

EDUCATION	University of Missouri <i>Ph.D. in Organizational Behavior and Human Resources</i>	Columbia, MO 2027
	University of Hertfordshire <i>M.Sc. in International Business</i>	Hertfordshire, UK 2022
	Capilano University <i>B.B.A. in International Business</i>	Vancouver, CA 2020
RESEARCH INTERESTS	<p>My research focuses on two interconnected areas:</p> <ol style="list-style-type: none"> 1) Understanding how organizations make critical human resource management decisions; 2) Examining how the design and implementation of human resource management practices influence employees' motivational processes. <p>Through my work, I examine how practices such as staffing and compensation influence performance outcomes at both the employee and firm levels. I am also interested in understanding how experiences of adversity shape employee attitudes and behaviors within organizations.</p>	
REVISE AND RESUBMIT	<ol style="list-style-type: none"> 1. Joonyoung Kim, Cyrus Khalvati. [Strategic HRM]. Revise and Resubmit: <i>Journal of Applied Psychology</i> 2. John Schaubroeck, Ann Peng, Cyrus Khalvati, Ozgur Demirtas. [Economic Adversity]. Revise and Resubmit: <i>Personnel Psychology</i> 	
IN PROGRESS	<ol style="list-style-type: none"> 1. John Arnold, Joonyoung Kim, Cyrus Khalvati, Talya Bauer. [Replacement Hiring]. Target: <i>Journal of Applied Psychology</i> 2. John Arnold, Chad van Iddekinge, Filip Lievens, Cyrus Khalvati [Behavioral Consistency]. Target: <i>Journal of Applied Psychology</i> 3. Cyrus Khalvati. [Demotion and Performance]. Target: <i>Academy of Management Journal</i> 	
TEACHING EXPERIENCE	Instructor of Record, University of Missouri Organizational Behavior (4.7/5.0) Organizational Behavior (4.8/5.0)	Fall 2024 Spring 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	