

**CHRISTY ZHOU KOVAL**

Department of Management  
Michigan State University Broad College of Business  
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**EMPLOYMENT**

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<b>Michigan State University, Broad College of Business</b> Assistant Professor, Department of Management	2019-present
<b>Hong Kong University of Science and Technology, Business School</b> Assistant Professor, Department of Management	2016-2019

**EDUCATION**

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PhD	Duke University, Fuqua School of Business Management & Organizations	2016
MSc	University of Western Ontario Industrial/Organizational Psychology	2010
HBA	University of Western Ontario Ivey Business School	2008

**PUBLICATIONS**

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8. Tang, S., **Koval, C.Z.**, Larrick, R., & Harris, L. (2020). The morality of organization vs. organized members: Organizations are attributed more control and responsibility for negative outcomes than are equivalent members. *Journal of Personality and Social Psychology*.
7. Rosette, A.S., Ponce de Leon, R., **Koval, C. Z.**, & Harrison, D. (2018). Intersectionality: Connecting experiences of gender with race at work. *Research in Organizational Behavior*, 38, 1-22.  
  
\*Runner up, The Saroj Parasuraman Outstanding Publication Award, Academy of Management, GDO division
6. Rosette, A.S. & **Koval, C. Z.** (2018). Framing advantageous inequity with a focus on others: A catalyst for equity restoration. *Journal of Experimental Social Psychology*, 76, 283-289.
5. Bang, M. H., **Koval, C.Z.**, & Wade-Benzoni, K. A. (2017). It's the thought that counts over time: The interplay of intent, outcome, stewardship, and legacy motivations in intergenerational reciprocity. *Journal of Experimental Social Psychology*, 73, 197-210.

4. Rosette, A. S., **Koval, C. Z.**, Ma, A. & Livingston, R. (2016). Race matters for women leaders: A Comprehensive consideration of agentic deficiencies and penalties. *Leadership Quarterly*, 27, 429-445.
3. Proudfoot, D., Kay, C. A., & **Koval, C. Z.** (2015). A gender bias in the attribution of creativity: Archival and experimental evidence for the perceived association between masculinity and creative thinking. *Psychological Science*, 26, 1751-1761.  
\*Winner, The Dorothy Harlow Best Paper Award, Academy of Management, GDO division
2. **Koval, C. Z.**, vanDellen, M. R., Fitzsimons, G. M., & Ranby, K. W. (2015). The burden of responsibility: Interpersonal costs of having high self-control. *Journal of Personality and Social Psychology*, 108, 750-766.
1. vanDellen, M. R., Shea, C. T., Davisson, E. K., **Koval, C. Z.**, & Fitzsimons, G. M. (2014). Motivated misperception: Self-regulatory resources affect goal appraisals. *Journal of Experimental Social Psychology*. 53, 118-124.

#### MANUSCRIPTS UNDER REVIEW & REVISION

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**Koval, C.Z.**, & Rosette, A. S., Topic: Appearance bias against Black women. Revise and resubmit at *Social Psychological and Personality Science*.

#### WORKING PAPERS

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**Koval, C.Z.**, Chen, M. Ferris, D.L. Topic: Agency and incivility.

Ma, A., **Koval, C. Z.** & Rosette, A. S., Topic: Gender and leadership.

**Koval, C.Z.**, Li, J., & Lian, H. Topic: Subordinate status and supervisor mistreatment.

Daniels, D.P., & **Koval, C.Z.** Topic: Gender and negotiation.

**Koval, C.Z.** & Wong, K. F. E. Topic: Diversity and decision bias.

#### RESEARCH IN PROGRESS

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Young, H., Ferris, D. L., & **Koval, C. Z.** Topic: Creativity and racial bias.

Dana-Le, J., Ferris, D. L., **Koval, C. Z.**, & Chen, M. Topic: Construal level and mistreatment.

**Koval, C. Z.** & Hollenbeck, J. R. Topic: Construal level and team diversity.

**Koval, C. Z.**, Young H., Hahn, R., Johnson, R. E., Lee, S., & Fitzsimons, G.M. Topic: Physical appearance and job performance.

Young, H., Hahn, R., **Koval, C. Z.**, & Johnson, R. E. Topic: Intergroup interactions and job performance.

**Koval, C.Z.**, Lian, H., & Walker, D., & Wang, F. Topic: Accent and incivility.

Hideg, I., Ferris, D.L., & **Koval, C.Z.** Topic: Intersectionality and diversity policies.

**Koval, C.Z.**, Tsolmon, U., & Leung, A. Topic: Gender bias in top management teams.

**Koval, C.Z.**, Daniels, D.P. Topic: Goal orientation in job interviews.

**Koval, C.Z.**, Lee, Y. H., & Lee, S. Topic: Gender bias in creative careers.

## CONFERENCE PRESENTATIONS

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- 2019 Daniels, D. P.\* & **Koval, C.Z.** What happens if women do ask? Gender and negotiation in an online labor market. Talk given at Society for Judgment and Decision Making Conference, Montreal, Canada.
- 2019 Daniels, D. P.\* & **Koval, C.Z.** What happens if women do ask? Gender and negotiation in an online labor market. Talk given at Boston JDM Conference, Boston, MA.
- 2019 Rosette, A. R., Ponce de Leon, R.\* , **Koval, C.Z.**, Harrison, D. An Interdisciplinary Path for Intersectional Research. Talk given at the Academy of Management Annual Meeting, Boston, MA.
- 2019 **Koval, C.Z.**, Li, J\*., Lian, H. The Effects of Subordinate Ascribed and Achieved Status on Supervisor Incivility. Talk given at the Academy of Management Annual Meeting, Boston, MA.
- 2019 Hideg, I.\*, Ferris, D.L., & **Koval, C.Z.** Diversity policies supporting racial minority women: Not so supported. Talk given at the Academy of Management Annual Meeting, Boston, MA.
- 2019 Daniels, D. P.\* & **Koval, C.Z.** What happens if women do ask? Gender and negotiation in an online labor market. Talk given at the InGroup Conference, Lisbon, Portugal.
- 2019 Daniels, D. P.\* & **Koval, C.Z.** What happens if women do ask? Gender and negotiation in an online labor market. Talk given at the International Association of Conflict Management, Dublin, Ireland.
- 2017 **Koval, C.Z.\***, & Rosette, A. S. Framing advantageous inequity with a focus on others: A catalyst for equity restoration. Talk given at the Academy of Management Annual Meeting, Atlanta, GA.
- 2017 Ma, A.\*, Rosette, A. S., & **Koval, C. Z.**, & Livingston, R. The multiple facets of agency. Talk given at the Academy of Management Annual Meeting, Atlanta, GA.
- 2017 **Koval, C.Z.**, Lee, Y.G.\* , Lee, S. J., Gender gap in career diversification in the creative industry.

Presented at the Academy of Management Journal Workshop, Hong Kong.

- 2017 **Koval, C.Z.\***, Lee, Y.G., Lee, S.J., Gender gap in career diversification in the creative industry. Invited presentation at the Annual Research Symposium for the Centre for Leadership and Innovation, Hong Kong.
- 2016 **Koval, C.Z.\***, & Fitzsimons, G.M., & Huang, L. *Can't help the way they speak: Accent controllability beliefs and bias against nonnative English speakers*. Talk given at the Academy of Management Annual Meeting, Anaheim, CA.
- 2016 **Koval, C.Z.\***, & Rosette, A. S., *The hair style penalty: Discrimination based on women's hairstyles in job interviews*. Talk given at the Academy of Management Annual Meeting, Anaheim, CA.
- 2016 Tang, S\*, Larrick, R.P., **Koval, C.Z.**, Harris, L. *Organizations are attributed more responsibility for bad outcomes*. Talk given at the Academy of Management Annual Meeting, Anaheim, CA.
- 2016 **Koval, C. Z.\*** *Does it pay to be bilingual in the labor market? It depends on who's talking*. Talk given at the Harvard Business School Gender & Work Symposium, Boston, MA.
- 2015 Bang, M. H.\* , **Koval, C.Z.**, & Wade-Benzoni, K. *Good intentions never go bad: The role of intention, outcome, and intergenerational stewardship*. Talk given at the Academy of Management Annual Meeting, Vancouver, Canada.
- 2015 Rosette, A. S., **Koval, C. Z.\***, & Ma, A. *Race matters for women leaders: Agentic penalties and deficiencies revisited*. Talk given at the Academy of Management Annual Meeting, Vancouver, Canada.
- 2015 Proudfoot, D.\*, Kay, C. A., & **Koval, C. Z.** *Creativity is gendered: The perceived association between masculinity and creative ability*. Talk given at the Academy of Management Annual Meeting, Vancouver, Canada.  
-Selected for Academy of Management Best Paper Proceedings  
-Winner of The Dorothy Harlow Best Paper Award, GDO division
- 2015 Rosette, A. S. & **Koval, C. Z.\*** *Framing advantageous inequity with a focus on others: A catalyst for equity restoration*. Poster presentation at INGroup Conference, Pittsburgh, PA.
- 2015 **Koval, C. Z.\*** & Fitzsimons, G. M. *Accent as a choice: Implicit theories about the malleability of accents affect discrimination against non-native English speakers*. Talk given at the Carolina Research in Social Psychology conference, Durham, NC.
- 2014 **Koval, C. Z.\***, vanDellen, M. R. & Fitzsimons, G. M. *The effect of self-regulatory resource depletion on perceived need to monitor*. Talk given at the Academy of Management annual conference, Philadelphia, PA.

- 2014 **Koval, C.Z.** & Milovac, Melanie. *To conform or deviate? Situational dynamics of the norm-behavior relationship*. Organized symposium at the Academy of Management annual conference, Philadelphia, PA.
- 2014 **Koval, C.Z.\*** & Gelfand, M. J. *Situational strength and aggression: The mediating role of self-regulatory resources*. Talk given at the Academy of Management annual conference, Philadelphia, PA.
- 2014 **Zhou, C.\***, vanDellen, M. R., Fitzsimons, G. M., & Ranby, K. W. *The burden of responsibility: Interpersonal costs of having high self-control*. Talk given at the Trans-Atlantic Doctoral Consortium, London, UK.
- 2013 **Zhou, C.\***, vanDellen, M. R., Fitzsimons, G. M., & Ranby, K. W. *The burden of responsibility: Interpersonal costs of having high self-control*. Talk given at the Annual Meeting of the Society for Judgment and Decision Making, Toronto, Canada.
- 2013 Proudfoot, D.\*, **Zhou, C.**, & Kay, C. A. *Risk propensity stereotypes contribute to gender inequality in the workplace*. Talk given at the Academy of Management Annual Meeting, Orlando, FL.

\*denotes presenter

## TEACHING EXPERIENCE

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### Course Instructor

Managing Human Resources & Organizational Behavior (undergraduate), MSU	Fall 2019
Negotiation and Conflict Management (undergraduate), MSU	Fall 2019
Foundations of Negotiation (Master's in Accounting), MSU	Fall 2019
Organizational Behavior (undergraduate, 3 sections), HKUST	Fall 2018
Organizational Behavior (undergraduate, 3 sections), HKUST	Fall 2017
Organizational Behavior (undergraduate, 2 sections), HKUST	Spring 2017
Negotiations, LEAD Business Summer Institute, Duke University	Summer 2013
Facilitator, Leadership Education Program (LEP), University of Western Ontario	2006-2008

### Teaching Assistant

Duke University, Fuqua School of Business

Managerial Effectiveness (Global Executive MBA)	2013-2015
Managing Human Assets and Organizational Change (Day-time MBA)	2012
Negotiations (Day-time MBA, Cross-Continental MBA)	2010-2015

University of Western Ontario

Introduction to Psychology	2009
Introduction to Industrial/Organizational Psychology	2008

## STUDENT ADVISING

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PhD Dissertation Committee at HKUST:  
Prasad Subramanya, defended 2018  
Mingyun (Mia) Huai, defended 2018

Master's Thesis Committee at HKUST:  
Jie (Kassie) Li, defended 2017  
Susie Lee, defended 2018

Supervisor, HKUST Undergraduate Research Opportunities Program (UROP):  
Siddhartha Datta, Summer 2018

Faculty mentor for Geras Artis, Wharton School of Business, University of Pennsylvania, Global Research Internship Program, Summer 2018

## **HONORS & AWARDS**

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Runner up for the Saroj Parasuraman Outstanding Publication Award, GDO division, AOM	2019
Nominated for the Franklin Prize for Teaching Excellence, HKUST	2018
Dean's Commendation for Excellence in Teaching, HKUST	2017, 2018
Recipient of "Taking Your Favorite Faculty to Lunch" program, HKUST	2017, 2018
Outstanding Reviewer Award, MOC Division, Academy of Management	2017
OB Junior Faculty Consortium, Academy of Management	2017
Myra & William Waldo Boone Fellowship (\$22,030 USD), Duke University	2015-2016
Dorothy Harlow Best Paper Award, GDO division, Academy of Management	2015
Departmental Nominee, Academy of Management OB Doctoral Consortium	2014
IBRC Research Grant (\$500 USD), Duke University	2014
Doctoral Student Fellowship, Fuqua School of Business, Duke University	2010-2015
Canadian Graduate Scholarship Master's (\$17,500 CAD), SSHRC of Canada	2009-2010
UWO Graduate Research Scholarship (\$8,000 CAD), University of Western Ontario	2008-2009
HBA Leadership Award, Richard Ivey School of Business	2008
McCormick Canada HBA Award (\$2,000 CAD), Richard Ivey School of Business	2006-2008
Continuing Admission Scholarship (\$10,000 CAD), University of Western Ontario	2004-2008

## **SERVICE**

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### **Profession:**

Editorial Board:  
Management and Organization Review, 2018-present

### **Ad-hoc Reviewer:**

Academy of Management Journal  
Emotion  
Human Relations  
Journal of Applied Psychology  
Journal of British Social Psychology  
Journal of Theoretical Social Psychology  
Journal of Vocational Behavior  
Management Science

Organizational Behavior and Human Decision Processes  
Social and Personality Psychology Compass  
The Academy of Management Meeting (MOC, OB, & GDO division)  
Interdisciplinary Network for Group Research (INGRoup) Meeting

Discussant

*Acing the Job Talk: Tips from Experts and Recent Grads*, OB Doctoral Consortium PDW,  
Academy of Management 2017, 2018, 2019

Session Chair

International Association of Chinese Management Research Conference 2018, Wuhan, China

**HKUST:**

Department

MGMT 2110 Course Coordinator	2017-2018
Management Research Seminar Co-Coordinator (OB track)	2017-2018
Interviewer for faculty recruitment at AOM Meetings	Summer of 2017, 2018
Member of Management PhD Student Committee	2018-2019

School

Panelist for Undergraduate Admission Interviews (JUPAS)	2018
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**SELECTED MEDIA COVERAGE**

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Times Magazine, The Economist, Huffington Post, The Times of London, NY Magazine, The Atlantic, Business Insider, Yahoo Finance, Wisconsin Public Radio, Texas Public Radio, Harvard Business Review, Scientific American, Inc. Magazine, Huffington Post, Pacific Standard.

**PROFESSIONAL MEMBERSHIPS**

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Academy of Management  
Society for Personality and Social Psychology