

CURRICULUM VITAE

ANJA KRSTIC

School of Human Resource Management
Faculty of Liberal Arts & Professional Studies
York University
4700 Keele Street
Toronto, ON, Canada M3J 1P3
Email: krstica@yorku.ca

PROFESSIONAL ACADEMIC EXPERIENCE

July 2026-Present	Associate Professor of Human Resource Management Faculty of Liberal Arts & Professional Studies, York University
July 2020-June 2026	Assistant Professor of Human Resource Management Faculty of Liberal Arts & Professional Studies, York University [Maternity leave taken 2023-2024]
Sept. 2019-June 2020	Postdoctoral Fellow Lazaridis School of Business & Economics, Wilfrid Laurier University Supervisor: Dr. Ivona Hideg

EDUCATION

2019	Lazaridis School of Business & Economics, Wilfrid Laurier University Ph.D. in Management: Organizational Behaviour/Human Resource Management
2015	Lazaridis School of Business & Economics, Wilfrid Laurier University M.Sc. in Management: Organizational Behaviour/Human Resource Management
2014	Wilfrid Laurier University B.Sc. (Honours) Psychology: Research Specialist; Biology Minor

RESEARCH

- Equity, diversity, and inclusion in the workplace
- Work-family interface
- Barriers to leadership positions and career progression for women
- Interventions to promote workplace gender equity

Publications (†student co-author when the project began)

Peer Reviewed Articles

Krstic, A., & Hideg, I. (2025). Parental leaves and men's communality advantage at work. *Sex Roles*, 91. <https://doi.org/10.1007/s11199-025-01591-5>

Krstic, A., Shen, W., †Varty, C. T., †Lam, J. Y., & Hideg, I. (2025). Taking on the invisible third shift: The unequal division of cognitive labor and women's work outcomes. *Psychology of Women Quarterly*, 49(2), 205-219. <https://doi.org/10.1177/03616843251330284>

Hideg, I., **Krstic, A.**, Trau, R. N. C., Zhan, Y., & Zarina, T. (2024). Agency penalties from taking parental leave for women in men-dominated occupations: Archival and experimental evidence. *Sex Roles*, 90, 1326-1345. <https://doi.org/10.1007/s11199-024-01517-7>

Shen, W., †Lam, J. Y., †Varty, C. T., **Krstic, A.**, & Hideg, I. (2024). Diversity climate affords unequal protection against incivility among Asian workers: The COVID-19 pandemic as a racial mega-threat. *Applied Psychology: An International Review*, 73, 34-56. <https://doi.org/10.1111/apps.12462>

Hideg, I., **Krstic, A.**, Powell, D. M., & Zhan, Y. (2023). Supporting women during motherhood and caregiving necessary, but not sufficient: The need for men to become equal partners in childcare. *Industrial and Organizational Psychology*, 16(2), 215-220. <https://doi.org/10.1017/iop.2023.12>

- The last three authors have contributed equally

Hideg, I., **Krstic, A.** (2021). The quest for workplace gender equality in the 21st century: Where do we stand and how can we continue to make strides? *Canadian Journal of Behavioural Science/Revue canadienne des sciences du comportement*, 53, 106-113. <https://doi.org/10.1037/cbs0000222> [invited]

- Highlighted in a widely used I/O Psychology textbook: *Introduction to Industrial/Organizational Psychology* (8th edition) by Ronald E. Riggio and Stefanie K. Johnson

Hideg, I., **Krstic, A.**, Trau, R. N. C., & Zarina, T. (2018). The unintended consequences of maternity leaves: How agency interventions mitigate the negative effects of longer legislated maternity leaves. *Journal of Applied Psychology*, 103, 1155-1164. <https://doi.org/10.1037/apl0000327>

- 2022 Runner-up for the *Financial Times Responsible Business Education Award – Academic Research with Impact*
- 2019 Distinguished Winner of the *Responsible Research in Management Award co-sponsored by IACMR/RRBM* [value: \$2,000 USD]

Zivcakova, L., Wood, E., Forsyth, G., Dhillon, N., Ball, D., Corolis, B., Coulas, A., Daniels, S., Hill, J., **Krstic, A.**, Linseman, A., & Petkovski, M. (2012). Examining the impact of dons providing peer instruction for academic integrity: Dons' and students' perspectives. *Journal of Academic Ethics*, 10, 137-150. <https://doi.org/10.1007/s10805-012-9153-8>

- The last eight authors have contributed equally

Peer Reviewed Conference Proceedings

Krstic, A., †Varty, C. T., Shen, W., Hideg, I., & †Lam, J. Y. (2022). Consequences of the unequal division of cognitive labor on women's work outcomes during the pandemic. *Academy of Management Proceedings*. <https://journals.aom.org/doi/abs/10.5465/AMBPP.2022.271> [top 10% of accepted conference papers]

Krstic, A. & Hideg, I. (2019). The effect of taking a paternity leave on men's career outcomes: The role of communality perceptions. *Academy of Management Proceedings*. <https://journals.aom.org/doi/10.5465/AMBPP.2019.278> [top 10% of accepted conference papers]

Popular Media and Practitioner Publications

Krstic, A., & Hideg, I. (June 9, 2026). When men take parental leave, their careers may benefit – but women’s do not. *The Conversation Canada*. <https://theconversation.com/when-men-take-parental-leave-their-careers-may-benefit-but-womens-do-not-282950>

Krstic, A., Hideg, I., †Lam, J. Y., Shen, W., & †Varty, C. T. (July 28, 2025). All women – not just mothers – could benefit from more workplace flexibility. *The Conversation Canada*. <https://theconversation.com/all-women-not-just-mothers-could-benefit-from-more-workplace-flexibility-260889>

Hideg, I., **Krstic, A.**, Trau, R. N. C., Zhan, Y., & Zarina, T. (January 7, 2025). Parental leave paradox: Why women who take longer leaves face career penalties in men-dominated fields. *The Conversation Canada*. <https://theconversation.com/parental-leave-paradox-why-womenwho-take-longer-leaves-face-career-penalties-in-men-dominated-fields-246628>

Shen, W., Hideg, I. †Lam, J. Y., †Varty, C. T., & **Krstic, A.** (April 27, 2021). Research: Why some D&I efforts failed employees of Chinese descent. *Harvard Business Review*, online. <https://hbr.org/2021/04/research-why-some-di-efforts-failed-employees-of-chinese-descent>

Hideg, I., **Krstic, A.**, Trau, R. N. C., & Zarina, T. (September 14, 2018). Do longer maternity leaves hurt women’s careers? *Harvard Business Review*, online. <https://hbr.org/2018/09/do-longer-maternity-leaves-hurt-womens-careers>

Research Grants

- | | |
|-------------|--|
| 2025 | Insight Grant, Principal Investigator (Co-Applicant: Ivona Hideg)
Social Sciences and Humanities Research Council of Canada (SSHRC)
Increasing gender equality: An examination of why and how gender roles influence men's parental leave-taking decisions
Value: \$112,174 |
| 2024 | SSHRC Exchange – Conference Grant (<i>Parental leaves and men’s communality advantage at work</i> ; value: \$512 CAD) |
| 2022 | SSHRC Exchange – Conference Grant (<i>Consequences of the unequal division of cognitive labor on women’s work outcomes during the pandemic</i> ; value: \$850 CAD) |

Honours and Awards

- | | |
|-------------|---|
| 2022 | Runner-up for the <i>Financial Times</i> Responsible Business Education Award – Academic Research with Impact category (recognizing “papers that address societal challenges, with evidence of impact on policy or practice”) |
| 2022 | Best Paper Proceedings, DEI Division, Academy of Management |
| 2019 | Distinguished Winner of the Responsible Research in Management Award (recognizing “excellent scholarship that focuses on important issues for business and society using sound research methods with credible results”) |

from the International Association for Chinese Management Research (IACMR) and the Responsible Research in Business & Management (RRBM) (value: \$2,000 USD)

- 2019** Best Paper Proceedings, DEI Division, Academy of Management
- 2019** Poster Award (third place winner), Industrial/Organizational Psychology Section, Canadian Psychological Association (value: \$100 CAD)
- 2017** Top poster, Lazaridis School of Business & Economics Research Poster Day, Wilfrid Laurier University
- 2015** RHR Kendall Award for best student paper, Industrial/Organizational Psychology Section, Canadian Psychological Association (value: \$1,000 CAD)

Refereed Conference Presentations

Merkand, R. H., Zhan, Y., Hideg, I., **Krstic, A.**, & Powell, D. (2026, June). Sharing parental leave and working mothers' well-being and career outcomes. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, Quebec.

Merkand, R. H., Zhan, Y., Hideg, I., **Krstic, A.**, & Powell, D. (2026, April). Spousal parental leave: Association with working moms' well-being and career outcomes. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Krstic, A., & Hideg, I. (2024, August). Parental leaves and men's communality advantage at work. In P. Dwivedi, L. Paoella, & S. Naaz (chairs), *Unintended Consequences of DEI Practices*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, Illinois. ***Showcase symposium and Finalist for the OB Division 2024 AOM Meeting Best Symposium Award.**

Krstic, A., †Varty, C. T., Shen, W., Hideg, I., & †Lam, J. Y. (2022, August). Consequences of the unequal division of cognitive labor on women's work outcomes during the pandemic. Paper presented at the annual meeting of the Academy of Management, Seattle, Washington. ***Top 10% of DEI Division accepted conference papers**

Shen, W. †Lam, J. Y., Hideg, I., †Varty, C. T., & **Krstic, A.** (2022, August). Diversity climate affords unequal protection against COVID-19 workplace incivility for Asian workers. Paper presented at the annual meeting of the Academy of Management, Seattle, Washington.

Krstic, A., & Hideg, I. (2019, August). The effect of taking a paternity leave on men's career outcomes: The role of communality perceptions. Paper presented at the annual meeting of the Academy of Management, Boston, Massachusetts. ***Top 10% of DEI Division accepted conference papers**

Krstic, A., & Hideg, I. (2019, June). How taking a paternity leave impacts men's career outcomes: The underlying effect of communality perceptions. Paper presented at the annual meeting of the Canadian Psychological Association, Halifax, Nova Scotia. ***Third place winner of the Best Poster Award.**

Krstic, A., & Hideg, I. (2019, April). Enhancing communality: The effect of taking a paternity leave on men's career outcomes. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

Krstic, A., & Hideg, I. (2017, June). Not committed enough? The effects of paternity leave length on men's career outcomes. Paper presented at the annual meeting of the Canadian Psychological Association, Toronto, Ontario. ***Ranked as top poster at the 2017 Lazaridis School Research Poster Day at Wilfrid Laurier University**

Krstic, A., & Hideg, I. (2016, April). The effect of maternity leave length on women's career outcomes. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, California.

Hideg, I., **Krstic, A.**, Zarina, T. & Trau, R. (2015, August). Harmful or beneficial: The effect of maternity leave length on women's career outcomes. In L.M. Little (chair), *It's complicated: Organizational support of pregnant workers and new mothers*. Symposium conducted at the annual meeting of the Academy of Management, Vancouver, British Columbia.

Krstic, A., Hideg, I., & Zarina, T. (2015, June). Working in a feminine versus a masculine industry: How maternity leave length and perceptions of femininity can impact career outcomes. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa, Ontario.

Invited Presentations

Krstic, A. (October 14 & October 20, 2022). Navigating the career labyrinth: Research on the barriers to women's career success. Presentation at DIALOG, a national architecture organization. [virtual presentation]

Krstic, A. (May 4, 2022). Preregistering a study: What it is and easing some of the anxiety surrounding the process. Presentation in the Diversity Scholars Lab, Lubar School of Business, University of Wisconsin Milwaukee. [virtual presentation]

Krstic, A. (November 19, 2021). Preregistering a study. Presentation in the GEDI Lab, Schulich School of Business, York University. [virtual presentation]

Krstic, A. (May 6, 2021). My journey to becoming a responsible researcher. Presentation at the Responsible Research in Business & Management (RRBM) Dare to Care Research Café, May 6, 2021. [virtual presentation]

Krstic, A. (February 10, 2021). Pulling back the curtain: Behind the scenes of publishing a paper in a top-tier management journal. Guest lecture, Faculty of Business Administration, Memorial University of Newfoundland. [virtual presentation]

Selected Media Mentions

Men's Careers Benefit from Parental Leave. Women's Do Not. ***The Last Show with David Cooper***, 18/06/2026. <https://podcasts.apple.com/ca/podcast/mens-careers-benefit-from-parental-leave-womens-do-not/id1168275879?i=1000773268977>

Radio segment on cognitive labour and how it unfairly affects women more than men. ***Mornings with Simi on 730 CKNW in Vancouver***, 31/07/2025.

Women Are Paying the Price for Taking Longer Maternity Leave. ***Yahoo Finance UK***, 3/02/2025. <https://uk.finance.yahoo.com/news/women-paying-price-maternity-leave-060050131.html?guccounter=1>

How the Stigma of Maternity Leave Still Holds Women Back. ***The Globe and Mail***, 29/09/2021. https://www.theglobeandmail.com/business/article-how-the-stigma-of-maternity-leave-still-holds-women-back/?utm_medium=email&utm_source=Women%20and%20Work&utm_content=2021-9-

[29 12&utm_term=&utm_campaign=newsletter&cu_id=3N6ZCTzVlry94yzw00%2B1p10m%2FOHmo9PEdFDnWPnSCH0%3D](https://www.theglobeandmail.com/business/careers/article-job-applicants-get-creative-when-sussing-out-a-companys-parental-leave/#comments)

Job Applicants Get Creative When Sussing Out a Company's Parental Leave Policies. **The Globe and Mail**, 10/09/2021. <https://www.theglobeandmail.com/business/careers/article-job-applicants-get-creative-when-sussing-out-a-companys-parental-leave/#comments>

Asians of Chinese Descent Looking to Feel Safe at Work. **HR Reporter**, 28/07/2021. <https://www.hrreporter.com/focus-areas/diversity/asians-of-chinese-descent-looking-to-feel-safe-at-work/357600>

Diversified Workplaces and Efforts to Deal with The Epidemic Have Caused Unfair Treatment of Chinese Employees, **Ming Pao Canada**, 28/04/2021. http://www.mingpaocanada.com/tor/htm/News/20210428/tag1_r.htm

How Maternity Leave Can Hurt a Woman's Career: 'So Much Can Change,' **Global News**, 26/09/2019. <https://globalnews.ca/news/5948503/maternity-leave-hurt-career/>

How Gender Stereotypes are Hurting Women on Maternity Leave, **The Globe and Mail**, 14/02/2019. <https://www.theglobeandmail.com/business/careers/business-education/article-how-gender-stereotypes-are-hurting-women-on-maternity-leave/>

The Price of Longer Leaves, **Harvard Business Review**, January-February 2019 print issue

How Women Can Prevent Longer Maternity Leaves from Hurting their Careers, **CTV News**, 27/09/2018. <https://www.ctvnews.ca/business/how-women-can-prevent-longer-maternity-leaves-from-hurting-their-careers-1.4112181>

Keep in Touch with Workplace During Maternity Leave, **Herald Sun** (Melbourne, Australia), 29/07/2018. <https://www.heraldsun.com.au/news/keep-in-touch-with-workplace-during-maternity-leave-mothers-urged/news-story/fd5758d9597e009338dc0e3728d88ed8>

TEACHING

York University, School of Human Resource Management

Course Director, Micro-Human Resources Management Research Seminar (PhD)	Winter 2026
Course Director, Employee Training and Development (MHRM)	Fall 2025
Course Director, Leadership and Management Skills (BHRM)	Fall 2020-2021, 2024-2025; Winter 2021-2023, 2025
Course Director, Training and Development (BHRM)	Fall 2022, 2025; Winter 2022-2025
Course Director, Recruitment, Selection, and Performance Appraisal of Personnel (BHRM)	Fall 2020
Guest Instructor, Current and Critical Issues in HRM/OB Theory and Research (PhD) (Topic: Diversity, Equity, and Inclusion in the Workplace)	Winter 2023-2025

Wilfrid Laurier University, Lazaridis School of Business & Economics

Course Director, Organizational Behaviour I (BBA)

Fall 2019

Student Supervision

Doctoral Dissertation Committee Member

Guler Kizilenis Ulusman, PhD in Human Resource Management at School of Human Resource Management (2023-present).

Camellia Bryan, PhD in Organizational Studies at Schulich School of Business (2023), *Beyond backlash: Reducing resistance and generating support in response to diversity initiatives through opening identity tactics*. Internal/external committee member.

Teaching Professional Development Courses Completed

2020	Taking it Online: Making the Transition from the Face-to-Face Classroom
2024	Engagement Strategies for Remote Teaching

SERVICE

Internal Service

SHRM, PhD Comprehensive Examination Committee, 2026
 SHRM, Carroll Hern Memorial Award Adjudication Committee, 2025
 SHRM, File Preparation Committee, Jing Wang's promotion to Professor, 2024-2025
 SHRM, Research-Based Teaching Release Adjudication Committee, 2022, 2024
 SHRM, PhD Program Admissions Committee, 2022, 2024, 2025
 SHRM, MHRM Program Admissions Committee, 2022, 2025
 SHRM, Associate Professor Hiring Committee, 2022-2023
 SHRM, Tenure & Promotion Committee, 2021-2025
 SHRM, Assistant Professor Hiring Committee, 2020-2021, 2024
 LA&PS, Teaching, Learning and Student Success Standing Committee of Faculty Council, 2025-28
 LA&PS, *Ontario Universities Fair* representative, 2024
 LA&PS, *Pizza with the Profs* panelist, 2024
 York University, Ontario Remembrance Scholarship Committee, 2021

External Service

Professional Service Leadership Roles

Past-Chair, Canadian Society for Industrial & Organizational Psychology (CSIOP; June 2026-June 2027)
 Chair, CSIOP (June 2025-June 2026)
 Committee Member, CSIOP Equity, Diversity, and Inclusion Standing Committee (September 2024-September 2026)
 Chair-Elect, CSIOP (June 2024-June 2025)
 Interim Program Coordinator, CSIOP, for the 2022 annual Canadian Psychological Association (CPA) convention (2021-2022)

Editorial Board Member

Academy of Management Journal (July 2025-June 2028)

Ad Hoc Reviewer***Journals:***

Academy of Management Journal (no longer ad hoc reviewer as of July 2025 due to joining Editorial Board)

Human Resource Management Journal

International Journal of Selection and Assessment

British Journal of Psychology

Equality, Diversity, and Inclusion: An International Journal

Grant Proposals:

Reviewer for Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant applications in 2022, 2024, and 2025

Conferences:

Academy of Management (AOM)

Society for Industrial and Organizational Psychology (SIOP)

Consulting**Jan. – Feb. 2019**

Sonova, Kitchener, ON

Created an evidence-based recruitment manual that is being used in the company's Canada-wide diversity initiative pilot and will be expanded internationally

Sept. – Nov. 2018

Reep Green Solutions, Kitchener, ON

Created templates and guidelines on developing position descriptions and developing interview protocols to enhance predictive validity

Professional Memberships

Academy of Management – OB, DEI, and HRM Divisions

Canadian Psychological Association – I-O Psychology Section (CSIOP)