

CONTACT INFORMATION	509 Cornell Hall University of Missouri Columbia, MO 65211	☎ (573) 825-3423 ✉ cyruskhalvati@missouri.edu 🌐 cyruskt.github.io
EDUCATION	University of Missouri Ph.D. in Management	Columbia, MO 2027
	University of Hertfordshire M.Sc. in International Business	Hertfordshire, UK 2022
	Capilano University B.B.A. in International Business	Vancouver, CA 2020
RESEARCH INTERESTS	My research examines how the design of human resource practices predict and shape performance outcomes at both the employee and firm levels. This work spans the micro–macro HRM continuum, and investigates how practices relating to staffing, compensation, and performance management are designed and implemented.	
REVISE AND RESUBMIT	Kim, J., Khalvati, C. [Strategic HRM]. 2 nd round revise-and-resubmit. <i>Journal of Applied Psychology</i> Schaubroeck, J., Peng, A., Khalvati, C. , Demirtas, O. [Economic Crises]. 3 rd round revise-and-resubmit. <i>Personnel Psychology</i>	
IN PROGRESS	Arnold, J. D., Kim, J., Khalvati, C. , Bauer, T. N. [Hiring Context]. Target: <i>Journal of Applied Psychology</i> Arnold, J. D., van Iddekinge, C., Lievens, F., Khalvati, C. [Personnel Selection]. Target: <i>Journal of Applied Psychology</i> Kim, J., Khalvati, C. [Flattening Structure]. Target: <i>Journal of Applied Psychology</i> Khalvati, C. , Schaubroeck, J. [Performance Improvement Plans]. Target: <i>Personnel Psychology</i>	
PUBLISHED PROCEEDINGS	Kim, J., Khalvati, C. (2026). Work-hour Restrictions, Pay-for-Performance, and Firm-level Productivity. <i>Academy of Management Proceedings</i> . Arnold, J. D., Kim, J., Khalvati, C. , Bauer, T. N. (2025). Does the “Why” Matter? Differences in Replacement vs. Expansion Hiring. <i>Academy of Management Proceedings</i> .	

TEACHING EXPERIENCE	Instructor of Record, University of Missouri Organizational Behavior (4.8/5.0) Organizational Behavior (4.8/5.0) Organizational Behavior (4.7/5.0)	Fall 2025 Spring 2025 Fall 2024
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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
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PROFESSIONAL ACTIVITIES	Conference Reviewer <i>Academy of Management Conference</i> <i>Southern Management Association Conference</i> Professional Affiliations <i>Academy of Management</i> <i>Southern Management Association</i>
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REFERENCES	<table border="0"> <tr> <td style="vertical-align: top;"> John Schaubroeck Professor of Management University of Missouri ✉ jschaubroeck@missouri.edu </td> <td style="vertical-align: top;"> John Arnold Assistant Professor of Management University of Missouri ✉ jdamgc@missouri.edu </td> </tr> <tr> <td style="vertical-align: top;"> Joonyoung Kim Assistant Professor of Management University of Missouri ✉ joonyoungkim@missouri.edu </td> <td style="vertical-align: top;"> Ann Peng Professor of Management University of Missouri ✉ cpeng@missouri.edu </td> </tr> </table>	John Schaubroeck Professor of Management University of Missouri ✉ jschaubroeck@missouri.edu	John Arnold Assistant Professor of Management University of Missouri ✉ jdamgc@missouri.edu	Joonyoung Kim Assistant Professor of Management University of Missouri ✉ joonyoungkim@missouri.edu	Ann Peng Professor of Management University of Missouri ✉ cpeng@missouri.edu
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