

CHRISTY ZHOU KOVAL

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EMPLOYMENT

Michigan State University, Broad College of Business 2019-present
Assistant Professor, Department of Management
[Maternity leave taken in 2020-2021]

Hong Kong University of Science and Technology, Business School 2016-2019
Assistant Professor, Department of Management

EDUCATION

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

10. Ma, A., Rosette, A. S. & **Koval, C. Z.** (conditionally accepted). Reconciling Female Agentic Advantage and Disadvantage with the CADDIS Measure of Agency. *Journal of Applied Psychology*.
9. **Koval, C.Z.**, & Rosette, A. S. (2020). The natural hair bias in job recruitment. *Social Psychological and Personality Science*, 12, 741-750.
*Selected media mentions: CNN, Bloomberg, Huffington Post, Forbes, Yahoo.com, Last Week Tonight with John Oliver.
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*, 119, 901-919.
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

*Selected media mention: Harvard Business Review, Scientific American, Inc. Magazine, Huffington Post, Pacific Standard.

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.

*Selected media mention: Times Magazine, The Economist, Huffington Post, The Times of London, NY Magazine, The Atlantic, Business Insider, Yahoo Finance, Wisconsin Public Radio, Texas Public Radio.

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

Young, H.*, **Koval, C. Z.**, Lee, H., Hahn, R.*, & Johnson, R. E. Topic: Intergenerational group interactions and job performance. Under review at *OBHDP*.

Lee, Y. H., **Koval, C.Z.**, & Lee, S.* Topic: Gender bias in creative careers. R&R at *Academy of Management Journal*, third round.

Koval, C.Z. & Wong, K. F. E. Topic: Diversity and decision bias. Under review at *Journal of Personality and Social Psychology*.

WORKING PAPERS

Koval, C.Z., Daniels, D.P., Yong, H.* Topic: Gender bias in employment decisions.

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

Koval, C.Z., Guarana, C. L., & Hernandez, M. Topic: Language fluency in team contexts.

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

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

Koval, C. Z., Walker, D., Lian, H., Rochanakit, C*., Wang, F. Topic: Incivility.

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

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

RESEARCH IN PROGRESS

Koval, C.Z., Wong, H.* , Hideg, I., Ferris, D. L. Topic: Allyship.

Li, L.* , Liu, S* , **Koval, C Z.,** Scott, B. Topic: Vulnerability.

Connally, Q. M., Young, H. R.* , & **Koval, C.Z.** Topic: Inclusive leadership.

Koval, C.Z., & Lee, S.* Topic: Asian women and the motherhood penalty.

Koval, C.Z., Connally, Q. M., Rochanakit, C*., & Alanis, J.* Topic: Immigrant experience of inclusion.

*indicate PhD student

CONFERENCE PRESENTATIONS

2020 Lee, Y.* , **Koval, C.Z., & Lee, S.** Glass wall: Gendered generalist-discount in freelance career. 13th People and Organizations Conference, Wharton School of Business, Philadelphia, PA.

2020 Daniels, D. P.* & **Koval, C.Z.** What happens if women do ask? Gender and negotiation in an online labor market. Talk given at Virtual International Association of Conflict Management.

2020 **Koval, C.Z., & Lee, S*.** Asian women and the motherhood penalty: An intersectional perspective on the agentic penalty for working mothers. Talk given at the Academy of Management Annual Meeting, virtual .

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

Course Instructor

Managing the Workforce (Full-time MBA), MSU	Spring 2021
Managing Human Resources & Organizational Behavior (undergraduate), MSU	Spring 2021
Managing Human Resources & Organizational Behavior (undergraduate), MSU	Fall 2021
Managing Human Resources & Organizational Behavior (undergraduate), MSU	Fall 2020
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

Executive Education

Women in Executive Leadership	Fall 2021
Women in Senior Executive Leadership	Fall 2021

STUDENT ADVISING

PhD Dissertation Committee at MSU:

Lauren Collier-Spruel (Organizational Psychology), 2021

Master's Thesis Proposal Committee at MSU:

Jo Alanis (Organizational Psychology), 2020

Sarah Kuang (Organizational Psychology), 2020

PhD Dissertation Committee at HKUST:

Prasad Subramanya, defended 2018

Mingyun (Mia) Huai, defended 2018

Independent study advisor for Rachel Hahn (MSU), Fall 2021

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

Broad Summer Research Grant	2019,2020, 2021
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

Profession:

Editorial Board:

Management and Organization Review, 2018-present

Ad-hoc Reviewer for Management Journals:

Academy of Management Journal, Human Relations, Journal of Applied Psychology, Journal of Vocational Behavior, Management Science, Organizational Behavior and Human Decision Processes, Organization Science.

Ad-hoc Reviewer for Social Psychology Journals:

Emotion, Journal of British Social Psychology, Journal of Theoretical Social Psychology, Psychological Science, Sex Roles, Social and Personality Psychology Compass, Psychology of Women Quarterly.

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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MSU:

Department

Seminar speaker coordinator

2021-present

PhD Admissions Committee

Spring 2022

PROFESSIONAL MEMBERSHIPS

Academy of Management

Society for Personality and Social Psychology