_LightHouseholdObligations				1.507192	2.474453				1.49333	2.331007	1.515409	
Ctrl_Age						1.398328						
Ctrl_EthnicityCaucasian	1.668494		1.602168		1.774522					1.251072	1.359594	
Ctrl_Canada	1.230295	1.141811	1.096343		1.152835	1.118757		1.167276			1.10744	
Ctrl_DisciplineACCO		1.301768							1.186977	1.16693	1.255912	1.087243
Ctrl_PrestigeEmployer	1.178903						1.085553		1.140251		1.339322	
Ctrl_Hindex		1.183739			1.234266	1.247122	1.165393	1.303357	1.271122		1.25769	
Ctrl_FullProf	1.255271	1.07954	1.072774	1.236241	1.212955	1.319585	1.050893	1.186501	1.09111			1.020475
Ctrl_HighPhDPrestige	1.281188	1.175449	1.190037		1.408879		1.055252	1.176432		1.215672	1.293034	
'Ctrl_UG-BUSMajor'	1.150599	1.158039					1.075559					
'Ctrl_UG-NorthAmerica'	1.577364		1.476527		1.592121				1.115453			1.096287
Ctrl_MBACONV						1.296991		1.238637	1.126075			
Ctrl_DesignationCONV								1.199179				
Ctrl_IndustryExperience	1.264845	1.189645			1.333772					1.242893		
Ctrl_CareerInterruption				1.638948				1.498695				
Ctrl_TraumaCONV					1.183056	1.187058					1.294229	
Ctrl_LightCaregiving					2.206198		1.09033			2.261647		
Ctrl_MainstreamMethod				1.258894					1.297571		1.657546	
Ctrl_MainstreamDomain		1.34933	1.236356		1.341249			1.25363			1.81123	
Ctrl_ChildrenNumber			1.149114	1.302274					1.23569	1.3071	1.231429	

Panel C: VIFs for M1cStepWise (M1cSW) ~ M12cStepWise (M12cSW)

	M1cSW	M2cSW	M3cSW	M4cSW	M5cSW	M6cSW	M7cSW	M8cSW	M9cSW	M10cSW	M11cSW	M12cSW
HighVNarci	1.225641	1.194803	1.216742	1.144179	1.290112	1.226084	1.136036	1.205463	1.120943	1.071621	1.275794	1.092516
Male	1.418956	1.221019	1.281566	1.88803	1.497798	1.272637	1.324409	1.583112	1.385117	1.18157	1.656067	1.087928
Ctrl_EthnicityCaucasian	1.671226		1.635304		1.826606					1.120889	1.283252	
Ctrl_Canada	1.310893	1.239832	1.203883		1.24658	1.181727		1.252955			1.15578	
Ctrl_PrestigeEmployer	1.214297			1.184065			1.158086		1.197369		1.284235	
Ctrl_FullProf	1.249297	1.077651	1.068916	1.261292	1.205361	1.323478	1.123051	1.186855		1.02754		1.019768
Ctrl_HighPhDPrestige	1.283167	1.172998	1.193649		1.412943		1.138592	1.170753		1.073513	1.119969	
Ctrl_DisciplineACCO		1.303586							1.308978	1.060184	1.158694	1.090286
'Ctrl_UG-BUSMajor'	1.150205	1.158219										
'Ctrl_UG-NorthAmerica'	1.518652		1.490128		1.54079				1.122729			1.041679
Ctrl_IndustryExperience	1.273209	1.192704			1.346438		1.11301					
c.Ctrl_SatisfyWorkSupport	1.201917			1.158443		1.199123						1.052235
c.Ctrl_LightServiceLoad	1.259043			1.157727								
c.Ctrl_PosCovidTeach	1.325648			1.234087	1.530869	1.249274	1.25551					
Ctrl_Hindex		1.159524			1.228713	1.322249	1.165264	1.292789			1.210534	
Ctrl_MainstreamDomain		1.357737	1.297428		1.380301			1.281367				
Ctrl_DesignationCONV			1.166917			1.128601		1.203143	1.310561			
Ctrl_ChildrenNumber			1.142455	1.275312					1.150224		1.208225	
Ctrl_MainstreamMethod				1.266949					1.177576			
c.Ctrl_LightHouseholdObligations				1.523299	2.441674						1.460202	
Ctrl_CareerInterruption				1.552518				1.46813				
c.Ctrl_PosCovidResearch				1.30755	1.518129	1.244538		1.163217	1.162119		1.264142	
Ctrl_LightCaregiving					2.173652		1.106229					
Ctrl_Age						1.39667						
c.Ctrl_SatisfyPhDMentorship						1.183549		1.182834				
Ctrl_MBACONV						1.296613		1.240051				

Chapter 5

Conclusion

5.1 Theoretical Contributions

This thesis makes three original contributions to knowledge (ie., personality job fit theory and social role theory). Firstly, this study investigated the separate effects of grandiose and vulnerable narcissism in the North American universities and challenged the results of previous research: positive effects of grandiose narcissism and negative effects of vulnerable narcissism. While most of prior studies (Hirschi and Jaensch, 2015; Westerman et al., 2012) only investigated the impact of narcissism on career success in general and produced mixed results, few research has been implemented to separate the effect of grandiose and vulnerable narcissism. My results challenged the findings of Oflu et al. (2020) and discovered significant positive impact of high vulnerable narcissism on the number of publications, the amount of research grants, and the number of keynote speaker invitations as well as significant negative impact of high grandiose narcissism on the number of PhD students supervised. The second contribution improved our current understanding of the role of gender in career and challenged the findings of prior studies. Previous research (Dobele et al., 2014; Gaudet et al., 2022; Guarino and Borden, 2017; Haynes and Fearful, 2007; Klemm Verbos and Vee E. Dykstra, 2014; Lanier and Tanner, 1999; Pyke, 2018; Reilly et al., 2016; Treviño et al., 2017) revealed significant gender discrimination in North American academic community caused by the institutional structures of inequity (good old boy club culture) and the "ideology of mother". As a result of gender discrimination, female faculties suffered from serious disadvantages when it comes to career success. In contrast, my findings revealed that female faculty in my sample significantly outperform their male colleagues in

terms of annual salaries, research productivity, and job satisfaction, although they face more challenges at work and at home. Therefore, according to my results, it is reasonable to infer that female professors with high vulnerable narcissism are more likely to be successful. The third contribution is that my study investigated the joint impact of narcissism and gender on accounting faculty in the context. Current studies (Chan and Cheung, 2022; Fanning et al., 2017) indicated that grandiose and vulnerable narcissism have different effects on career outcomes depending on gender, whereas my results discovered that narcissism-gender interactions have significant effects on salary, the number of research awards, the number of publications, and the number of keynote speaker invitations.

5.2 Methodological Contributions

This study has two methodological contributions: one contribution is that this study applied the most recently developed big five scoring key and narcissism conversion algorithm in calculation of grandiose narcissism scores. The narcissism measures used in previous studies have a few problems: some of these scales contain overly sensitive and offensive questions (Ames et al., 2006; Foster et al., 2015; Gentile et al., 2013; Paulhus and Jones, 2015; Pincus et al., 2009; Raskin and Terry, 1988); some questionnaires are either unnecessarily long (Glover et al., 2012; Sherman et al., 2015) or excessively short (Back et al., 2013; Konrath et al., 2014; Schoenleber et al., 2015); and some of them are designed for measuring narcissism of a particular profession such as teachers (Friedman, 2016). Therefore, the greatest advantages of the chosen scale is that it includes mild questions with proper length.

The other contribution is that this study has a mix of quantitative and qualitative research methods. Almost all prior studies replied on a single research method: most gender literature (Clauset et al., 2015; Collins et al., 2000; Dwyer, 1994; Elliott and Blithe, 2021; Gago and Macias, 2014; Jones and Dhanani, 2017) adopted qualitative research methods such as interviews and focus groups, and very few articles (Bailey et al., 2016; Yip et al., 2020) used survey based quantitative methods, whereas most existing narcissism literature (Fanning et al., 2017; Jandaghi et al., 2014; Oflu et al., 2020) mostly applied quantitative research designs. In contrast, this is the first study that applied mix research methods to confirm the existence of gender discrimination and narcissism advantages in the North

American context and to explain and further demonstrate the mechanisms behind the differences between the results of this study and previous findings. The results of quantitative and qualitative data analysis confirmed the joint impact of gender and narcissism on accounting faculty's career success, and the faculty comments collected by the survey have indicated strong signs of grandiose narcissism and highlighted the challenges faced by female faculties.

5.3 Managerial Contributions

The findings of this study could help universities improve their training programs for PhD students and also mentoring programs for assistant professors. Since both grandiose narcissism and vulnerable narcissism have positive and negative effects on different aspects of faculty's job performance (ie., research, teaching, and service) and their work-life balance, during a PhD program, each PhD candidate should be well-informed about how their personality traits would affect their objective and subjective career success. For example, individuals with high grandiose narcissism should be taught to develop self-reflection skills so as to control their inflated ego and also to enhance their pro-social skills such as coaching and mentoring, whereas individuals with high vulnerable narcissism should be helped with developing stronger self-confidence and managing their fragile ego so as to remain resilient when confronting constructive criticisms and rejections.

In addition, since the results of this study found no evidence suggesting that female faculty were disadvantaged when it comes to overall career success despite their heavier service loads at both work and home, this may indicate that personality matters more than gender, or that significant progresses have been made in the academic community over the past decades to reduce the impact of gender inequality on faculty career development. Therefore, the findings of this study may also help future PhD applicants develop better understanding of the relationship between personality and career success and therefore enable them to determine if pursuing an academic career is a good 'fit' for them.

5.4 Limitations and Directions for Future Research

This study is subject to three major limitations: low response rate, survey biases, and significant amount of missing data on faculty's narcissism score measures. Despite precautions when designing the faculty questionnaire, the actual number of responses collected is unexpectedly low (6%). When selecting the measuring instruments for both types of narcissism scores, multiple rounds of screening processes were conducted to compare and contrast all currently available versions of narcissism questionnaires, and the selected questionnaire included the least provocative questions and with suitable length. In addition, a pilot test was conduct on a small group of tenured accounting professors at the University of Sydney, and the comments and suggestions from the pilot test participants were reflected on the revisions of the faculty questionnaire before distributing to the pool of 1,427 targeted participants. Therefore, future studies may expand the participants pool to increase response rate and the number of completed surveys. The contradictions between my results and the existing literature as well as the partially supported hypotheses can be attributed to two types of survey biases: sampling bias and questionnaire bias. Despite the use of stratified sampling technique by collecting faculty data from different types of universities (ie., research intensive, doctoral granting, teaching, and service oriented), one type of sampling bias found in my study was survivorship bias, since my statistical analyses only relied on the "survived" (completed) surveys. Faculty who participated and completed the survey tend to have similar personality traits, and therefore the collected sample data may not represent the entire faculty population, resulting in significant different results from the previous literature which included more diverse pool of participants.

Furthermore, my study was also subjected to two types of questionnaire bias: self-selection bias and social desirability bias. Since the participation in my study was completely on a voluntary basis, the participants have been informed that there are no negative consequences for not participating, stopping in the middle, or asking us not to use collected data. As a result, some faculty participants started the survey but stopped halfway. Therefore, it is highly likely that the faculty who chose to opt out of the survey have similar traits, and my results became biased because of missing their data. Moreover, during the data collection stage, I applied to six Canadian business schools for my accounting PhD and had zoom meetings with many of accounting faculty who were also targeted participants.

In addition, my analyses were also subjected to social desirability bias and familairty bias, because some responses were collected after my supervisor sent out the second reminder to her academic network. Therefore, the academic connections between survey participants and my thesis supervisor may also affect their survey responses.

Since the inconsistencies between this study and prior literature could be caused by various types of survey biases, future studies may administer the data collection process through a third-party agency such as a survey company to reduce self-selection bias and social desirability bias. Furthermore, the response rates of some narcissism scoring questions were much lower than the rest. For example, questions such as “I take advantage of others.”, “I cheat to get ahead.”, and “I am secretly "put out" or annoyed when other people come to me with their troubles, asking me for my time and sympathy.” received less than 60% response rate. As a result, the accuracy of computed narcissism scores was significantly reduced because of the missing data. Therefore, future studies may need to find ways to soften these questions to reduce the amount of missing data.

Apart from the above suggested improvements in survey administration and data collection, future studies may also consider using different research designs such as experiments to disentangle the gender effect from personality traits such as narcissism or adopting qualitative research designs such as interviews and focus groups to obtain insights regarding the mechanisms behind the captured gender and narcissism effects. Furthermore, another meaningful direction for future research is to further expand the scope of my study by conducting similar studies in different contexts. Future studies may investigate the impact of gender and narcissism on faculty career success in Asian, Australian, European, and African universities to further capture the moderating effect of culture. Moreover, faculties from other business disciplines such as marketing, strategic management, and business analytics may also become the subjects of future research. In addition, researchers may also examine the impact of the other two dark triad components and other demographic characteristics like age, race, or social-economic background on the career success of business professors.

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Appendix A

Variable Definitions

APPENDIX A
Variable Definitions

Variable	Definition
Dependent Variables	
log.ObjSuc_Salary	Log of faculty's annual salary (measured in local currency)
log.ObjSuc_PhDtoTenure	Log of the number of years from PhD completion to tenure status
log.ObjSuc_Journals	Log of the number of publications
log.ObjSuc_Citations	Log of the number of citations
log.ObjSuc_ResearchAwards	Log of the number of research awards
log.ObjSuc_TeachingAwards	Log of the number of teaching awards
log.ObjSuc_FT50	Log of the number of articles published in FT 50 journals
log.ObjSuc_Keynote	Log of the number of times the faculty has been invited as a keynote speaker at an academic event
log.ObjSuc_PhDSupervision	Log of the number of PhD students the faculty has supervised (including the ones currently under supervision)
log.ObjSuc_GrantsCONV	Log of the total amount of research grants the faculty has obtained since his/her PhD completion (measured in local currency)
c.JS	The mean-score of faculty's job satisfaction measured by using a 5-Point Likert Scale psychometric assessment instrument from Hayman, Jeremy. (2005)
c.IS	The mean-score of faculty's income satisfaction by using a 5-Point Likert Scale psychometric assessment instrument from Fahrenberg, J., Myrtek, M., Schumacher, J. and Brähler, E. (2000)
Independent Variables	
HighGNarci	The grandiose narcissism score calculated according to the scoring key from Maples, J. L., Guan, L., Carter, N. T., Miller, J. D. (2014). Binary variable (0,1), coded 1 if the score is greater than median, and 0 otherwise
HighVNarci	The vulnerable narcissism score calculated according to the scoring key from Hendin, H.M., Cheek, J.M. (1997). Binary variable (0,1), coded 1 if the score is greater than median, and 0 otherwise
Male	Binary variable (0,1), coded 1 if the self-declared gender of the faculty is male, and 0 otherwise
Control Variables	
c.Ctrl_LightServiceLoads	The mean-score of faculty's self-reported level of academic service loads measured by a 5-Point Likert Scale ranging from "very light" to "very heavy" Binary variable (0,1), coded 1 if the faculty responded "very light or "light or äverage" and 0 otherwise
c.Ctrl_SatisfyPhDMentorship	The mean-score of faculty's self-reported level of satisfaction with their PhD mentorship when they were PhD students, measured by a 5-Point Likert Scale ranging from "very dissatisfying" to "very satisfying" Binary variable (0,1), coded 1 if the faculty responded ßatisfying or "very satisfying and 0 otherwise
c.Ctrl_SatisfyWorkSupport	The mean-score of self-reported level of support faculty received from Department Chair and Dean over the past five years, measured by a 5-Point Likert Scale ranging from "little or almost no support" to "more than sufficient support" Binary variable (0,1), coded 1 if the faculty responded ßufficient support or "more than sufficient support and 0 otherwise

APPENDIX A (continued)
Variable Definitions

Variable	Definition
c.Ctrl_PosCovidResearch	The mean-score of self-reported impact of COVID-19 on faculty's research productivity, measured by a 5-Point Likert Scale ranging from "severe negative impact" to "significant positive impact" Binary variable (0,1), coded 1 if the faculty responded "significant positive impact", or "moderate positive impact", or "no or minimal impact" and 0 otherwise
c.Ctrl_PosCovidTeach	The mean-score of faculty's self-reported impact of COVID-19 on teaching activities, measured by a 5-Point Likert Scale ranging from "severe negative impact" to "significant positive impact" Binary variable (0,1), coded 1 if the faculty responded "significant positive impact", or "moderate positive impact", or "no or minimal impact" and 0 otherwise
c.Ctrl_LightHouseholdObligations	The mean-score of faculty's self-reported level of household obligations over the past five years, measured by a 5-Point Likert Scale ranging from "very light" to "very heavy" Binary variable (0,1), coded 1 if the faculty responded "very light", or "light", or "average" and 0 otherwise
Ctrl_Age	Faculty's self-reported age at the time of completing the survey
Ctrl_EthnicityCaucasian	Faculty's self-reported ethnicity (Caucasian/Non-Caucasian/Prefer not to respond) Binary variable (0,1), coded 1 if the faculty responded Caucasian", and 0 otherwise
Ctrl_Canada	Faculty's place of work at the time of completing the survey (Canada/U.S.) Binary variable (0,1), coded 1 if the faculty responded "Canada", and 0 otherwise
Ctrl_DisciplineACCO	Faculty's academic discipline at the time of completing the survey (Accounting/Finance) Binary variable (0,1), coded 1 if the faculty responded "Accounting", and 0 otherwise
Ctrl_PrestigeEmployer	The prestige of faculty's employer according to research intensity (Research intensive/Doctoral granting/Non-Doctoral granting) Binary variable (0,1), coded 1 if the employer is "Research intensive", and 0 otherwise
Ctrl_Hindex	Faculty's knwoledge of their own h-index at the time of completing the survey (Known/Unknown) Binary variable (0,1), coded 1 if the faculty responded "Yes", and 0 otherwise
Ctrl_FullProf	Faculty's academic rank at the time of completing the survey (Full professor/Associate professor) Binary variable (0,1), coded 1 if the faculty responded "Full professor", and 0 otherwise
Ctrl_HighPhDPrestige	The prestige of faculty's PhD according to QS World University Rankings of graduating university (Top School/Other School) Binary variable (0,1), coded 1 if the ranking of the graduating university is beyond sample average, and 0 otherwise

APPENDIX A (continued)
Variable Definitions

Variable	Definition
Ctrl_UG-BUSMajor	Faculty's major at the time of completing undergraduate study (Business major/Non-business major) Binary variable (0,1), coded 1 if the faculty's undergraduate major belongs to one of the business disciplines, and 0 otherwise
Ctrl_UG-NorthAmerica	The country where faculty obtained undergraduate degree (Canada and U.S./Other countries) Binary variable (0,1), coded 1 if the faculty obtained a Canadian or US undergraduate degree, and 0 otherwise
Ctrl_MBACONV	Whether or not the faculty has a Master of Business Administration degree at the time of completing the survey (Yes/No) Binary variable (0,1), coded 1 if the faculty responded "Yes", and 0 otherwise
Ctrl_DesignationCONV	Whether or not the faculty has a professional designation (e.g., CPA, CFA, etc) at the time of completing the survey (Yes/No) Binary variable (0,1), coded 1 if the faculty responded "Yes", and 0 otherwise
Ctrl_IndustryExperience	Whether or not the faculty has work experience in the industry (e.g., practical auditing or tax experience in an accounting firm, financial analysis or portfolio management experience at a financial institution, etc) at the time of completing the survey (Yes/No) Binary variable (0,1), coded 1 if the faculty responded "Yes", and 0 otherwise
Ctrl_CareerInterruption	Whether or not the faculty has experienced any career interruption (e.g., pregnancy, sick leave, other leaves, etc) since PhD completion (Yes/No) Binary variable (0,1), coded 1 if the faculty responded "Yes", and 0 otherwise
Ctrl_TraumaCONV	Whether or not the faculty has experienced any traumatic life events (e.g., divorce, death of relative, serious health issues, etc) during the past five years (Yes/No) Binary variable (0,1), coded 1 if the faculty responded "Yes", and 0 otherwise
Ctrl_LightCaregiving	Whether or not the faculty has significant caregiving responsibilities (Yes/No) Binary variable (0,1), coded 1 if the faculty responded "Yes", and 0 otherwise
Ctrl_MainstreamMethod	Faculty's predominant research methodology (Qualitative/Quantitative/Both Qualitative and Quantitative); "Quantitative" and "Both Qualitative and Quantitative" classified as mainstream research method Binary variable (0,1), coded 1 if the faculty responded "Quantitative", or "Both Qualitative and Quantitative", and 0 otherwise
Ctrl_MainstreamDomain	Faculty's predominant research domain ({Finance/Economics domain}/{Social/Behavioral domain}/{Both Economics and Behavioral domains}); "Finance/Economics domain" and "Both Economics and Behavioral domains" classified as mainstream research domain Binary variable (0,1), coded 1 if the faculty responded "Finance/Economics domain", or "Both Economics and Behavioral domains", and 0 otherwise
Ctrl_ChildrenCONV	Whether or not the faculty has children at the time of completing the survey (Yes/No) Binary variable (0,1), coded 1 if the faculty responded "Yes", and 0 otherwise
Ctrl_ChildrenNumber	The total number of children at the time of completing the survey

Appendix B

Business Faculty Survey

APPENDIX B

Business Faculty Survey

INFORMATION AND CONSENT FORM

Study Title: The Impact of Individual Characteristics on the Career Success of Business Faculty
Researcher: Zheng (Ben) Wu
Researcher's Contact Information: zheng.wu@mail.concordia.ca
Faculty Supervisor: Sophie Audousset-Coulier
Faculty Supervisor's Contact Information: sophie.audousset@concordia.ca
Faculty Co-Supervisor: Joel Bothello
Faculty Co-Supervisor's Contact Information: Joel.bothello@concordia.ca
Source of funding for the study: N/A

You are being invited to participate in the research study mentioned above. This form provides information about what participating would mean. Please read it carefully before deciding if you want to participate or not. If there is anything you do not understand, or if you want more information, please ask the researcher.

A. PURPOSE

The purpose of the research is to examine the impact of individual characteristics on the career success of business faculty.

B. PROCEDURES

If you participate, you will be asked to answer multiple choices questions and provide ratings according to your own perception. In total, participating in this study will take around 20 minutes.

C. RISKS AND BENEFITS

Potential benefits include: The publication of research results of this study improves your knowledge of career success factors in business academia.

D. CONFIDENTIALITY

We will gather the following information as part of this research: information regarding your career history, individual traits, and educational background. We will not allow anyone to access the information, except people directly involved in conducting the research. We will only use the information for the purposes of the research described in this form. The information gathered will be coded. That means that the information will be identified by a code. The researcher will have a list that links the code to your name. We will protect the information by having your data

safely stored in a password-protected facility and only authorized researchers will have access to this information. Confidentiality will be provided to the fullest extent possible by law. We intend to publish the results of the research. However, it will not be possible to identify you in the published results. We will fully comply with any participant requests to destroy or exclude data from analysis within two weeks from data collection. Once data has been analyzed it will not be possible to remove individual observations from the dataset.

After the survey data collected from participants, all the datasets will be downloaded from the Qualtrics portal and stored in Excel files on my personal computer which is password-protected. The Excel files and their derivatives (e.g; RStudio programming codes and outputs) will be only shared between my two supervisors and myself throughout the whole study. I will then archive the raw datasets and all their derivatives on a personal hard drive for reference during the thesis defence and journal publication process and will destroy the files five years from the date of the study's data collection. The collected data will not be used in future research without participants' consent.

F. CONDITIONS OF PARTICIPATION

You do not have to participate in this research. It is purely your decision. If you do participate, you can stop at any time. You can also ask that the information you provided not be used, and your choice will be respected. If you decide that you don't want us to use your information, you must tell the researcher before completing this survey. There are no negative consequences for not participating, stopping in the middle, or asking us not to use your information.

G. PARTICIPANT'S DECLARATION

I have read and understood this form. I have had the chance to ask questions and any questions have been answered. I agree to participate in this research under the conditions described. By clicking the below link "Yes, I consent", I have understood the nature of this project and wish to participate. I am not waiving any of my legal rights by signing this form. My click below indicates my consent. If you have questions about the scientific or scholarly aspects of this research, please contact the researcher. Their contact information is on page 1. You may also contact their faculty supervisor. If you have concerns about ethical issues in this research, please contact the Manager, Research Ethics, Concordia University, 514.848.2424 ex. 7481 or oor.ethics@concordia.ca.

- ○ Yes, I consent (1)
- ○ No, I do not consent (2)

Skip To: End of Survey If INFORMATION AND CONSENT FORMStudy Title: The Impact of Individual Characteristics on the Career S... = No, I do not consent

Please answer the following questions:

	(1)
Q1 Which year did you obtain your PhD? (1)	
Q2 Which year did you obtain your first tenure? (2)	
Q3 How many papers in peer-reviewed journals you have published since your PhD? (3)	
Q4 What is the total number of citations of your publications? (4)	

Page Break

Q5 What is your h-index? (If your h-index is unknown, please write N/A)

_____

Q6 How many papers you have published in FT50 journals? (Please click to see the full list: FT50 Journals)

_____

Page Break

Q7 What is the total amount of research grants you have obtained since your PhD? (in your local currency)

- ○ Below 20K (1)
- ○ Between 20K and 50K (2)
- ○ Between 50K and 100K (3)
- ○ Between 100K and 500K (4)
- ○ Above 500K (5)

Page Break

Please answer the following questions.

	(1)
Q8 How many research awards and distinctions have you received since your PhD? (1)	
Q9 How many times have you been invited as a keynote speaker at an academic event? (2)	
Q10 How many teaching awards and distinctions have you received since your PhD? (3)	
Q11 How many PhD students have you supervised? (including the ones currently under supervision) (4)	
Q12 What is your teaching load on average in hours per school year? (5)	

Page Break

Q13 What is your current academic rank?

- ○ Associate (1)
- ○ Full (2)

Q14 From which university did you earn your PhD? (Specify the name of university)

_____

Q15 What is the discipline of your main undergraduate degree?

_____

Q16 From which university did you earn your main undergraduate degree? (Specify the name of university)

_____

Q17 What is the discipline of your main master level university degree? (If you do not have a master's degree, please write N/A)

_____

Q18 From which university did you earn your main master level university degree?(Specify the name of university; If you do not have a master's degree, please write N/A)

_____

Page Break

Please answer the following questions.

	Yes (1)	No (2)
Q19 Do you have an MBA? (1)	○	○
Q20 Do you have a professional designation (e.g., CPA, CFA, etc)? (2)	○	○
Q21 Do you have work experience in the industry?" (e.g., practical auditing or tax experience in an accounting firm, financial analysis or portfolio management experience in a large financial institution, etc) (4)	○	○
Q22 Have you experienced any career interruption since your PhD? (e.g., pregnancy, sick leave, other leaves, etc) (5)	○	○
Q23 Have you experienced any traumatic life events during the past five years? (e.g., divorce, death of relative, serious health issues, etc) (6)	○	○
Q24 Do you have significant caregiving responsibilities to your household? (7)	○	○

Page Break

Q25 Are you a qualitative or quantitative researcher?

- ○ Qualitative (3)
- ○ Quantitative (4)
- ○ Both Qualitative and Quantitative (5)

Q26 Which domain is closest to your work?

- ○ Finance/Economics domain (1)
- ○ Social/Behavioral domain (2)
- ○ Both Economics and Behavioral domains (3)

Q27 How would you rate your faculty service loads?

- ○ Very light (1)
- ○ Light (2)
- ○ Average (3)
- ○ Heavy (4)
- ○ Very heavy (5)

Page Break

Q28 Please rate the mentorship quality during your PhD:

- ○ Very dissatisfying (1)
- ○ Dissatisfying (2)
- ○ Average (3)
- ○ Satisfying (4)
- ○ Very satisfying (5)

Q29 Please rate the level of support you received from department chair and Dean over the past five years:

- ○ Little or almost no support (1)
- ○ Minimum support (2)
- ○ Adequate support (3)
- ○ Sufficient support (4)
- ○ More than sufficient support (5)

Q30 Please rate the effect of the Covid-19 pandemic on your research productivity:

- ○ Severe negative impact (1)
- ○ Moderate negative impact (2)
- ○ No or minimal impact (3)
- ○ Moderate positive impact (4)
- ○ Significant positive impact (5)

Q31 Please rate the effect of the Covid-19 pandemic on the other aspects of your academic work (ie. teaching and service):

- Severe negative impact (1)
- Moderate negative impact (2)
- No or minimal impact (3)
- Moderate positive impact (4)
- Significant positive impact (5)

Q32 Please rate the level of household obligations over the past five years:

- Very light (1)
- Light (2)
- Average (3)
- Heavy (4)
- Very heavy (5)

Page Break

Q33 Do you have a spouse?

- Yes (1)
- No (2)

Display This Question:

If Q33 Do you have a spouse? = Yes

Q33a What is the occupation of your spouse? (Please select from the list)

▼ Management Occupations (1) ... Unemployed (24)

Q34 Do you have children?

- ○ Yes (1)
- ○ No (2)

Display This Question:
If Q34 Do you have children? = Yes

Q34a How many children do you have?

_____

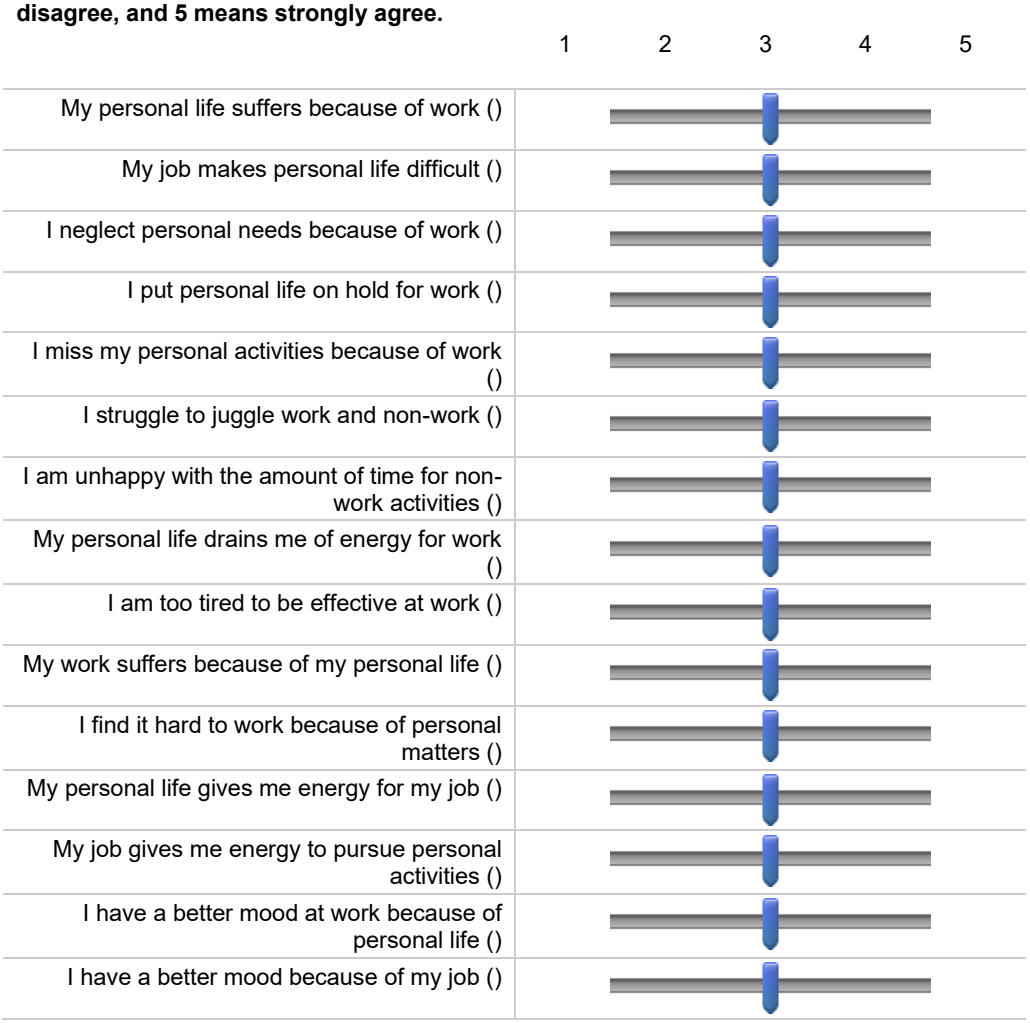
Display This Question:
If Q34 Do you have children? = Yes

Q34b What is the age of your ${lm://Field/2} child?

_____

Page Break

Q35 Please provide ratings to the below statements on a 1 to 5 scale. 1 means strongly disagree, and 5 means strongly agree.



Page Break

Q36 Please provide ratings to the below statements on a 1 to 5 scale. 1 means very dissatisfied, and 5 means very satisfied.

	1 2 3 4 5
With my income, I am.... ()	
With what I own today, I am.... ()	
With my standard of living, I am.... ()	
With the security of my economic existence, I am.... ()	
With my future earning potential, I am.... ()	
With the opportunities that I can offer my family due to my financial situation, I am.... ()	
With my expected financial security (such as pension and insurance for old-age services) after retirement, I am.... ()	

Page Break

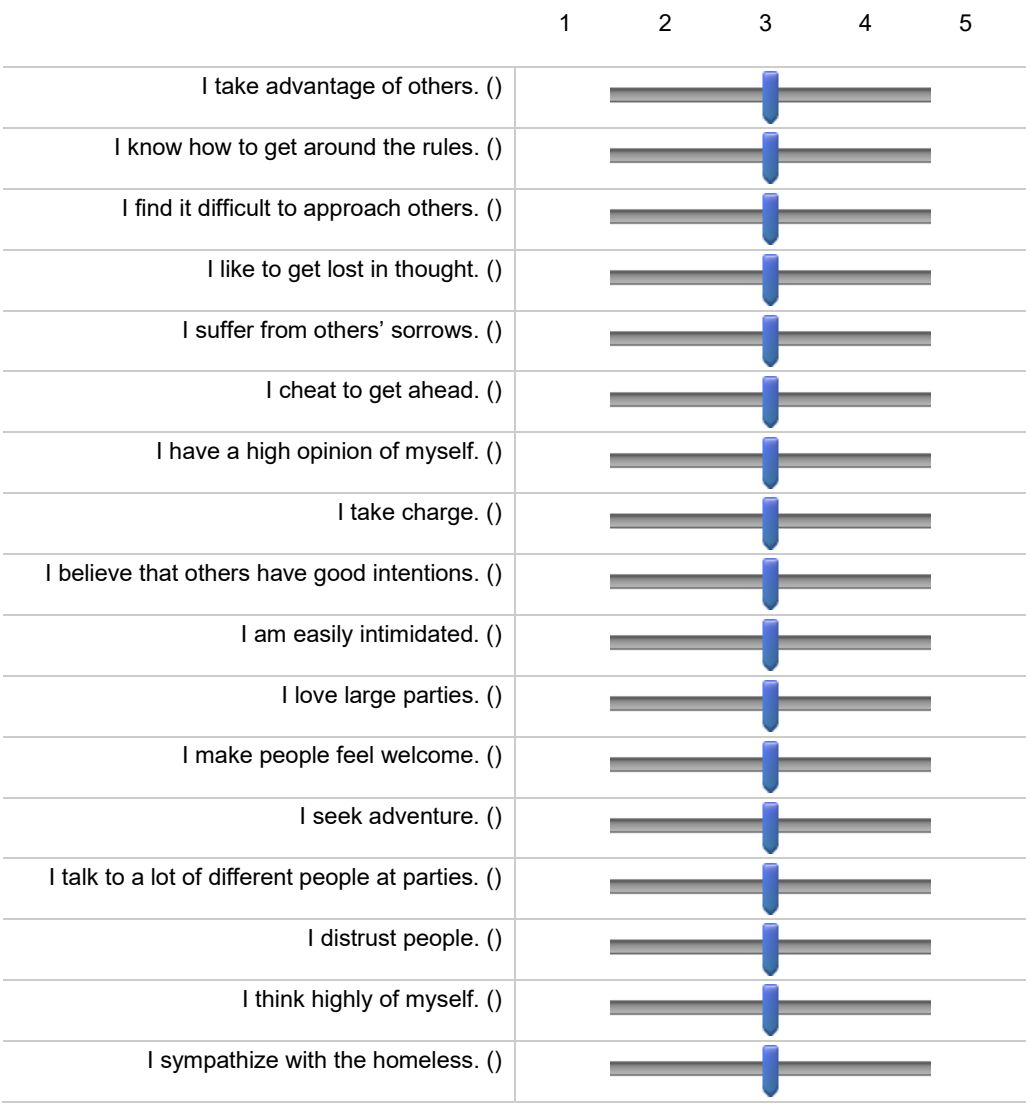
Q37 Please answer the following questions by deciding to what extent each item is characteristic of your feelings and behavior. Fill in the blank next to each item by choosing a number from the scale printed below.

1= Very uncharacteristic or untrue, strongly disagree
2= Uncharacteristic
3= Neutral
4= Characteristic
5= Very characteristic or true, strongly agree

	1	2	3	4	5
I can become entirely absorbed in thinking about my personal affairs, my health, my cares or my relations to others. ()					
My feelings are easily hurt by ridicule or the slighting remarks of others. ()					
When I enter a room I often become self-conscious and feel that the eyes of others are upon me. ()					
I dislike sharing the credit of an achievement with others. ()					
I feel that I have enough on my hands without worrying about other people's troubles. ()					
I feel that I am temperamentally different from most people. ()					
I often interpret the remarks of others in a personal way. ()					
I easily become wrapped up in my own interests and forget the existence of others. ()					
I dislike being with a group unless I know that I am appreciated by at least one of those present. ()					
I am secretly "put out" or annoyed when other people come to me with their troubles, asking me for my time and sympathy. ()					

Page Break

Q38 Please read each item carefully and choose the one answer that best corresponds to your agreement or disagreement. If you the statement is very inaccurate choose 1, if it is moderately inaccurate choose 2, if it is neither accurate nor inaccurate choose 3, if it is moderately accurate choose 4, and if it is very accurate choose 5.



Page Break

I turn my back on others. ()	
I am concerned about others. ()	
I avoid crowds. ()	
I set high standards for myself and others. ()	
I work hard. ()	
I am not highly motivated to succeed. ()	
I make myself the center of attention. ()	
I take control of things. ()	
I do more than what's expected of me. ()	
I feel sympathy for those who are worse off than myself. ()	
I use flattery to get ahead. ()	
I love excitement. ()	
I enjoy wild flights of fantasy. ()	
I love to daydream. ()	
I wait for others to lead the way. ()	
I trust what people say. ()	
I believe that I am better than others. ()	
I try to lead others. ()	
I love action. ()	
I have a vivid imagination. ()	
I am not interested in other people's problems. ()	
I don't like crowded events. ()	

I enjoy being reckless. ()	
I trust others. ()	
I love to help others. ()	
I am able to stand up for myself. ()	
I am not embarrassed easily. ()	

Q39 Your age:

_____

Q40 Your gender:

- Male (1)
- Female (2)
- Other (3)

Q41 Your ethnicity:

- Caucasian (1)
- Non-Caucasian (2)
- Prefer not to respond (3)

Q42 What is the gross amount of your current annual salary before tax and deductions? (in your local currency)

_____

Q43 Do you have further insights about the topic of academic success in your discipline to share with me? Please feel free to type your comments in the textbox below:

_____

Appendix C

R Programming Scripts

NarcissisticProjectWIP

Ben Wu

2023-08-07

```
error=TRUE
```

Imported the dataset to R

```
library(readxl)
NarcissisticProjectWIP <- read_excel("C:/Users/Administrator/Desktop/R files/NarcissisticProjectWIP.xls:
```

Converted qualitative variables to numerical variables

```
library(plyr)

NarcissisticProjectWIP$ObjSuc_GrantsCONV=revalue(NarcissisticProjectWIP$ObjSuc_Grants,

c("Below 20K"="0", "Between 20K and 50K"="1", "Between 50K and 100K"="2", "Between 100K and 500K"="3", '

NarcissisticProjectWIP$GenderCONV=revalue(NarcissisticProjectWIP$Gender,
c("Male"="1", "Female"="0"))

NarcissisticProjectWIP$Ctrl_EthnicityCONV=revalue(NarcissisticProjectWIP$Ctrl_Ethnicity,
c("Caucasian"="1", "Non-Caucasian"="0", "Prefer not to respond"="0"))

NarcissisticProjectWIP$Ctrl_CountryCONV=revalue(NarcissisticProjectWIP$Ctrl_Country,
c("Canada"="1", "U.S"="0"))

NarcissisticProjectWIP$Ctrl_DisciplineCONV=revalue(NarcissisticProjectWIP$Ctrl_Discipline,
c("Accounting"="1", "Finance"="0"))

NarcissisticProjectWIP$Ctrl_EmployerCONV=revalue(NarcissisticProjectWIP$Ctrl_Employer,
c("Non-Doctoral granting"="0", "Doctoral granting"="1", "Research intensive"="2"))

NarcissisticProjectWIP$Ctrl_HindexCONV=revalue(NarcissisticProjectWIP$Ctrl_Hindex,
c("Yes"="1", "No"="0"))

NarcissisticProjectWIP$Ctrl_RankCONV=revalue(NarcissisticProjectWIP$Ctrl_Rank,
c("Full"="1", "Associate"="0"))

NarcissisticProjectWIP$Ctrl_PhDPrestigeCONV=revalue(NarcissisticProjectWIP$Ctrl_PhDPrestige,
c("Top School"="1", "Other School"="0"))
```

```
NarcissisticProjectWIP$Ctrl_UndergraduateMajorCONV=revalue(NarcissisticProjectWIP$Ctrl_UndergraduateMaj
c("Business major"="1", "Non-business major"="0"))

NarcissisticProjectWIP$Ctrl_UndergraduateCountryCONV=revalue(NarcissisticProjectWIP$Ctrl_UndergraduateC
c("Canada"="2", "U.S"="1", "Other country"="0"))

NarcissisticProjectWIP$Ctrl_MasterMajorCONV=revalue(NarcissisticProjectWIP$Ctrl_MasterMajor,
c("Business major"="1", "Non-business major"="0"))

NarcissisticProjectWIP$Ctrl_MasterCountryCONV=revalue(NarcissisticProjectWIP$Ctrl_MasterCountry,
c("Canada"="2", "U.S"="1", "Other country"="0"))

NarcissisticProjectWIP$Ctrl_MBACONV=revalue(NarcissisticProjectWIP$Ctrl_MBA,
c("Yes"="1", "No"="0"))

NarcissisticProjectWIP$Ctrl_DesignationCONV=revalue(NarcissisticProjectWIP$Ctrl_Designation,
c("Yes"="1", "No"="0"))

NarcissisticProjectWIP$Ctrl_ExperienceCONV=revalue(NarcissisticProjectWIP$Ctrl_Experience,
c("Yes"="1", "No"="0"))

NarcissisticProjectWIP$Ctrl_InterruptionCONV=revalue(NarcissisticProjectWIP$Ctrl_Interruption,
c("Yes"="1", "No"="0"))

NarcissisticProjectWIP$Ctrl_TraumaCONV=revalue(NarcissisticProjectWIP$Ctrl_Trauma,
c("Yes"="1", "No"="0"))

NarcissisticProjectWIP$Ctrl_CaregivingCONV=revalue(NarcissisticProjectWIP$Ctrl_Caregiving,
c("Yes"="1", "No"="0"))

NarcissisticProjectWIP$Ctrl_ResearchMethodCONV=revalue(NarcissisticProjectWIP$Ctrl_ResearchMethod,
c("Both Qualitative and Quantitative"="2", "Quantitative"="1", "Qualitative"="0"))

NarcissisticProjectWIP$Ctrl_ResearchDomainCONV=revalue(NarcissisticProjectWIP$Ctrl_ResearchDomain,
c("Both Economics and Behavioral domains"="2", "Finance/Economics domain"="1", "Social/Behavioral domai

NarcissisticProjectWIP$Ctrl_ServiceLoadsCONV=revalue(NarcissisticProjectWIP$Ctrl_ServiceLoads,
c("Very light"="1","Light"="1","Average" ="1", "Heavy"="0","Very heavy"="0"))

NarcissisticProjectWIP$Ctrl_PhDMentorshipCONV=revalue(NarcissisticProjectWIP$Ctrl_PhDMentorship,
c("Satisfying"="1","Very satisfying"="1","Very dissatisfying" ="0", "Dissatisfying"="0","Average"="0"))

NarcissisticProjectWIP$Ctrl_WorkSupportCONV=revalue(NarcissisticProjectWIP$Ctrl_WorkSupport,
c("Sufficient support"="1","More than sufficient support"="1","Little or almost no support" ="0", "Mini

NarcissisticProjectWIP$Ctrl_CovidResearchCONV=revalue(NarcissisticProjectWIP$Ctrl_CovidResearch,
c("No or minimal impact"="1","Moderate positive impact"="1","Significant positive impact" ="1", "Severe

NarcissisticProjectWIP$Ctrl_CovidTeachCONV=revalue(NarcissisticProjectWIP$Ctrl_CovidTeach,
c("No or minimal impact"="1","Moderate positive impact"="1","Severe negative impact"="0","Moderate nega

NarcissisticProjectWIP$Ctrl_HouseholdObligationsCONV=revalue(NarcissisticProjectWIP$Ctrl_HouseholdObligа
c("Very light"="1","Light"="1","Average" ="1", "Heavy"="0","Very heavy"="0"))
```

```
NarcissisticProjectWIP$Ctrl_SpouseCONV=revalue(NarcissisticProjectWIP$Ctrl_Spouse,
c("Yes"="1", "No"="0"))

NarcissisticProjectWIP$Ctrl_ChildrenCONV=revalue(NarcissisticProjectWIP$Ctrl_Children,
c("Yes"="1", "No"="0"))
```

Reloaded the file in R after removing all strings in the previous file

```
library(readxl)
NarcissisticProjectWIPCONVStringRemoved <- read_excel("C:/Users/Administrator/Desktop/R files/Narcissis
```

Installed AMELIA II package

```
library(Amelia)
```

Subsetted the aggregated dataset into smaller subsets: ObjSucSubset, SubSucSubset, VNarciSubset, GNarciSubset1, GNarciSubset2

```
ObjSucsub<-subset(NarcissisticProjectWIPCONVStringRemoved, select =c(3,4,5,6,7,126,9,10,11,12))

SubSucSub<-subset(NarcissisticProjectWIPCONVStringRemoved, select =c(13:34))

VNarciSub<-subset(NarcissisticProjectWIPCONVStringRemoved, select =c(35:44))

GNarciSub1<-subset(NarcissisticProjectWIPCONVStringRemoved, select =c(45:66))

GNarciSub2<-subset(NarcissisticProjectWIPCONVStringRemoved, select =c(67:88))
```

Implemented the imputation procedure to all five subsets

```
ObjSucImp<-amelia(ObjSucsub, m = 1, idvars = NULL, ts = NULL,
       cs = NULL, priors = NULL, lags = NULL, empri = 0, intercs = FALSE,
       leads = NULL, splinetime = NULL, logs = NULL, sqrts = NULL,
       lgstc = NULL, ords = "ObjSuc_GrantsCONV", noms = NULL, bounds = NULL, max.resample = 1000, toler

SubSucImp<-amelia(SubSucSub, m = 1, idvars = NULL, ts = NULL,
       cs = NULL, priors = NULL, lags = NULL, empri = 0, intercs = FALSE,
       leads = NULL, splinetime = NULL, logs = NULL, sqrts = NULL,
       lgstc = NULL, ords = c("SubSuc_q35a", "SubSuc_q35b", "SubSuc_q35c",
       "SubSuc_q35d", "SubSuc_q35e", "SubSuc_q35f", "SubSuc_q35g",
       "SubSuc_q35h", "SubSuc_q35i", "SubSuc_q35j", "SubSuc_q35k",
       "SubSuc_q35l", "SubSuc_q35m", "SubSuc_q35n", "SubSuc_q35o",
       "SubSuc_q36a", "SubSuc_q36b", "SubSuc_q36c", "SubSuc_q36d",
       "SubSuc_q36e", "SubSuc_q36f", "SubSuc_q36g"), noms = NULL,
```

```
       bounds = NULL, max.resample = 1000, tolerance = 1e-04)

VNarciImp<-amelia(VNarciSub, m = 1, idvars = NULL, ts = NULL,
       cs = NULL, priors = NULL, lags = NULL, empri = 0, intercs = FALSE,
       leads = NULL, splinetime = NULL, logs = NULL, sqrts = NULL,
       lgstc = NULL, ords = c("VNarci_q37a", "VNarci_q37b", "VNarci_q37c",
       "VNarci_q37d", "VNarci_q37e", "VNarci_q37f", "VNarci_q37g",
       "VNarci_q37h", "VNarci_q37i", "VNarci_q37j"), noms = NULL,
       bounds = NULL, max.resample = 1000, tolerance = 1e-04)

GNarci1Imp<-amelia(GNarciSub1, m = 1, idvars = NULL, ts = NULL,
       cs = NULL, priors = NULL, lags = NULL, empri = 0, intercs = FALSE,
       leads = NULL, splinetime = NULL, logs = NULL, sqrts = NULL,
       lgstc = NULL, ords = c("GNarci_q38a1", "GNarci_q38b1", "GNarci_q38c1",
       "GNarci_q38d1", "GNarci_q38e1", "GNarci_q38f1", "GNarci_q38g1",
       "GNarci_q38h1", "GNarci_q38i1", "GNarci_q38j1", "GNarci_q38k1",
       "GNarci_q38l1", "GNarci_q38m1", "GNarci_q38n1", "GNarci_q38o1",
       "GNarci_q38p1", "GNarci_q38q1", "GNarci_q38r1", "GNarci_q38s1",
       "GNarci_q38t1", "GNarci_q38u1", "GNarci_q38v1"), noms = NULL,
       bounds = NULL, max.resample = 1000, tolerance = 1e-04)

GNarci2Imp<-amelia(GNarciSub2, m = 1, idvars = NULL, ts = NULL,
       cs = NULL, priors = NULL, lags = NULL, empri = 0, intercs = FALSE,
       leads = NULL, splinetime = NULL, logs = NULL, sqrts = NULL,
       lgstc = NULL, ords = c("GNarci_q38w1", "GNarci_q38x1", "GNarci_q38y1",
       "GNarci_q38z1", "GNarci_q38a2", "GNarci_q38b2", "GNarci_q38c2",
       "GNarci_q38d2", "GNarci_q38e2", "GNarci_q38f2", "GNarci_q38g2",
       "GNarci_q38h2", "GNarci_q38i2", "GNarci_q38j2", "GNarci_q38k2",
       "GNarci_q38l2", "GNarci_q38m2", "GNarci_q38n2", "GNarci_q38o2",
       "GNarci_q38p2", "GNarci_q38q2", "GNarci_q38r2"), noms = NULL,
       bounds = NULL, max.resample = 1000, tolerance = 1e-04)
```

Saved the five imputed files on my desktop

```
write.amelia(obj=ObjSucImp, file.stem = "ObjSucImp")

write.amelia(obj=SubSucImp, file.stem = "SubSucImp")

write.amelia(obj=VNarciImp, file.stem = "VNarciImp")

write.amelia(obj=GNarci1Imp, file.stem = "GNarci1Imp")

write.amelia(obj=GNarci2Imp, file.stem = "GNarci2Imp")
```

Re-loaded the imputated dataset in R

```
library(readxl)
NarcissisticProjectWIP_Imputed <- read_excel("C:/Users/Administrator/Desktop/R files/NarcissisticProject
```

Obtained the summary of descriptive statistics of the imputated dataset

```
summary(NarcissisticProjectWIP_Imputed)
```

Defined columns to reverse code

```
reverse_colsGNarci = c("GNarci_q38c1", "GNarci_q38j1", "GNarci_q38m2", "GNarci_q38t1", "GNarci_q38f2", '
```

Reversed the above defined columns

```
NarcissisticProjectWIP_Imputed[ , reverse_colsGNarci] = 6 - NarcissisticProjectWIP_Imputed[ , reverse_c
```

Generated the Neuroticism Subscale column (Neuro)

```
NarcissisticProjectWIP_Imputed$Neuro=rowMeans(NarcissisticProjectWIP_Imputed[ , c("GNarci_q38c1", "GNar
```

Generated the Extraversion Subscale column (Extra)

```
NarcissisticProjectWIP_Imputed$Extra=rowMeans(NarcissisticProjectWIP_Imputed[ , c("GNarci_q38k1", "GNar
```

Generated the Openness Subscale column (Open)

```
NarcissisticProjectWIP_Imputed$Open=rowMeans(NarcissisticProjectWIP_Imputed[ , c("GNarci_q38k2", "GNarc
```

Generated the Agreeableness Subscale column (Agree)

```
NarcissisticProjectWIP_Imputed$Agree=rowMeans(NarcissisticProjectWIP_Imputed[ , c("GNarci_q38o2", "GNar
```

Generated the Conscientiousness Subscale column (Consc)

```
NarcissisticProjectWIP_Imputed$Consc=rowMeans(NarcissisticProjectWIP_Imputed[ , c("GNarci_q38v1", "GNar
```

Generated the grandiose narcissism score column (GNarciScore)

```
NarcissisticProjectWIP_Imputed$GNarciScore=rowMeans(NarcissisticProjectWIP_Imputed[ , c("Neuro", "Extra
```

Generated the Vulnerable narcissism score column (VNarciScore)

```
NarcissisticProjectWIP_Imputed$VNarciScore=rowSums(NarcissisticProjectWIP_Imputed[ , c("VNarci_q37a", "
```

Reverse-coded "SubSuc_q35a~SubSuc_q35k" because of negatively worded statements

```
reverse_colsSubSuc = c("SubSuc_q35a", "SubSuc_q35b", "SubSuc_q35c", "SubSuc_q35d", "SubSuc_q35e", "SubS

NarcissisticProjectWIP_Imputed[ , reverse_colsSubSuc] = 6 - NarcissisticProjectWIP_Imputed[ , reverse_c
```

Generated the Job Satisfaction Score column (JS)

```
NarcissisticProjectWIP_Imputed$JS=rowMeans(NarcissisticProjectWIP_Imputed[ , c("SubSuc_q35a", "SubSuc_q
```

Generated the Income Satisfaction Score column (IS)

```
NarcissisticProjectWIP_Imputed$IS=rowMeans(NarcissisticProjectWIP_Imputed[ , c("SubSuc_q36a", "SubSuc_q
```

Subset the imputed dataset by selecting relevant variables for further analysis

```
NarcissisticProjectWIP_Imputed2<-subset(NarcissisticProjectWIP_Imputed, select =c(3:12, 131:134, 89:125
```

Mean-scoring and log transforming all Variables

```
ObjSuc_Salary  = NarcissisticProjectWIP_Imputed2$ObjSuc_Salary
NarcissisticProjectWIP_Imputed2$log.ObjSuc_Salary=log(NarcissisticProjectWIP_Imputed2$ObjSuc_Salary)
```

```
ObjSuc_PhDtoTenure  = NarcissisticProjectWIP_Imputed2$ObjSuc_PhDtoTenure
NarcissisticProjectWIP_Imputed2$log.ObjSuc_PhDtoTenure=log(NarcissisticProjectWIP_Imputed2$ObjSuc_PhDto
```

```
ObjSuc_Journals = NarcissisticProjectWIP_Imputed2$ObjSuc_Journals
NarcissisticProjectWIP_Imputed2$log.ObjSuc_Journals=log(NarcissisticProjectWIP_Imputed2$ObjSuc_Journals
```

```
ObjSuc_Citations = NarcissisticProjectWIP_Imputed2$ObjSuc_Citations
NarcissisticProjectWIP_Imputed2$log.ObjSuc_Citations=log(NarcissisticProjectWIP_Imputed2$ObjSuc_Citatio
```

```
ObjSuc_FT50 = NarcissisticProjectWIP_Imputed2$ObjSuc_FT50
NarcissisticProjectWIP_Imputed2$log.ObjSuc_FT50=log(NarcissisticProjectWIP_Imputed2$ObjSuc_FT50)

ObjSuc_ResearchAwards = NarcissisticProjectWIP_Imputed2$ObjSuc_ResearchAwards
NarcissisticProjectWIP_Imputed2$log.ObjSuc_ResearchAwards=log(NarcissisticProjectWIP_Imputed2$ObjSuc_Re

ObjSuc_Keynote = NarcissisticProjectWIP_Imputed2$ObjSuc_Keynote
NarcissisticProjectWIP_Imputed2$log.ObjSuc_Keynote=log(NarcissisticProjectWIP_Imputed2$ObjSuc_Keynote)

ObjSuc_TeachingAwards = NarcissisticProjectWIP_Imputed2$ObjSuc_TeachingAwards
NarcissisticProjectWIP_Imputed2$log.ObjSuc_TeachingAwards=log(NarcissisticProjectWIP_Imputed2$ObjSuc_Te

ObjSuc_PhDSupervision = NarcissisticProjectWIP_Imputed2$ObjSuc_PhDSupervision
NarcissisticProjectWIP_Imputed2$log.ObjSuc_PhDSupervision=log(NarcissisticProjectWIP_Imputed2$ObjSuc_Phl

ObjSuc_GrantsCONV = NarcissisticProjectWIP_Imputed2$ObjSuc_GrantsCONV
NarcissisticProjectWIP_Imputed2$log.ObjSuc_GrantsCONV=log(NarcissisticProjectWIP_Imputed2$ObjSuc_Grants(

GNarciScore = NarcissisticProjectWIP_Imputed2$GNarciScore
NarcissisticProjectWIP_Imputed2$c.GNarciScore<- GNarciScore - mean(GNarciScore, na.rm=TRUE)

VNarciScore = NarcissisticProjectWIP_Imputed2$VNarciScore
NarcissisticProjectWIP_Imputed2$c.VNarciScore<- VNarciScore - mean(VNarciScore, na.rm=TRUE)

JS = NarcissisticProjectWIP_Imputed2$JS
NarcissisticProjectWIP_Imputed2$c.JS<- JS - mean(JS, na.rm=TRUE)

IS = NarcissisticProjectWIP_Imputed2$IS
NarcissisticProjectWIP_Imputed2$c.IS<- IS - mean(IS, na.rm=TRUE)

GENDERCONV = NarcissisticProjectWIP_Imputed2$GENDERCONV

Ctrl_Age = NarcissisticProjectWIP_Imputed2$Ctrl_Age

Ctrl_EthnicityCONV = NarcissisticProjectWIP_Imputed2$Ctrl_EthnicityCONV

Ctrl_CountryCONV = NarcissisticProjectWIP_Imputed2$Ctrl_CountryCONV

Ctrl_DisciplineCONV = NarcissisticProjectWIP_Imputed2$Ctrl_DisciplineCONV

Ctrl_EmployerCONV = NarcissisticProjectWIP_Imputed2$Ctrl_EmployerCONV

Ctrl_YrPhD = NarcissisticProjectWIP_Imputed2$Ctrl_YrPhD

Ctrl_YrTenure = NarcissisticProjectWIP_Imputed2$Ctrl_YrTenure
```

```
Ctrl_HindexCONV = NarcissisticProjectWIP_Imputed2$Ctrl_HindexCONV

Ctrl_RankCONV = NarcissisticProjectWIP_Imputed2$Ctrl_RankCONV

Ctrl_PhDPrestigeCONV = NarcissisticProjectWIP_Imputed2$Ctrl_PhDPrestigeCONV

Ctrl_UndergraduateMajorCONV = NarcissisticProjectWIP_Imputed2$Ctrl_UndergraduateMajorCONV

Ctrl_UndergraduateCountryCONV = NarcissisticProjectWIP_Imputed2$Ctrl_UndergraduateCountryCONV

Ctrl_MasterMajorCONV = NarcissisticProjectWIP_Imputed2$Ctrl_MasterMajorCONV

Ctrl_MasterCountryCONV = NarcissisticProjectWIP_Imputed2$Ctrl_MasterCountryCONV

Ctrl_MBACONV = NarcissisticProjectWIP_Imputed2$Ctrl_MBACONV

Ctrl_DesignationCONV = NarcissisticProjectWIP_Imputed2$Ctrl_DesignationCONV

Ctrl_ExperienceCONV = NarcissisticProjectWIP_Imputed2$Ctrl_ExperienceCONV

Ctrl_InterruptionCONV = NarcissisticProjectWIP_Imputed2$Ctrl_InterruptionCONV

Ctrl_TraumaCONV = NarcissisticProjectWIP_Imputed2$Ctrl_TraumaCONV

Ctrl_CaregivingCONV = NarcissisticProjectWIP_Imputed2$Ctrl_CaregivingCONV

Ctrl_ResearchMethodCONV = NarcissisticProjectWIP_Imputed2$Ctrl_ResearchMethodCONV

Ctrl_ResearchDomainCONV = NarcissisticProjectWIP_Imputed2$Ctrl_ResearchDomainCONV

Ctrl_ServiceLoadsCONV = NarcissisticProjectWIP_Imputed2$Ctrl_ServiceLoadsCONV
NarcissisticProjectWIP_Imputed2$c.Ctrl_ServiceLoadsCONV<- Ctrl_ServiceLoadsCONV - mean(Ctrl_ServiceLoads

Ctrl_PhDMentorshipCONV = NarcissisticProjectWIP_Imputed2$Ctrl_PhDMentorshipCONV
NarcissisticProjectWIP_Imputed2$c.Ctrl_PhDMentorshipCONV<- Ctrl_PhDMentorshipCONV - mean(Ctrl_PhDMentors

Ctrl_WorkSupportCONV = NarcissisticProjectWIP_Imputed2$Ctrl_WorkSupportCONV
NarcissisticProjectWIP_Imputed2$c.Ctrl_WorkSupportCONV<- Ctrl_WorkSupportCONV - mean(Ctrl_WorkSupportCO

Ctrl_CovidResearchCONV = NarcissisticProjectWIP_Imputed2$Ctrl_CovidResearchCONV
NarcissisticProjectWIP_Imputed2$c.Ctrl_CovidResearchCONV<- Ctrl_CovidResearchCONV - mean(Ctrl_CovidResea

Ctrl_CovidTeachCONV = NarcissisticProjectWIP_Imputed2$Ctrl_CovidTeachCONV
NarcissisticProjectWIP_Imputed2$c.Ctrl_CovidTeachCONV<- Ctrl_CovidTeachCONV - mean(Ctrl_CovidTeachCONV,
```

```
Ctrl_HouseholdObligationsCONV = NarcissisticProjectWIP_Imputed2$Ctrl_HouseholdObligationsCONV
NarcissisticProjectWIP_Imputed2$c.Ctrl_HouseholdObligationsCONV<- Ctrl_HouseholdObligationsCONV - mean((
```

```
Ctrl_SpouseCONV = NarcissisticProjectWIP_Imputed2$Ctrl_SpouseCONV
```

```
Ctrl_ChildrenCONV = NarcissisticProjectWIP_Imputed2$Ctrl_ChildrenCONV
```

```
Ctrl_Children = NarcissisticProjectWIP_Imputed2$Ctrl_Children
```

Converted GNarciScore and VNarciScore into binary variables (0 and 1)

```
NarcissisticProjectWIP_Imputed2$HighGNarci <- cut(NarcissisticProjectWIP_Imputed2$c.GNarciScore, breaks=
```

```
NarcissisticProjectWIP_Imputed2$HighVNarci <- cut(NarcissisticProjectWIP_Imputed2$c.VNarciScore, breaks=
```

Created Ctrl_MainstreamMethod by re-coding Ctrl_ResearchMethodCONV

```
colnames(NarcissisticProjectWIP_Imputed2)[colnames(NarcissisticProjectWIP_Imputed2) == "Ctrl_ResearchMe
```

```
colnames(NarcissisticProjectWIP_Imputed2)[colnames(NarcissisticProjectWIP_Imputed2) == "Ctrl_ResearchDo
```

```
NarcissisticProjectWIP_Imputed2["Ctrl_MainstreamMethod"][NarcissisticProjectWIP_Imputed2["Ctrl_Mainstrea
```

```
NarcissisticProjectWIP_Imputed2["Ctrl_MainstreamDomain"][NarcissisticProjectWIP_Imputed2["Ctrl_Mainstrea
```

Created Ctrl_UG-NorthAmerica by re-coding Ctrl_UndergraduateCountryCONV

```
colnames(NarcissisticProjectWIP_Imputed2)[colnames(NarcissisticProjectWIP_Imputed2) == "Ctrl_Undergradua
NarcissisticProjectWIP_Imputed2["Ctrl_UG-NorthAmerica"][NarcissisticProjectWIP_Imputed2["Ctrl_UG-NorthAm
```

Renamed variables

```
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "GENDERCONV"] <- "Male"
```

```
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_ServiceLoadsCONV"
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_PhDMentorshipCONV
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_WorkSupportCONV"]
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_CovidResearchCONV
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_CovidTeachCONV"]
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_HouseholdObligati
```

```
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "GENDERCONV"] <- "Male"
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "c.Ctrl_ServiceLoadsCON
```

```
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "c.Ctrl_PhDMentorshipC(
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "c.Ctrl_WorkSupportCON'
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "c.Ctrl_CovidResearchC(
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "c.Ctrl_CovidTeachCONV'
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "c.Ctrl_HouseholdObligа

names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_EthnicityCONV"] <
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_CountryCONV"] <-
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_DisciplineCONV"]
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_EmployerCONV"] <-
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_HindexCONV"] <- '
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_RankCONV"] <- "Ct
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_PhDPrestigeCONV"]
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_UndergraduateMaj
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_ExperienceCONV"]
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_InterruptionCONV'
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_CaregivingCONV"]
names(NarcissisticProjectWIP_Imputed2)[names(NarcissisticProjectWIP_Imputed2) == "Ctrl_Children"] <- "Ct
```

```
library(writexl)

write_xlsx(NarcissisticProjectWIP_Imputed2, 'C:/Users/Administrator/Desktop/R files/NarcissisticProjectW
```

Reload NarcissisticProjectWIP_Imputed2-Revised.xlsx after concerting factors to numbers

```
library(readxl)
NarcissisticProjectWIP <- read_excel("C:/Users/Administrator/Desktop/R files/NarcissisticProjectWIP_Impu
```

Subset the imputed dataset after completing the mean-scoring and log transforming procedures

```
NarcissisticProjectWIP_Imputed3<-subset(NarcissisticProjectWIP, select =c(72, 73, 15, 52, 53, 54, 55, 5
```

```
names(NarcissisticProjectWIP)
```

```
str(NarcissisticProjectWIP)
```

Obtained the summary of descriptive statistics of NarcissisticProjectWIP_Imputed3

```
summary(NarcissisticProjectWIP_Imputed3)
```

Generated the summary of descriptive statistics of NarcissisticProjectWIP_Imputed3 in the dataframe format

```
library(rstatix)
get_summary_stats(NarcissisticProjectWIP_Imputed3)
```

```
write.csv(get_summary_stats(NarcissisticProjectWIP_Imputed3), "C:/Users/Administrator/Desktop/R files/Na
```

Generated the correlation matrix with significance indicators

```
library(apaTables)
apa.cor.table(NarcissisticProjectWIP_Imputed3, "APA Correlation Table.doc")
```

```
library(rstatix)
get_summary_stats(NarcissisticProjectWIP)
write.csv(get_summary_stats(NarcissisticProjectWIP), "C:/Users/Administrator/Desktop/R files/Narcissist
```

Seperated the dataset into male and female subsets

```
Male <- subset(NarcissisticProjectWIP, Male == '1')
Female <- subset(NarcissisticProjectWIP, Male == '0')
```

Seperated the dataset into high and low grandiose narcissism subsets

```
HiGNarci <- subset(NarcissisticProjectWIP, HighGNarci == '1')
LoGNarci <- subset(NarcissisticProjectWIP, HighGNarci == '0')
```

Seperated the dataset into high and low vulnerable narcissism subsets

```
HiVNarci <- subset(NarcissisticProjectWIP, HighVNarci == '1')
LoVNarci <- subset(NarcissisticProjectWIP, HighVNarci == '0')
```

Obtain the summary of descriptive statistics of all subsets

```
library(rstatix)
get_summary_stats(Male)

library(rstatix)
get_summary_stats(Female)

library(rstatix)
```

```
get_summary_stats(HiGNarci)

library(rstatix)
get_summary_stats(LoGNarci)

library(rstatix)
get_summary_stats(HiVNarci)

library(rstatix)
get_summary_stats(LoVNarci)
```

```
write.csv(get_summary_stats(Male), "C:/Users/Administrator/Desktop/R files/NarcissisticDescripStats_Mal

write.csv(get_summary_stats(Female), "C:/Users/Administrator/Desktop/R files/NarcissisticDescripStats_F

write.csv(get_summary_stats(HiGNarci), "C:/Users/Administrator/Desktop/R files/NarcissisticDescripStats_

write.csv(get_summary_stats(LoGNarci), "C:/Users/Administrator/Desktop/R files/NarcissisticDescripStats_

write.csv(get_summary_stats(HiVNarci), "C:/Users/Administrator/Desktop/R files/NarcissisticDescripStats_

write.csv(get_summary_stats(LoVNarci), "C:/Users/Administrator/Desktop/R files/NarcissisticDescripStats_
```

Seperated the dataset into Canadian and U.S. subsets

```
CAN <- subset(NarcissisticProjectWIP, Ctrl_Canada == '1')
US <- subset(NarcissisticProjectWIP, Ctrl_Canada == '0')
```

Implemented t-tests on career success variables between gender groups

```
Male_LogSalary = Male$log.ObjSuc_Salary
Female_LogSalary = Female$log.ObjSuc_Salary
t.test(Male_LogSalary, Female_LogSalary)
```

```
Male_Salary = Male$ObjSuc_Salary
Female_Salary = Female$ObjSuc_Salary
t.test(Male_Salary, Female_Salary)
```

```
Male_LogPhDtoTenure = Male$log.ObjSuc_PhDtoTenure
Female_LogPhDtoTenure = Female$log.ObjSuc_PhDtoTenure
t.test(Male_LogPhDtoTenure, Female_LogPhDtoTenure)
```

```
Male_PhDtoTenure = Male$ObjSuc_PhDtoTenure
Female_PhDtoTenure = Female$ObjSuc_PhDtoTenure
t.test(Male_PhDtoTenure, Female_PhDtoTenure)
```

```r
Male_LogJournals = Male$log.ObjSuc_Journals
Female_LogJournals = Female$log.ObjSuc_Journals
t.test(Male_LogJournals, Female_LogJournals)
```

```r
Male_Journals = Male$ObjSuc_Journals
Female_Journals = Female$ObjSuc_Journals
t.test(Male_Journals, Female_Journals)
```

```r
Male_LogCitations = Male$log.ObjSuc_Citations
Female_LogCitations = Female$log.ObjSuc_Citations
t.test(Male_LogCitations, Female_LogCitations)
```

```r
Male_Citations = Male$ObjSuc_Citations
Female_Citations = Female$ObjSuc_Citations
t.test(Male_Citations, Female_Citations)
```

```r
Male_LogFT50 = Male$log.ObjSuc_FT50
Female_LogFT50 = Female$log.ObjSuc_FT50
t.test(Male_LogFT50, Female_LogFT50)
```

```r
Male_FT50 = Male$ObjSuc_FT50
Female_FT50 = Female$ObjSuc_FT50
t.test(Male_FT50, Female_FT50)
```

```r
Male_LogResearchAwards = Male$log.ObjSuc_ResearchAwards
Female_LogResearchAwards = Female$log.ObjSuc_ResearchAwards
t.test(Male_LogResearchAwards, Female_LogResearchAwards)
```

```r
Male_ResearchAwards = Male$ObjSuc_ResearchAwards
Female_ResearchAwards = Female$ObjSuc_ResearchAwards
t.test(Male_ResearchAwards, Female_ResearchAwards)
```

```r
Male_LogKeynote = Male$log.ObjSuc_Keynote
Female_LogKeynote = Female$log.ObjSuc_Keynote
t.test(Male_LogKeynote, Female_LogKeynote)
```

```r
Male_Keynote = Male$ObjSuc_Keynote
Female_Keynote = Female$ObjSuc_Keynote
t.test(Male_Keynote, Female_Keynote)
```

```r
Male_logTeachingAwards = Male$log.ObjSuc_TeachingAwards
Female_logTeachingAwards = Female$log.ObjSuc_TeachingAwards
t.test(Male_logTeachingAwards, Female_logTeachingAwards)
```

```r
Male_TeachingAwards = Male$ObjSuc_TeachingAwards
Female_TeachingAwards = Female$ObjSuc_TeachingAwards
t.test(Male_TeachingAwards, Female_TeachingAwards)
```

```
Male_logPhDSupervision = Male$log.ObjSuc_PhDSupervision
Female_logPhDSupervision = Female$log.ObjSuc_PhDSupervision
t.test(Male_logPhDSupervision, Female_logPhDSupervision)
```

```
Male_PhDSupervision = Male$ObjSuc_PhDSupervision
Female_PhDSupervision = Female$ObjSuc_PhDSupervision
t.test(Male_PhDSupervision, Female_PhDSupervision)
```

```
Male_logGrantsCONV = Male$log.ObjSuc_GrantsCONV
Female_logGrantsCONV = Female$log.ObjSuc_GrantsCONV
t.test(Male_logGrantsCONV, Female_logGrantsCONV)
```

```
Male_GrantsCONV = Male$ObjSuc_GrantsCONV
Female_GrantsCONV = Female$ObjSuc_GrantsCONV
t.test(Male_GrantsCONV, Female_GrantsCONV)
```

```
Male_CJS = Male$c.JS
Female_CJS = Female$c.JS
t.test(Male_CJS, Female_CJS)
```

```
Male_JS = Male$JS
Female_JS = Female$JS
t.test(Male_JS, Female_JS)
```

```
Male_CIS = Male$c.IS
Female_CIS = Female$c.IS
t.test(Male_CIS, Female_CIS)
```

```
Male_IS = Male$IS
Female_IS = Female$IS
t.test(Male_IS, Female_IS)
```

Implemented t-tests on the two narcissism subsets and all control variables between gender groups

```
Male_HighGNarci = Male$c.GNarciScore
Female_HighGNarci = Female$c.GNarciScore
t.test(Male_HighGNarci, Female_HighGNarci)
```

```
Male_HighVNarci = Male$c.VNarciScore
Female_HighVNarci = Female$c.VNarciScore
t.test(Male_HighVNarci, Female_HighVNarci)
```

```
Male_Age = Male$Ctrl_Age
Female_Age = Female$Ctrl_Age
t.test(Male_Age, Female_Age)
```

```
Male_EthnicityCaucasian = Male$Ctrl_EthnicityCaucasian
Female_EthnicityCaucasian = Female$Ctrl_EthnicityCaucasian
t.test(Male_EthnicityCaucasian, Female_EthnicityCaucasian)
```

```
Male_Canada = Male$Ctrl_Canada
Female_Canada = Female$Ctrl_Canada
t.test(Male_Canada, Female_Canada)
```

```
Male_DisciplineACCO = Male$Ctrl_DisciplineACCO
Female_DisciplineACCO = Female$Ctrl_DisciplineACCO
t.test(Male_DisciplineACCO, Female_DisciplineACCO)
```

```
Male_PrestigeEmployer = Male$Ctrl_PrestigeEmployer
Female_PrestigeEmployer = Female$Ctrl_PrestigeEmployer
t.test(Male_PrestigeEmployer, Female_PrestigeEmployer )
```

```
Male_FullProf = Male$Ctrl_FullProf
Female_FullProf = Female$Ctrl_FullProf
t.test(Male_FullProf, Female_FullProf)
```

```
Male_HighPhDPrestige = Male$Ctrl_HighPhDPrestige
Female_HighPhDPrestige = Female$Ctrl_HighPhDPrestige
t.test(Male_HighPhDPrestige, Female_HighPhDPrestige)
```

```
Male_SatisfyPhDMentorship = Male$c.Ctrl_SatisfyPhDMentorship
Female_SatisfyPhDMentorship = Female$c.Ctrl_SatisfyPhDMentorship
t.test(Male_SatisfyPhDMentorship, Female_SatisfyPhDMentorship)
```

```
Male_Hindex = Male$Ctrl_Hindex
Female_Hindex = Female$Ctrl_Hindex
t.test(Male_Hindex , Female_Hindex)
```

```
Male_MainstreamMethod = Male$Ctrl_MainstreamMethod
Female_MainstreamMethod = Female$Ctrl_MainstreamMethod
t.test(Male_MainstreamMethod , Female_MainstreamMethod)
```

```
Male_MainstreamDomain = Male$Ctrl_MainstreamDomain
Female_MainstreamDomain= Female$Ctrl_MainstreamDomain
t.test(Male_MainstreamDomain, Female_MainstreamDomain)
```

```
Male_UGBUSMajor=Male$`Ctrl_UG-BUSMajor`
Female_UGBUSMajor=Female$`Ctrl_UG-BUSMajor`
t.test(Male_UGBUSMajor, Female_UGBUSMajor)
```

```
Male_UGNorthAmerica= Male$`Ctrl_UG-NorthAmerica`
Female_UGNorthAmerica= Female$`Ctrl_UG-NorthAmerica`
t.test(Male_UGNorthAmerica, Female_UGNorthAmerica)
```

```
Male_MBA= Male$Ctrl_MBACONV
Female_MBA= Female$Ctrl_MBACONV
t.test(Male_MBA, Female_MBA)
```

```
Male_Designation= Male$Ctrl_DesignationCONV
Female_Designation= Female$Ctrl_DesignationCONV
t.test(Male_Designation, Female_Designation)
```

```
Male_IndustryExperience= Male$Ctrl_IndustryExperience
Female_IndustryExperience= Female$Ctrl_IndustryExperience
t.test(Male_IndustryExperience, Female_IndustryExperience)
```

```
Male_SatisfyWorkSupport= Male$c.Ctrl_SatisfyWorkSupport
Female_SatisfyWorkSupport= Female$c.Ctrl_SatisfyWorkSupport
t.test(Male_SatisfyWorkSupport, Female_SatisfyWorkSupport)
```

```
Male_LightServiceLoads= Male$c.Ctrl_LightServiceLoads
Female_LightServiceLoads= Female$c.Ctrl_LightServiceLoads
t.test(Male_LightServiceLoads, Female_LightServiceLoads)
```

```
Male_LightHouseholdObligations= Male$c.Ctrl_LightHouseholdObligations
Female_LightHouseholdObligations= Female$c.Ctrl_LightHouseholdObligations
t.test(Male_LightHouseholdObligations, Female_LightHouseholdObligations)
```

```
Male_LightCaregiving= Male$Ctrl_LightCaregiving
Female_LightCaregiving= Female$Ctrl_LightCaregiving
t.test(Male_LightCaregiving, Female_LightCaregiving)
```

```
Male_ChildrenNumber= Male$Ctrl_ChildrenNumber
Female_ChildrenNumber= Female$Ctrl_ChildrenNumber
t.test(Male_ChildrenNumber, Female_ChildrenNumber)
```

```
Male_ChildrenCONV= Male$Ctrl_ChildrenCONV
Female_ChildrenCONV= Female$Ctrl_ChildrenCONV
t.test(Male_ChildrenCONV, Female_ChildrenCONV)
```

```
Male_TraumaCONV= Male$Ctrl_TraumaCONV
Female_TraumaCONV= Female$Ctrl_TraumaCONV
t.test(Male_TraumaCONV, Female_TraumaCONV)
```

```
Male_CareerInterruption= Male$Ctrl_CareerInterruption
Female_CareerInterruption= Female$Ctrl_CareerInterruption
t.test(Male_CareerInterruption, Female_CareerInterruption)
```

```
Male_PosCovidResearch= Male$c.Ctrl_PosCovidResearch
Female_PosCovidResearch= Female$c.Ctrl_PosCovidResearch
t.test(Male_PosCovidResearch, Female_PosCovidResearch)
```

```
Male_PosCovidTeach= Male$c.Ctrl_PosCovidTeach
Female_PosCovidTeach= Female$c.Ctrl_PosCovidTeach
t.test(Male_PosCovidTeach, Female_PosCovidTeach)
```

Implemented t-tests between high and low grandiose narcissism subsets

```
HiGNarci_Salary = HiGNarci$ObjSuc_Salary
LoGNarci_Salary = LoGNarci$ObjSuc_Salary
t.test(HiGNarci_Salary, LoGNarci_Salary)
```

```
HiGNarci_logPhDtoTenure = HiGNarci$log.ObjSuc_PhDtoTenure
LoGNarci_logPhDtoTenure = LoGNarci$log.ObjSuc_PhDtoTenure
t.test(HiGNarci_logPhDtoTenure, LoGNarci_logPhDtoTenure)
```

```
HiGNarci_PhDtoTenure = HiGNarci$ObjSuc_PhDtoTenure
LoGNarci_PhDtoTenure = LoGNarci$ObjSuc_PhDtoTenure
t.test(HiGNarci_PhDtoTenure, LoGNarci_PhDtoTenure)
```

```
HiGNarci_logJournals = HiGNarci$log.ObjSuc_Journals
LoGNarci_logJournals = LoGNarci$log.ObjSuc_Journals
t.test(HiGNarci_logJournals, LoGNarci_logJournals)
```

```
HiGNarci_Journals = HiGNarci$ObjSuc_Journals
LoGNarci_Journals = LoGNarci$ObjSuc_Journals
t.test(HiGNarci_Journals, LoGNarci_Journals)
```

```
HiGNarci_logCitations = HiGNarci$log.ObjSuc_Citations
LoGNarci_logCitations = LoGNarci$log.ObjSuc_Citations
t.test(HiGNarci_logCitations, LoGNarci_logCitations)
```

```
HiGNarci_Citations = HiGNarci$ObjSuc_Citations
LoGNarci_Citations = LoGNarci$ObjSuc_Citations
t.test(HiGNarci_Citations, LoGNarci_Citations)
```

```
HiGNarci_FT50 = HiGNarci$ObjSuc_FT50
LoGNarci_FT50 = LoGNarci$ObjSuc_FT50
t.test(HiGNarci_FT50, LoGNarci_FT50)
```

```
HiGNarci_ResearchAwards = HiGNarci$ObjSuc_ResearchAwards
LoGNarci_ResearchAwards = LoGNarci$ObjSuc_ResearchAwards
t.test(HiGNarci_ResearchAwards, LoGNarci_ResearchAwards)
```

```
HiGNarci_Keynote = HiGNarci$ObjSuc_Keynote
LoGNarci_Keynote = LoGNarci$ObjSuc_Keynote
t.test(HiGNarci_Keynote, LoGNarci_Keynote)
```

```
HiGNarci_TeachingAwards = HiGNarci$ObjSuc_TeachingAwards
LoGNarci_TeachingAwards = LoGNarci$ObjSuc_TeachingAwards
t.test(HiGNarci_TeachingAwards, LoGNarci_TeachingAwards)
```

```
HiGNarci_PhDSupervision = HiGNarci$ObjSuc_PhDSupervision
LoGNarci_PhDSupervision = LoGNarci$ObjSuc_PhDSupervision
t.test(HiGNarci_PhDSupervision, LoGNarci_PhDSupervision)
```

```
HiGNarci_GrantsCONV = HiGNarci$ObjSuc_GrantsCONV
LoGNarci_GrantsCONV = LoGNarci$ObjSuc_GrantsCONV
t.test(HiGNarci_GrantsCONV, LoGNarci_GrantsCONV)
```

```
HiGNarci_JS = HiGNarci$JS
LoGNarci_JS = LoGNarci$JS
t.test(HiGNarci_JS, LoGNarci_JS)
```

```
HiGNarci_IS = HiGNarci$IS
LoGNarci_IS = LoGNarci$IS
t.test(HiGNarci_IS, LoGNarci_IS)
```

Implemented t-tests between high and low vulnerable narcissism subsets

```
HiVNarci_Salary = HiVNarci$ObjSuc_Salary
LoVNarci_Salary = LoVNarci$ObjSuc_Salary
t.test(HiVNarci_Salary, LoVNarci_Salary)
```

```
HiVNarci_PhDtoTenure = HiVNarci$ObjSuc_PhDtoTenure
LoVNarci_PhDtoTenure = LoVNarci$ObjSuc_PhDtoTenure
t.test(HiVNarci_PhDtoTenure, LoVNarci_PhDtoTenure)
```

```
HiVNarci_Journals = HiVNarci$ObjSuc_Journals
LoVNarci_Journals = LoVNarci$ObjSuc_Journals
t.test(HiVNarci_Journals, LoVNarci_Journals)
```

```
HiVNarci_Citations = HiVNarci$ObjSuc_Citations
LoVNarci_Citations = LoVNarci$ObjSuc_Citations
t.test(HiVNarci_Citations, LoVNarci_Citations)
```

```
HiVNarci_FT50 = HiVNarci$ObjSuc_FT50
LoVNarci_FT50 = LoVNarci$ObjSuc_FT50
t.test(HiVNarci_FT50, LoVNarci_FT50)
```

```
HiVNarci_ResearchAwards = HiVNarci$ObjSuc_ResearchAwards
LoVNarci_ResearchAwards = LoVNarci$ObjSuc_ResearchAwards
t.test(HiVNarci_ResearchAwards, LoVNarci_ResearchAwards)
```

```
HiVNarci_Keynote = HiVNarci$ObjSuc_Keynote
LoVNarci_Keynote = LoVNarci$ObjSuc_Keynote
t.test(HiVNarci_Keynote, LoVNarci_Keynote)
```

```
HiVNarci_TeachingAwards = HiVNarci$ObjSuc_TeachingAwards
LoVNarci_TeachingAwards = LoVNarci$ObjSuc_TeachingAwards
t.test(HiVNarci_TeachingAwards, LoVNarci_TeachingAwards)
```

```
HiVNarci_PhDSupervision = HiVNarci$ObjSuc_PhDSupervision
LoVNarci_PhDSupervision = LoVNarci$ObjSuc_PhDSupervision
t.test(HiVNarci_PhDSupervision, LoVNarci_PhDSupervision)
```

```
HiVNarci_logGrantsCONV = HiVNarci$log.ObjSuc_GrantsCONV
LoVNarci_logGrantsCONV = LoVNarci$log.ObjSuc_GrantsCONV
t.test(HiVNarci_logGrantsCONV, LoVNarci_logGrantsCONV)
```

```
HiVNarci_GrantsCONV = HiVNarci$ObjSuc_GrantsCONV
LoVNarci_GrantsCONV = LoVNarci$ObjSuc_GrantsCONV
t.test(HiVNarci_GrantsCONV, LoVNarci_GrantsCONV)
```

```
HiVNarci_JS = HiVNarci$JS
LoVNarci_JS = LoVNarci$JS
t.test(HiVNarci_JS, LoVNarci_JS)
```

```
HiVNarci_IS = HiVNarci$IS
LoVNarci_IS = LoVNarci$IS
t.test(HiVNarci_IS, LoVNarci_IS)
```

Implemented the stepwise selection technique to the 12 regression models

```
M1a<- lm(log.ObjSuc_Salary~ HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Male + HighGN
          Ctrl_Canada + Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPres
          Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain + `Ctrl_UG-BUSMajor` + `Ctrl_UG-
          Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightSer
          Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV + Ctrl_Care
          c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M1a)
```

```
library(MASS)
stepAIC(M1a)
```

```
M1aStepWise<- lm(log.ObjSuc_Salary ~ HighGNarci + HighVNarci + Male + Ctrl_Canada +
    Ctrl_FullProf + Ctrl_HighPhDPrestige + `Ctrl_UG-BUSMajor` +
    `Ctrl_UG-NorthAmerica` + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
    c.Ctrl_LightServiceLoads + c.Ctrl_PosCovidTeach + HighGNarci:Male + HighVNarci:Male + HighGNarci:Hi
    data = NarcissisticProjectWIP)

summary(M1aStepWise)
```

```
library(car)
vif(M1aStepWise)
```

```
M2a<- lm(log.ObjSuc_GrantsCONV~   HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Male + H
           Ctrl_Canada + Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrest
           Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain + `Ctrl_UG-BUSMajor` + `Ctrl_UG-H
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServ
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV + Ctrl_Caree
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M2a)
```

```
stepAIC(M2a)
```

```
M2aStepWise <- lm(log.ObjSuc_GrantsCONV ~ HighGNarci + HighVNarci +
    Male + Ctrl_Canada + Ctrl_MainstreamDomain + Ctrl_MBACONV +
    Ctrl_IndustryExperience + Ctrl_LightCaregiving + Ctrl_ChildrenCONV + HighGNarci:Male +
    HighVNarci:Male + HighGNarci:HighVNarci, data = NarcissisticProjectWIP)

summary(M2aStepWise)
```

```
vif(M2aStepWise)
```

```
M3a<- lm(log.ObjSuc_PhDtoTenure~  HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Male + H
           Ctrl_Canada + Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrest
           Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain + `Ctrl_UG-BUSMajor` + `Ctrl_UG-H
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServ
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV + Ctrl_Caree
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M3a)
```

```
stepAIC(M3a)
```

```
M3aStepWise<- lm( log.ObjSuc_PhDtoTenure ~ Male + HighGNarci + HighVNarci + Male:HighGNarci + Male:HighV
    Ctrl_Canada + Ctrl_FullProf + Ctrl_HighPhDPrestige + Ctrl_MainstreamDomain +
    `Ctrl_UG-NorthAmerica` + Ctrl_DesignationCONV + Ctrl_ChildrenNumber,
    data = NarcissisticProjectWIP)

summary(M3aStepWise)
```

```
library(car)
vif(M3aStepWise)
```

```
M4a<- lm(log.ObjSuc_Journals~   HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Male + Hig
           Ctrl_Canada + Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrest
           Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain + `Ctrl_UG-BUSMajor` + `Ctrl_UG-H
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServ
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV + Ctrl_Caree
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M4a)
```

```
stepAIC(M4a)
```

```
M4aStepWise<- lm(log.ObjSuc_Journals ~ HighGNarci + HighVNarci +
    Male + Ctrl_Canada + Ctrl_FullProf + Ctrl_HighPhDPrestige +
    Ctrl_MainstreamMethod + c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServiceLoads +
    c.Ctrl_LightHouseholdObligations + Ctrl_LightCaregiving +
    Ctrl_ChildrenNumber + c.Ctrl_PosCovidResearch + c.Ctrl_PosCovidTeach +
    HighVNarci:Male + HighGNarci:Male +HighGNarci:HighVNarci, data = NarcissisticProjectWIP)

summary(M4aStepWise)
```

```
vif(M4aStepWise)
```

```
M5a<- lm(log.ObjSuc_FT50~   HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Male + HighGN
         + Ctrl_Age + Ctrl_EthnicityCaucasian +
           Ctrl_Canada + Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPres
           Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain + `Ctrl_UG-BUSMajor` + `Ctrl_UG-
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightSer
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV + Ctrl_Care
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M5a)
```

```
stepAIC(M5a)
```

```
M5aStepWise <- lm(log.ObjSuc_FT50 ~ Male + HighGNarci + HighVNarci + Male:HighGNarci + Male:HighVNarci
                  + HighGNarci:HighVNarci + Ctrl_Canada + Ctrl_PrestigeEmployer + Ctrl_FullProf +
                    Ctrl_HighPhDPrestige + Ctrl_Hindex + Ctrl_IndustryExperience + c.Ctrl_LightHousehol
                  + Ctrl_LightCaregiving + c.Ctrl_PosCovidResearch, data = NarcissisticProjectWIP)

summary(M5aStepWise)
```

```
vif(M5aStepWise)
```

```
M6a<- lm(log.ObjSuc_Citations ~   HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Male +
         HighGNarci:HighVNarci + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada + Ctrl_DisciplineACCO
           Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige + c.Ctrl_SatisfyPhDMentorship +
           Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain + `Ctrl_UG-BUSMajor` +
           `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV + Ctrl_DesignationCONV + Ctrl_IndustryExperience +
           c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M6a)
```

```
stepAIC(M6a)
```

```
M6aStepWise<- lm( log.ObjSuc_Citations ~ HighGNarci + HighVNarci +
    Male + HighVNarci:Male + HighGNarci:Male + HighGNarci:HighVNarci
    + Ctrl_Age + Ctrl_Canada + Ctrl_FullProf + c.Ctrl_SatisfyPhDMentorship +
    Ctrl_Hindex + Ctrl_MBACONV + Ctrl_DesignationCONV + c.Ctrl_SatisfyWorkSupport +
    c.Ctrl_LightHouseholdObligations + Ctrl_LightCaregiving +
    Ctrl_TraumaCONV + Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
    c.Ctrl_PosCovidTeach , data = NarcissisticProjectWIP)

summary(M6aStepWise)
```

```
vif(M6aStepWise)
```

```
M7a<- lm(log.ObjSuc_PhDSupervision~   HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Mal
           HighGNarci:HighVNarci + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada + Ctrl_DisciplineAC
           Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige + c.Ctrl_SatisfyPhDMentorship +
           Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain + `Ctrl_UG-BUSMajor` + `Ctrl_UG-
           Ctrl_MBACONV + Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations + Ctrl_LightCaregiving + Ctrl_Ch
           Ctrl_ChildrenCONV + Ctrl_TraumaCONV + Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M7a)
```

```
stepAIC(M7a)
```

```
M7aStepWise <- lm( log.ObjSuc_PhDSupervision ~ HighGNarci + HighVNarci + Male + HighVNarci:Male  +
                     HighGNarci:Male + HighGNarci:HighVNarci + Ctrl_PrestigeEmployer + Ctrl_FullProf +
                     Ctrl_HighPhDPrestige + Ctrl_Hindex + Ctrl_LightCaregiving + c.Ctrl_PosCovidResearch
                   ,data = NarcissisticProjectWIP)

summary(M7aStepWise)
```

```
vif(M7aStepWise)
```

```
M8a<- lm(log.ObjSuc_ResearchAwards~   HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Mal
         + HighGNarci:HighVNarci + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada + Ctrl_DisciplineAC
           Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige + c.Ctrl_SatisfyPhDMentorship +
           Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain + `Ctrl_UG-BUSMajor` +
           `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV + Ctrl_DesignationCONV + Ctrl_IndustryExperience +
           c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M8a)
```

```
stepAIC(M8a)
```

```
M8aStepWise <- lm(log.ObjSuc_ResearchAwards ~ HighVNarci + HighGNarci+
                    Male + HighVNarci:Male + HighGNarci:Male + HighVNarci:HighGNarci+
```

```
                    Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
                    c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamDomain +
                    Ctrl_MBACONV + Ctrl_DesignationCONV + Ctrl_IndustryExperience +
                    c.Ctrl_LightServiceLoads + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV +
                    Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch, data = NarcissisticProjectWIP)

summary(M8aStepWise)
```

```
vif(M8aStepWise)
```

```
M9a<- lm(log.ObjSuc_TeachingAwards~   HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Mal
         + HighGNarci:HighVNarci + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada + Ctrl_DisciplineAC
           Ctrl_PrestigeEmployer +
           Ctrl_FullProf + Ctrl_HighPhDPrestige + c.Ctrl_SatisfyPhDMentorship +
           Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain + `Ctrl_UG-BUSMajor` +
           `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV + Ctrl_DesignationCONV + Ctrl_IndustryExperience +
           c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M9a)
```

```
stepAIC(M9a)
```

```
M9aStepWise <- lm(log.ObjSuc_TeachingAwards ~ HighGNarci + HighVNarci +
    Male + HighGNarci:Male + HighVNarci:Male + HighGNarci:HighVNarci +
    Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + `Ctrl_UG-NorthAmerica` +
    Ctrl_DesignationCONV + Ctrl_ChildrenNumber + c.Ctrl_PosCovidResearch
    , data = NarcissisticProjectWIP)

summary(M9aStepWise)
```

```
vif(M9aStepWise)
```

```
M10a<- lm(log.ObjSuc_Keynote~   HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Male +
            HighGNarci:HighVNarci + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
            Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
            c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
            `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV + Ctrl_DesignationCONV +
            Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServiceLoads +
            c.Ctrl_LightHouseholdObligations + Ctrl_LightCaregiving + Ctrl_ChildrenNumber +
            Ctrl_ChildrenCONV + Ctrl_TraumaCONV + Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
            c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M10a)
```

```
stepAIC(M10a)
```

```
M10aStepWise <- lm(log.ObjSuc_Keynote ~ HighVNarci + HighGNarci + Male + HighVNarci:Male
                   + HighGNarci:Male + HighVNarci:HighGNarci + Ctrl_EthnicityCaucasian +
                     Ctrl_DisciplineACCO + Ctrl_IndustryExperience + Ctrl_CareerInterruption
                       , data = NarcissisticProjectWIP)

summary(M10aStepWise)
```

```
vif(M10aStepWise)
```

```
M11a<- lm(c.JS~   HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Male +
            HighGNarci:HighVNarci + Ctrl_Age + Ctrl_EthnicityCaucasian +
           Ctrl_Canada + Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf +
            Ctrl_HighPhDPrestige + c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod +
            Ctrl_MainstreamDomain + `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServ
            c.Ctrl_LightHouseholdObligations + Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_Childr
            Ctrl_TraumaCONV + Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch + c.Ctrl_PosCovidTeach,
          data=NarcissisticProjectWIP)

summary(M11a)
```

```
stepAIC(M11a)
```

```
M11aStepWise <-lm(c.JS ~ HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Male+
                    HighGNarci:HighVNarci + Ctrl_EthnicityCaucasian + Ctrl_Canada +
                    Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_HighPhDPrestige +
                    Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
                    c.Ctrl_LightHouseholdObligations + Ctrl_ChildrenNumber +
                    Ctrl_TraumaCONV + c.Ctrl_PosCovidResearch, data = NarcissisticProjectWIP)

summary(M11aStepWise)
```

```
vif(M11aStepWise)
```

```
M12a<- lm(c.IS~   HighGNarci + HighVNarci + Male + HighGNarci:Male + HighVNarci:Male +
            HighGNarci:HighVNarci + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada + Ctrl_DisciplineA
            Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige + c.Ctrl_SatisfyPhDMentorship +
            Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain + `Ctrl_UG-BUSMajor` +
            `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV + Ctrl_DesignationCONV + Ctrl_IndustryExperience +
            c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
            Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
            Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
            c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M12a)
```

```
stepAIC(M12a)
```

```
M12aStepWise <- lm(c.IS ~ HighGNarci + HighVNarci + Male + HighVNarci:Male + HighGNarci:Male+
                     HighGNarci:HighVNarci + Ctrl_FullProf + `Ctrl_UG-NorthAmerica` +
```

```
                    c.Ctrl_SatisfyWorkSupport , data = NarcissisticProjectWIP)

summary(M12aStepWise)
```

```
vif(M12aStepWise)
```

Re-run the twelve regression models that only include "HighGNarci" after removing the interaction variables

```
M1b<- lm(log.ObjSuc_Salary~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M1b)
```

```
vif(M1b)
```

```
library(MASS)
stepAIC(M1b)
```

```
M1bStepWise<- lm(log.ObjSuc_Salary ~ HighGNarci + Male +  Ctrl_EthnicityCaucasian + Ctrl_Canada +
    Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
    `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica` + Ctrl_IndustryExperience +
    c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServiceLoads + c.Ctrl_PosCovidTeach,
    data = NarcissisticProjectWIP)

summary(M1bStepWise)
```

```
vif(M1bStepWise)
```

```
M2b<- lm(log.ObjSuc_GrantsCONV~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M2b)
```

```
vif(M2b)
```

```
library(MASS)
stepAIC(M2b)
```

```
M2bStepWise<- lm(log.ObjSuc_GrantsCONV ~ HighGNarci + Male +   Ctrl_Canada + Ctrl_DisciplineACCO +
    Ctrl_FullProf + Ctrl_HighPhDPrestige + Ctrl_Hindex + Ctrl_MainstreamDomain +
    `Ctrl_UG-BUSMajor` + Ctrl_IndustryExperience, data = NarcissisticProjectWIP)

summary(M2bStepWise)
```

```
vif(M2bStepWise)
```

```
M3b<- lm(log.ObjSuc_PhDtoTenure~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M3b)
```

```
stepAIC(M3b)
```

```
M3bStepWise<- lm(log.ObjSuc_PhDtoTenure ~ HighGNarci + Male +  Ctrl_EthnicityCaucasian +
    Ctrl_Canada + Ctrl_FullProf + Ctrl_HighPhDPrestige + Ctrl_MainstreamDomain +
    `Ctrl_UG-NorthAmerica` + Ctrl_ChildrenNumber, data = NarcissisticProjectWIP)

summary(M3bStepWise)
```

```
vif(M3bStepWise)
```

```
M4b<- lm(log.ObjSuc_Journals~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M4b)
```

```
stepAIC(M4b)
```

```
M4bStepWise<- lm(log.ObjSuc_Journals ~ HighGNarci  + Male + Ctrl_FullProf + Ctrl_MainstreamMethod +
    c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
    Ctrl_ChildrenNumber + Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
    c.Ctrl_PosCovidTeach, data = NarcissisticProjectWIP)

summary(M4bStepWise)
```

```
vif(M4bStepWise)
```

```
M5b<- lm(log.ObjSuc_FT50~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M5b)
```

```
vif(M5b)
```

```
library(MASS)
stepAIC(M5b)
```

```
M5bStepWise<- lm(log.ObjSuc_FT50 ~ HighGNarci + Male + Ctrl_EthnicityCaucasian + Ctrl_Canada +
    Ctrl_FullProf + Ctrl_HighPhDPrestige + Ctrl_Hindex + Ctrl_MainstreamDomain +
    `Ctrl_UG-NorthAmerica` + Ctrl_IndustryExperience + c.Ctrl_LightHouseholdObligations +
    Ctrl_LightCaregiving + Ctrl_TraumaCONV + c.Ctrl_PosCovidResearch +
    c.Ctrl_PosCovidTeach, data = NarcissisticProjectWIP)

summary(M5bStepWise)
```

```
vif(M5bStepWise)
```

```
M6b<- lm(log.ObjSuc_Citations~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M6b)
```

```
stepAIC(M6b)
```

```
M6bStepWise<- lm(log.ObjSuc_Citations ~ HighGNarci + Male +  Ctrl_Age +
    Ctrl_Canada + Ctrl_FullProf + c.Ctrl_SatisfyPhDMentorship +
    Ctrl_Hindex + Ctrl_MBACONV + c.Ctrl_SatisfyWorkSupport +
    Ctrl_TraumaCONV + c.Ctrl_PosCovidResearch + c.Ctrl_PosCovidTeach,
    data = NarcissisticProjectWIP)

summary(M6bStepWise)
```

```
vif(M6bStepWise)
```

```
M7b<- lm(log.ObjSuc_PhDSupervision~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian +
           Ctrl_Canada + Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf +
           Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M7b)
```

```
vif(M7b)
```

```
library(MASS)
stepAIC(M7b)
```

```
M7bStepWise<- lm(log.ObjSuc_PhDSupervision ~ HighGNarci + Male + Ctrl_PrestigeEmployer +
    Ctrl_FullProf + Ctrl_HighPhDPrestige + Ctrl_Hindex + `Ctrl_UG-BUSMajor` +
    Ctrl_LightCaregiving, data = NarcissisticProjectWIP)

summary(M7bStepWise)
```

```
vif(M7bStepWise)
```

```
M8b<- lm(log.ObjSuc_ResearchAwards~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M8b)
```

```
stepAIC(M8b)
```

```
M8bStepWise<- lm(log.ObjSuc_ResearchAwards ~ HighGNarci + Male +  Ctrl_Canada + Ctrl_FullProf +
    Ctrl_HighPhDPrestige + c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex +
    Ctrl_MainstreamDomain + Ctrl_MBACONV + Ctrl_DesignationCONV +
    Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch, data = NarcissisticProjectWIP)

summary(M8bStepWise)
```

```
vif(M8bStepWise)
```

```
M9b<- lm(log.ObjSuc_TeachingAwards~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M9b)
```

```
stepAIC(M9b)
```

```
M9bStepWise<- lm(log.ObjSuc_TeachingAwards ~ HighGNarci + Male + Ctrl_DisciplineACCO +
    Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_Hindex + Ctrl_MainstreamMethod +
    `Ctrl_UG-NorthAmerica` + Ctrl_MBACONV + c.Ctrl_LightHouseholdObligations +
    Ctrl_ChildrenNumber + c.Ctrl_PosCovidResearch, data = NarcissisticProjectWIP)

summary(M9bStepWise)
```

```
vif(M9bStepWise)
```

```
M10b<- lm(log.ObjSuc_Keynote~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M10b)
```

```
vif(M10b)
```

```
library(MASS)
stepAIC(M10b)
```

```
M10bStepWise<- lm(log.ObjSuc_Keynote ~ HighGNarci + Male +  Ctrl_EthnicityCaucasian + Ctrl_DisciplineAC(
    Ctrl_HighPhDPrestige + Ctrl_IndustryExperience + c.Ctrl_LightHouseholdObligations +
    Ctrl_LightCaregiving + Ctrl_ChildrenNumber + c.Ctrl_PosCovidTeach,
    data = NarcissisticProjectWIP)

summary(M10bStepWise)
```

```
vif(M10bStepWise)
```

```
M11b<- lm(c.JS~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M11b)
```

```
stepAIC(M11b)
```

```
M11bStepWise<- lm(c.JS ~ HighGNarci + Male +  Ctrl_EthnicityCaucasian + Ctrl_Canada +
    Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_HighPhDPrestige +
    Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
    c.Ctrl_LightHouseholdObligations + Ctrl_ChildrenNumber +
    Ctrl_TraumaCONV + c.Ctrl_PosCovidResearch, data = NarcissisticProjectWIP)

summary(M11bStepWise)
```

```
vif(M11bStepWise)
```

```
M12b<- lm(c.IS~ HighGNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M12b)
```

```
stepAIC(M12b)
```

```
M12bStepWise<- lm(c.IS ~ HighGNarci + Male +  Ctrl_DisciplineACCO + Ctrl_FullProf +
                   `Ctrl_UG-NorthAmerica` +c.Ctrl_SatisfyWorkSupport, data =
                   NarcissisticProjectWIP)

summary(M12bStepWise)
```

```
vif(M12bStepWise)
```

Re-run the eight regression models that only include "HighVNarci" after removing the interaction variables

```
M1C<- lm(log.ObjSuc_Salary ~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M1C)
```

```
stepAIC(M1C)
```

```
M1cStepWise<- lm( log.ObjSuc_Salary ~ HighVNarci + Male + Ctrl_EthnicityCaucasian + Ctrl_Canada +
    Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
    `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica` + Ctrl_IndustryExperience +
    c.Ctrl_SatisfyWorkSupport + c.Ctrl_LightServiceLoads + c.Ctrl_PosCovidTeach,
    data = NarcissisticProjectWIP)

summary(M1cStepWise)
```

```
vif(M1cStepWise)
```

```
M2C<- lm(log.ObjSuc_GrantsCONV ~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M2C)
```

```
stepAIC(M2C)
```

```
M2cStepWise<- lm(log.ObjSuc_GrantsCONV ~ HighVNarci + Male +  Ctrl_Canada + Ctrl_DisciplineACCO +
    Ctrl_FullProf + Ctrl_HighPhDPrestige + Ctrl_Hindex + Ctrl_MainstreamDomain +
    `Ctrl_UG-BUSMajor` + Ctrl_IndustryExperience, data = NarcissisticProjectWIP)

summary(M2cStepWise)
```

```
vif(M2cStepWise)
```

```
M3c<- lm(log.ObjSuc_PhDtoTenure~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M3c)
```

```
stepAIC(M3c)
```

```
M3cStepWise<- lm(log.ObjSuc_PhDtoTenure ~ HighVNarci + Male  + Ctrl_EthnicityCaucasian +
    Ctrl_Canada + Ctrl_FullProf + Ctrl_HighPhDPrestige + Ctrl_MainstreamDomain +
    `Ctrl_UG-NorthAmerica` + Ctrl_DesignationCONV + Ctrl_ChildrenNumber,
    data = NarcissisticProjectWIP)

summary(M3cStepWise)
```

```
vif(M3cStepWise)
```

```
M4C<- lm(log.ObjSuc_Journals ~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M4C)
```

```
stepAIC(M4C)
```

```
M4cStepWise<- lm(log.ObjSuc_Journals ~   HighVNarci + Male + Ctrl_PrestigeEmployer +
    Ctrl_FullProf + Ctrl_MainstreamMethod + c.Ctrl_SatisfyWorkSupport +
    c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
    Ctrl_ChildrenNumber + Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
    c.Ctrl_PosCovidTeach, data = NarcissisticProjectWIP)

summary(M4cStepWise)
```

```
vif(M4cStepWise)
```

```
M5C<- lm(log.ObjSuc_FT50 ~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M5C)
```

```
stepAIC(M5C)
```

```
M5cStepWise<- lm(log.ObjSuc_FT50 ~ HighVNarci + Male +  Ctrl_EthnicityCaucasian + Ctrl_Canada +
    Ctrl_FullProf + Ctrl_HighPhDPrestige + Ctrl_Hindex + Ctrl_MainstreamDomain +
    `Ctrl_UG-NorthAmerica` + Ctrl_IndustryExperience + c.Ctrl_LightHouseholdObligations +
    Ctrl_LightCaregiving + Ctrl_TraumaCONV + c.Ctrl_PosCovidResearch +
    c.Ctrl_PosCovidTeach, data = NarcissisticProjectWIP)

summary(M5cStepWise)
```

```
vif(M5cStepWise)
```

```
M6C<- lm(log.ObjSuc_Citations ~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M6C)
```

```
stepAIC(M6C)
```

```
M6cStepWise<- lm(log.ObjSuc_Citations ~  HighVNarci + Male + Ctrl_Age + Ctrl_Canada +
    Ctrl_FullProf + c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex +
    Ctrl_MBACONV + Ctrl_DesignationCONV + c.Ctrl_SatisfyWorkSupport +
    Ctrl_TraumaCONV + c.Ctrl_PosCovidResearch + c.Ctrl_PosCovidTeach,
    data = NarcissisticProjectWIP)

summary(M6cStepWise)
```

```
vif(M6cStepWise)
```

```
M7C<- lm(log.ObjSuc_PhDSupervision ~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canad
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
```

```
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M7C)
```

```
stepAIC(M7C)
```

```
M7cStepWise<- lm( log.ObjSuc_PhDSupervision ~  HighVNarci + Male + Ctrl_PrestigeEmployer +
    Ctrl_FullProf + Ctrl_HighPhDPrestige + Ctrl_Hindex + Ctrl_IndustryExperience +
    Ctrl_LightCaregiving + c.Ctrl_PosCovidTeach, data = NarcissisticProjectWIP)

summary(M7cStepWise)
```

```
vif(M7cStepWise)
```

```
M8C<- lm(log.ObjSuc_ResearchAwards~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M8C)
```

```
stepAIC(M8C)
```

```
M8cStepWise<- lm(log.ObjSuc_ResearchAwards ~ HighVNarci + Male +  Ctrl_Canada + Ctrl_FullProf +
    Ctrl_HighPhDPrestige + c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex +
    Ctrl_MainstreamDomain + Ctrl_MBACONV + Ctrl_DesignationCONV +
    Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch, data = NarcissisticProjectWIP)

summary(M8cStepWise)
```

```
vif(M8cStepWise)
```

```
M9C<- lm(log.ObjSuc_TeachingAwards~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
```

```
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M9C)
```

```
stepAIC(M9C)
```

```
M9cStepWise<- lm(log.ObjSuc_TeachingAwards ~   HighVNarci + Male +
    Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_MainstreamMethod +
    `Ctrl_UG-NorthAmerica` + Ctrl_DesignationCONV + Ctrl_ChildrenNumber +
    c.Ctrl_PosCovidResearch, data = NarcissisticProjectWIP)

summary(M9cStepWise)
```

```
vif(M9cStepWise)
```

```
M10C<- lm(log.ObjSuc_Keynote ~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M10C)
```

```
stepAIC(M10C)
```

```
M10cStepWise<- lm( log.ObjSuc_Keynote ~ HighVNarci + Male +  Ctrl_EthnicityCaucasian + Ctrl_DisciplineA(
    Ctrl_FullProf + Ctrl_HighPhDPrestige, data = NarcissisticProjectWIP)

summary(M10cStepWise)
```

```
vif(M10cStepWise)
```

```
M11C<- lm(c.JS~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M11C)
```

```
stepAIC(M11C)
```

```
M11cStepWise<- lm(c.JS ~  HighVNarci + Male + Ctrl_EthnicityCaucasian + Ctrl_Canada + Ctrl_DisciplineAC(
    Ctrl_PrestigeEmployer + Ctrl_HighPhDPrestige + Ctrl_Hindex +
    c.Ctrl_LightHouseholdObligations + Ctrl_ChildrenNumber +
    Ctrl_TraumaCONV + c.Ctrl_PosCovidResearch, data = NarcissisticProjectWIP)

summary(M11cStepWise)
```

```
vif(M11cStepWise)
```

```
M12C<- lm(c.IS~ HighVNarci + Male + Ctrl_Age + Ctrl_EthnicityCaucasian + Ctrl_Canada +
           Ctrl_DisciplineACCO + Ctrl_PrestigeEmployer + Ctrl_FullProf + Ctrl_HighPhDPrestige +
           c.Ctrl_SatisfyPhDMentorship + Ctrl_Hindex + Ctrl_MainstreamMethod + Ctrl_MainstreamDomain +
           `Ctrl_UG-BUSMajor` + `Ctrl_UG-NorthAmerica`+ Ctrl_MBACONV +
           Ctrl_DesignationCONV + Ctrl_IndustryExperience + c.Ctrl_SatisfyWorkSupport +
           c.Ctrl_LightServiceLoads + c.Ctrl_LightHouseholdObligations +
           Ctrl_LightCaregiving + Ctrl_ChildrenNumber + Ctrl_ChildrenCONV + Ctrl_TraumaCONV +
           Ctrl_CareerInterruption + c.Ctrl_PosCovidResearch +
           c.Ctrl_PosCovidTeach, data=NarcissisticProjectWIP)

summary(M12C)
```

```
stepAIC(M12C)
```

```
M12cStepWise<- lm(c.IS ~  HighVNarci + Male + Ctrl_DisciplineACCO + Ctrl_FullProf + `Ctrl_UG-NorthAmeri(
    c.Ctrl_SatisfyWorkSupport, data = NarcissisticProjectWIP)

summary(M12cStepWise)
```

```
vif(M12cStepWise)
```

```
library("stargazer")
stargazer(M1aStepWise, M2aStepWise, M3aStepWise, M4aStepWise, report=('vc*t'),
          align=TRUE,  type = "text", out = "Panel A1,txt",title = "Multiple Regression Test-All Inclus
```

```
library("stargazer")
stargazer(M5aStepWise, M6aStepWise, M7aStepWise, M8aStepWise, report=('vc*t'),
          align=TRUE,  type = "text", out = "Panel A2,txt",title = "Multiple Regression Test-All Inclus
```

```
library("stargazer")
stargazer(M9aStepWise, M10aStepWise, M11aStepWise, M12aStepWise, report=('vc*t'),
          align=TRUE,  type = "text", out = "Panel A3,txt",title = "Multiple Regression Test-All Inclus
```

```
library("stargazer")
stargazer(M1bStepWise, M2bStepWise, M3bStepWise, M4bStepWise, report=('vc*t'),
          align=TRUE,  type = "text", out = "Panel B1,txt",title = "Multiple Regression Test-HighGNarci
```

```
library("stargazer")
stargazer(M5bStepWise, M6bStepWise, M7bStepWise, M8bStepWise,report=('vc*t'),
          align=TRUE,  type = "text", out = "Panel B2,txt",title = "Multiple Regression Test-HighGNarci
```

```
library("stargazer")
stargazer(M9bStepWise, M10bStepWise, M11bStepWise, M12bStepWise, report=('vc*t'),
          align=TRUE,  type = "text", out = "Panel B3,txt",title = "Multiple Regression Test-HighGNarci
```

```
library("stargazer")
stargazer(M1cStepWise, M2cStepWise, M3cStepWise, M4cStepWise, report=('vc*t'),
          align=TRUE,  type = "text", out = "Panel c1,txt",title = "Multiple Regression Test-HighVNarci
```

```
library("stargazer")
stargazer(M5cStepWise, M6cStepWise, M7cStepWise, M8cStepWise, report=('vc*t'),
          align=TRUE,  type = "text", out = "Panel c2,txt",title = "Multiple Regression Test-HighVNarci
```

```
library("stargazer")
stargazer(M9cStepWise, M10cStepWise, M11cStepWise, M12cStepWise, report=('vc*t'),
          align=TRUE,  type = "text", out = "Panel c3,txt",title = "Multiple Regression Test-HighVNarci
```

Appendix D

Research Ethics Clearance

APPENDIX D

Research Ethics Clearance

CERTIFICATION OF ETHICAL ACCEPTABILITY
FOR RESEARCH INVOLVING HUMAN SUBJECTS

Name of Applicant:	Ben (Zheng) Wu
Department:	John Molson School of Business\Management
Agency:	N/A
Title of Project:	The Role of Narcissism in the Career Success of Canadian Accounting Professors
Certification Number:	30017000

Valid From: November 08, 2022 To: November 07, 2023

The members of the University Human Research Ethics Committee have examined the application for a grant to support the above-named project, and consider the experimental procedures, as outlined by the applicant, to be acceptable on ethical grounds for research involving human subjects.

_____

Dr. David Waddington, Chair, University Human Research Ethics Committee

Appendix E

Big Five to Grandiose Narcissism Conversion Algorithm

APPENDIX E

Big Five to Grandiose Narcissism Conversion Algorithm

SUPPLEMENTARY MATERIALS

TABLE S1. Scorings for Each Level of Narcissism

Total Narcissism[1]	IPIPN6.vulnerability, IPIPN2.anger, IPIPN4.selfconsciousness, IPIPE2.gregariousness, IPIPE3.assertiveness, IPIPE5.excitementseeking, IPIPO1.imagination, IPIPA1.trustR, IPIPA2.moralityR, IPIPA3.altruismR, IPIPA5.modestyR, IPIPA6.sympathyR, IPIPC4.achievementstriving
Vulnerability	IPIPN6.vulnerability, IPIPN2.anger, IPIPN4.selfconsciousness
Grandiosity	IPIPN4.selfconsciousnessR, IPIPE2.gregariousness, IPIPE3.assertiveness, IPIPE5.excitementseeking, IPIPO1.imagination, IPIPA1.trustR, IPIPA2.moralityR, IPIPA3.altruismR, IPIPA5.modestyR, IPIPA6.sympathyR, IPIPC4.achievementstriving
Interpersonal Antagonism	IPIPN2.anger, IPIPE5.excitementseeking, IPIPA1.trustR, IPIPA2.moralityR, IPIPA3.altruismR, IPIPA5.modestyR, IPIPA6.sympathyR
Neuroticism	IPIPN6.vulnerability, IPIPN2.anger, IPIPN4.selfconsciousness
Agentic Extraversion	IPIPE2.gregariousness, IPIPE3.assertiveness, IPIPO1.imagination, IPIPC4.achievementstriving

[1] We computed total narcissism in two ways: (1) summing up all the facets related to vulnerability and grandiosity (self-consciousness was not reversed so that we gave vulnerability more weight) and (2) giving vulnerability and grandiosity equal weight. Results for SSM analyses did not differ at all.