

Pilar Gamarra

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ORCID

EMPLOYMENT

Lecturer, Department of Quantitative Methods, CUNEF Universidad (Spain), 2016–
Present.

EDUCATION

- Ph.D. in Business Administration, Universitat Politècnica de Catalunya (*in progress*)
- B.Sc. in Physics, Universidad Complutense de Madrid, 1998
- Executive MBA, EAE Business School, and Master in Education with ICT and Talent Management, Universidad Autónoma de Barcelona, 2013

FIELDS OF INTEREST

Empirical research on ethical leadership, leader's moral traits and organizational behavior.

PUBLICATIONS

- Gamarra, M. P., & Giroto, M. (2022). Ethical behavior in leadership: A bibliometric review of the last three decades. *Ethics & Behavior*, 32(2), 124–146. <https://doi.org/10.1080/10508422.2021.1927550>
- Gamarra, M. P., & Giroto, M. (Forthcoming). A contemporary perspective on ethical leadership: Emerging dimensions and the role of moral identity and moral attentiveness. *International Journal of Ethics and Systems*. <https://doi.org/10.1108/IJOES-01-2025-0007>

WORKING PAPERS

Gamarra, M. P., & Giroto, M. Unpacking Ethical Leadership: What a Moral Identity and Attentiveness Shape Leaders' Self-Perception Across Hierarchies. Submitted to *Human Resource Development International*.

SELECTED ACADEMIC HONOURS AND GRANTS

Active participant in the European research project EM4FIT – Entrepreneurial Management for Fostering Innovation & Talents (Horizon 2020)

SELECTED PRESENTATIONS CONFERENCES

- **13th International Conference of the Iberoamerican Academy of Management**, Madrid (Spain), 22–24 May 2025
Liderazgo ético desde la autopercepción del líder: El rol de la identidad moral y la atención moral
- **XXXIV International Conference of ACEDE**, Pamplona (Spain), 15–17 June 2025
Ethical leadership through the leader's eyes: The impact of moral identity and moral attentiveness
- **European Academy of Management (EURAM)**, Dublin (Ireland), 14–16 June 2023
Influence of moral identity and moral attentiveness on the self-perception of thical leadership

SEMINARS

Final Conference – Entrepreneurial Management for Fostering Innovation & Talents (EM4FIT), Horizon 2020

Universidad del Pacífico, Lima (Peru), 26–27 May 2025

Ethical behaviour of leaders: A review of the extant literature

PROFESSIONAL ACTIVITIES

Article reviewer for the peer-reviewed journal **Ethics & Behavior** (Taylor & Francis)