**CHRISTY ZHOU KOVAL**

Department of Management

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**EMPLOYMENT**

**Michigan State University, Broad College of Business** 2019-present

Assistant Professor, Department of Management

[Maternity leave taken 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 2016

Management & Organizations

MSc University of Western Ontario 2010

Industrial/Organizational Psychology

HBA University of Western Ontario 2008

Ivey Business School

**PUBLICATIONS** (Student co-authors denoted by \*)

11. Lee, Y. H., **Koval, C. Z.,** & Lee, S.\* (in press). The glass wall and the gendered evaluation

of role Expansion in freelancing careers. *Academy of Management Journal*.

10. Ma, A., Rosette, A. S. & **Koval, C. Z.** (2022). Reconciling female agentic

advantage and disadvantage with the CADDIS measure of agency. *Journal of Applied*

*Psychology.*

+Published as a Journal of Applied Psychology Monograph for the potential to make an exceptional contribution to the literature

9. **Koval, C. Z.,** & Rosette, A. S. (2021). 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, Poynter.org.

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.

+A version of this paper won the Dorothy Harlow Best Paper Award, Academy of Management, GDO division

+Selected media mention: Harvard Business Review, Forbes, Innovation Hub, Psychology Today, 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, Psychology Today.

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**

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

**Koval, C. Z.,** Ferris, D. L., Wong, H.\*, Hideg, I. Topic: Allyship. Under review at *OBHDP.*

**WORKING PAPERS**

**Koval, C. Z.,** Hahn, R.\***,** Young H.\*, & Johnson, R. E. Topic: Work dress and job performance. Target submission date: end of August, 2022.

Young, H.\*, **Koval, C. Z.,** Lee, H., Hahn, R.\*, & Johnson, R. E. Topic: Intergenerational group interactions and job performance. Target submission date: end of August, 2022.

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

**Koval, C. Z.**, Guarana, C. L., & Hernandez, M. Topic: Language fluency and team performance.

**Koval, C. Z.,** Daniels, D. P., Yong, H.\*Topic: Gender bias in freelancing labor market.

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

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

**RESEARCH IN PROGRESS**

**Koval, C. Z.**, Walker, D., Lian, H., Rochanakit, C.\*, Wang, F. Topic: Accents and incivility.

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

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.

**Koval, C. Z**., & Hollenbeck, J. Topic: Construal level diversity in teams.

Lee, Y. H., **Koval, C. Z.,** & Lee, S.\* Topic: The Glass Wall and women’s career choice.

Young, H.\*, **Koval, C. Z.**, & Ferris, D. L. Topic: Intersectionality and creativity.

**CONFERENCE PRESENTATIONS** (\*denotes presenter)

2022 Lee, Y.\*, **Koval, C. Z.,** & Lee, S. Glass wall and the Gendered Evaluation of Role Expansion in Freelancing Career. Academy of Management Annual Meeting, Seattle, WA.

2022 **Koval, C. Z.**, Hahn, R.\*, Young, H. R., & Johnson, R. E. The Cost of Dress to Impress. Academy of Management Annual Meeting, Seattle, WA.

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, M. *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.

**INVITED TALKS**

2022 Seminar speaker, MSU Center for Gender in Global Context

2022 Invited speaker, Department of National Defense, Government of Canada.

2021 Seminar speaker, Hong Kong Baptist University, Department of Management

2020 Seminar speaker, Michigan State University, Department of Organizational Psychology

2018 Keynote speaker, HKUST Business Insights Presentation Series, Hong Kong.

2017 Keynote speaker, The Chartered Insurance Institute Diversity & Inclusion Event,

Hong Kong

2017 Keynote speaker, Division of Industrial Organizational Psychology Gender Diversity

Event, hosted by Freshfields Brahaus Deringer LLP, Hong Kong

**TEACHING EXPERIENCE**

Course Instructor

Negotiation and Conflict Management (undergraduate), MSU Fall 2022

Foundations of Negotiation (Master’s in Accounting), MSU Fall 2022

Managing Human Resources & Organizational Behavior (undergraduate), MSU Fall 2022

Managing the Workforce (Full-time MBA), MSU Spring 2022

Managing Human Resources & Organizational Behavior (undergraduate), MSU Spring 2022

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), HKUST Fall 2018

Organizational Behavior (undergraduate), HKUST Fall 2017

Organizational Behavior (undergraduate), HKUST Spring 2017

Negotiations, LEAD Business Summer Institute, Duke University Summer 2013

Executive Education

Women in Executive Leadership Fall 2021, 2022

Women in Senior Executive Leadership Fall 2021, 2022

Course Development (Spring 2022)

Revamped Broad’s MBA Organizational Behavior core course with new cases. Introduced curriculum focuses on Equity, Diversity, & Inclusion and Behavioral decision making.

**STUDENT ADVISING**

PhD Dissertation Committee at MSU:

Junghyun Mah (Management), 2022

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

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 Grants 2019-2022

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

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| Outstanding Reviewer Award, MOC Division, Academy of Management  OB Junior Faculty Consortium, Academy of Management  Myra & William Waldo Boone Fellowship ($22,030 USD), Duke University  Dorothy Harlow Best Paper Award, GDO division, Academy of Management  Departmental Nominee, Academy of Management OB Doctoral Consortium  IBRC Research Grant ($500 USD), Duke University  Doctoral Student Fellowship, Fuqua School of Business, Duke University  Canadian Graduate Scholarship Master’s ($17,500 CAD), SSHRC of Canada  UWO Graduate Research Scholarship ($8,000 CAD), University of Western Ontario  HBA HHBA Leadership Award, Richard Ivey School of Business  McCormick Canada HBA Award ($2,000 CAD), Richard Ivey School of Business  Continuing Admission Scholarship ($10,000 CAD), University of Western Ontario | 2017  2017  2015-2016  2015  2014  2014  2010-2015  2009-2010  2008-2009  2008  2006-2008  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:

*American Behavioral Scientist, 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

**HKUST:**

Department

MGMT 2110 Course Coordinator 2017-2018

Seminar Speaker Co-Coordinator (OB track) 2017-2018

Interviewer for faculty recruitment at AOM Meetings Summer of 2017, 2018

PhD Admissions Committee 2018-2019

School

Panelist for Undergraduate Admission Interviews (JUPAS) 2018

**MSU:**

Department

Seminar speaker coordinator 2021-present

PhD Admissions Committee 2022

**PROFESSIONAL MEMBERSHIPS**

Academy of Management

Society for Personality and Social Psychology