

EDUCATION	<b>University of Missouri</b> <i>Ph.D. in Management</i>	Columbia, MO 2027
	<b>University of Hertfordshire</b> <i>M.Sc. in International Business</i>	Hertfordshire, UK 2022
	<b>Capilano University</b> <i>B.B.A. in International Business</i>	Vancouver, CA 2020
RESEARCH INTERESTS	My research examines how the design of human resource practices predicts and shapes performance outcomes at both the employee and firm levels.  Through this work, I often examine how practices such as compensation, staffing, and performance management influence the psychological processes of employees.	
REVISE AND RESUBMIT	<ol style="list-style-type: none"><li>1. Joonyoung Kim, <b>Cyrus Khalvati</b>. [Strategic HRM]. 2<sup>nd</sup> round revise-and-resubmit. <i>Journal of Applied Psychology</i></li><li>2. John Schaubroeck, Ann Peng, <b>Cyrus Khalvati</b>, Ozgur Demirtas. [Economic Crises]. 3<sup>rd</sup> round revise-and-resubmit. <i>Personnel Psychology</i></li></ol>	
IN PROGRESS	<ol style="list-style-type: none"><li>1. John Arnold, Joonyoung Kim, <b>Cyrus Khalvati</b>, Talya Bauer. [Replacement Hiring]. Target: <i>Journal of Applied Psychology</i></li><li>2. John Arnold, Chad van Iddekinge, Filip Lievens, <b>Cyrus Khalvati</b>. [Employee Selection]. Target: <i>Journal of Applied Psychology</i></li><li>3. Joonyoung Kim, <b>Cyrus Khalvati</b>. [Pay Dispersion]. Target: <i>Journal of Applied Psychology</i></li><li>4. <b>Cyrus Khalvati</b>, John Schaubroeck. [Performance Improvement Plans]. Target: <i>Personnel Psychology</i></li></ol>	
PUBLISHED PROCEEDINGS	<ol style="list-style-type: none"><li>1. Kim, J., <b>Khalvati, C.</b> (2026). Work-hour Restrictions, Pay-for-Performance, and Firm-level Productivity. <i>Academy of Management Proceedings</i>.</li><li>2. Arnold, J. D., Kim, J., <b>Khalvati, C.</b>, Bauer, T. N. (2025). Does the “Why” matter? Differences in replacement vs. expansion hiring. <i>Academy of Management Proceedings</i>.</li></ol>	
TEACHING EXPERIENCE	<b>Instructor of Record, University of Missouri</b> Organizational Behavior (4.7/5.0) Organizational Behavior (4.8/5.0) Organizational Behavior (4.8/5.0)	Fall 2024 Spring 2025 Fall 2025

AWARDS  
AND  
SCHOLARSHIPS

**Academy of Management**

AoM HR Division Scholarship

**University of Missouri**

Raymond and Susan Chen International PhD Scholarship

Trulaske College of Business PhD Scholarship

Strategic Priority Scholarship

Outstanding Graduate Research Assistant Award

Outstanding Graduate Teaching Assistant Award